

# **Madhuvan Vatika Public School**

**Vill Asmanpur PO Nurpur Bedi,  
Tehsil Anandpur Sahib Distt Ropar**

## **COMMITTEE AGAINST SEXUAL HARASSMENT MANAGEMENT COMMITTEE'**



With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places and schools, CBSE has issued circulars since 2004 to all the schools, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and bullying at the schools. The Protection of Children from Sexual Offences Act & Rules, 2012 deals with all manners of sexual offences, reporting mechanisms and subsequent penal consequences. Keeping this in mind, the Government of NCT of Delhi hopes to tackle the issues with a set of multidisciplinary prevention guidelines which are supported by legal provisions under the Delhi Juvenile Justice (Care and Protection of Children) Rules, 2009 and the Protection of Children from Sexual Offences Act, 2012. These guidelines serve as a method for numerous stakeholders from teachers to community welfare associations to the police to ensure that all possible steps are taken to prevent Child Abuse and empower children to "recognize symptoms of potentially abusive situations. It has further advised the schools to be proactive by developing a conducive atmosphere on the campus, where the status of woman/ girl student is respected and they are treated equally without any bias or discrimination. Keeping the above guidelines in view, Madhuvan Vatika Public School, Asmanpur has constituted a Committee Against Sexual Harassment...

### **COMPOSITION**

The Committee consists of members of the faculty, administration, service staff and students' representatives. The members of the committee for the current academic year 2022-23 are:

<b>SR. NO</b>	<b>NAME</b>	<b>DESIGNATION</b>
1	Ms. Deepak Puri	Head
2	Mr. Lenin M	Member
3	Ms. Akanksha Tripathi	Member
4	Ms. Madhur Meenakshi	Member
5	Ms. Manisha Puri	Member
6	Mr. Avinash Kumar	Member

# PROCEDURE FOR APPROACHING COMMITTEE

The Committee deals with issues relating to sexual harassment and child abuse at the Madhuvan Vatika Public School, Asmanpur. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Chairman of the committee. If the complaint is made to any of the Committee members, they may forward it to the Chairman of the Committee against Sexual Harassment. Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

- ☐ Physical contact and advances;
- ☐ Demand or request for sexual favors;
- ☐ Sexually colored remarks;
- ☐ Allow children to engage in sexually provocative games with each other
- ☐ Showing pornography; and
- ☐ Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
- ☐ Showing pornography; and
- ☐ Other unwelcome physical, verbal or non – verbal conduct by the committee:

**The following is sexual harassment and is covered by the committee:**

- ☐ Eve-teasing, Unsavoury remarks, Innuendos and taunts,
- ☐ Jokes causing or likely to cause awkwardness or embarrassment,
- ☐ Gender based insults or sexist remarks,
- ☐ Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)
- ☐ Touching or brushing against any part of the body and the like,
- ☐ Displaying pornographic or offensive or derogatory pictures, cartoons, or sayings.
- ☐ Forcible physical touch or molestation
- ☐ Physical confinement against one's will and any other act likely to violate one's privacy.

# **FUNCTIONS AND ROLE OF THE COMMITTEE**

## **1. WORKSHOPS AND TRAINING MODULES :**

Madhuvan Vatika Public School will conduct workshops and peer training sessions for students, parents and teachers, twice in a year. The aim of these workshops will be:

- \*What constitutes abuse and exploitation?**
- \*Manner of reporting and complaining (how and to whom)**
- \*To address the nature, cause and effect of abuse**
- \*To counter and deal with the consequences constructively**
- \*Self disclosure and safety guidelines for potential instances ahead**

## **2. ROLE OF STUDENT REPRESENTATIVES:**

The committee will elect and appoint 15 students as representatives (Senior & Junior School) who will play the following roles:

- \*Act as peer complaint mediators, with whom the students can discuss their issues**
- \*Participate in peer workshops and work with teachers towards a plan of action**
- \*Create peer facilitators within their own grades, who keep a track of any cases**
- \*Report and observe the misbehavior of any student for possible abuse/issue**

## **3. EMPLOYEE AWARENESS ABOUT POCSO AND CHILD PROTECTION RIGHTS:**

- \*An annexure highlighting safety rules will be circulated and signed by each employee which makes them aware of their rights as well as duties**
- \*The act against any form of abuse will be put up at a visible board for easy access**
- \*The complaint protocol and manner of reporting will be written alongside and made visible through notice boards and displays**

## **4. ANNUAL REPORTS:**

Ms. Akanksha Tripathi and Ms. Madhur Meenakshi will maintain an annual record of:

- \*Cases (reported)**
- \*Time bound actions followed**
- \*Confidentiality and equality ensured for the person in question**
- \*Follow up actions: punishments or otherwise**
- \*Teacher initiatives**
- \*Redressal and resolving of the cases**

## **5. MEETINGS AND TIMELY DISCUSSIONS OF THE COMMITTEE:**

The Committee will also hold timely meetings, to discuss the plan of actions, potential cases, queries and updates which will be supervised by the Principal.

This will ensure the functioning and progress of the implemented ideas within the school.