



JGS/HSCP/ID-1/R00

## Zero Tolerance Policy on Corporal Punishment

### Reporting & Investigation

- Complaints can be made verbally, in writing, by email, or through a letter.
- They can be submitted directly by the affected individual or by a witness.
- Complaints must be directed to any member of the Internal Complaints Committee (ICC).

### Each complaint shall be:

- Investigated thoroughly by the ICC.
- Discussed with the Central HSCP Team for a uniform approach.
- Addressed promptly and confidentially.

### Disciplinary Action

If any staff member is found guilty of corporal punishment, the management reserves the right to take appropriate disciplinary action, which may include:

- Formal warning
- Suspension
- Termination of employment
- Legal action, if applicable

### Expectation from Staff

#### All staff must:

- Maintain discipline using non-violent, respectful, and constructive methods.
- Comply with the Code of Business Conduct & Ethics.
- Uphold the dignity and well-being of all students.
- Attend trainings on positive reinforcement and classroom management techniques.

REVIEWED BY  
KUMUD EMANI  
HSCP COORDINATOR  
DATE: 17.06.2025

MR. T. ANIL ISRAEL  
HSCP CHAIRMAN/ PRINCIPAL