



Bombay Scottish School

[The Bombay Scottish Orphanage Society]
Veer Savarkar Marg, Mahim, Mumbai - 400 016.
Telephone: 2445 3460 / 2445 1365

NOTICE

Internal Complaints Committee (ICC) 2025-2026

Dear Staff,

As per the guidelines provided under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 an **“Internal Complaints Committee” (ICC)** has been constituted at Bombay Scottish School, Mahim to receive and redress complaints of sexual harassment.

The members of the ICC Committee for the academic year 2025-2026 are:

Sr. No.	Name of the Member	Designation
1.	Mrs. Sunita George	Presiding Officer
2.	Mrs. Sheeba Pavamani	Member
3.	Mr. Malcolm Ovichegan	Male Teacher
4.	Ms. Florence Haeems	Female Teacher
5.	Ms. Nandini Menon	External Member

Staff can submit any concerns/grievances with regard to sexual harassment of women at workplace to the above committee members in writing and due procedure will be followed.

Regards,

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Mrs. Sunita George
Principal