

# SEEDLING PUBLIC SCHOOL

25.03.2019

## VISHAKA COMMITTEE

To deal with complaints of sexual harassment of female employees of the School in light of letter no. CBSE/Aff./Harassment/2001/8866-11258 dated 16.7.2001 and circular No. F.DE.15/Act-I/Vishakha Guidelines/2014/25342-47 dated 28.7.2014, the following have been nominated as members of the Vishakha Committee:

Ms. Vinita Vohra (Vice-Principal)

Ms. Kiran Soorma (Head Mistress)

Mr. Ashok Ramani (Teacher)

Mr. Naresh Tiwari (Parent)

Ms. Rashmi Kumar (Parent)

Ms. Rani Hooja (Member SMC)

The committee will be responsible for dealing with any complaints of sexual harassment of female employees of the school in compliance of Vishakha Guidelines and norms laid down by the Hon'ble Supreme Court.

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## **POCSO COMMITTEE (2019-20)**

A child abuse monitoring committee consisting of the following members has been constituted to ensure a safe, secure and supportive environment to students, who are the prime responsibility of every school. This committee has been constituted under the Protection of Children from Sexual Offences Act (POCSO Act 2012) for the academic session 2019-20

Ms. Jyoti Mehrotra	(Principal)
Ms. Akansha Bakshi	(Joint Director)
Ms. Shruti Kukar	(Female Teacher – Coordinator)
Mr. Abhay Gupta	(Male Teacher)
Mr. Sandeep Gill	(Non-Teaching Staff)
Ms. Vidhushi Chaturvedi	(Head Girl – Female Student)
Mr. Suhas Kumar	(Head Exnora Cultural – Male Student)
Dr. Komal Audichya	(Legal Expert)
Ms. Sejal Presswala	(Special Educator)

The committee is represented by members of the teaching and non-teaching faculty, students and administration and is chaired by the Principal

## PROCEDURE FOR APPROACHING COMMITTEE

The Committee deals with issues relating to sexual harassment and child abuse at Seedling Public School, Jaipur. 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 address
- Demand or request for sexual favours
- Sexually colored remarks
- Allow children to engage in sexually provocative games with each other.
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

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

- Eve teasing, Unsavory 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

## **ANNEXURE**

### **SECTION I**

### **FUNDAMENTALS OF CHILD PROTECTION**

#### **What is a Child Protection Policy?**

A Child Protection Policy is a statement of intent that demonstrates the commitment to safeguarding children from harm and makes clear to all in an institution and who come into contact with it what is required in relation to the protection of children, and that child abuse in any form is unacceptable.

Though the main purpose of the policy is to protect children from all forms of harm and create an enabling environment, it is also a tool to enhance the commitment of the organization to provide a child friendly environment through sensitizing persons associated and enforcing this policy.

#### **What is Child Abuse?**

Child abuse means any form of maltreatment inflicted on a child including physical abuse, sexual abuse and emotional abuse.

#### **Indicators of Abuse:**

##### **Physical & Sexual Abuse**

- Unexplained burns, cuts, bruises or welts in the shape of an object
- Bite marks
- Anti social, violent and/or abrasive behavior
- Problems in school
- Fear of adults
- Drug or alcohol abuse
- Self destructive or suicidal behavior
- Depression or poor self image

## **Emotional Abuse**

- Nightmares and bedwetting
- Drastic changes in appetite
- Over compliance or excessive aggression
- Fear of a particular person
- Withdrawal, secretiveness or depression
- Suicidal behavior
- Eating disorders

### **Article 23**

Parties recognize that a mentally or physically disabled child should enjoy a full and decent life, in conditions which ensure dignity, promote self-reliance and facilitate the child's active participation in the community.

### **Article 28**

Parties shall take all appropriate measures to ensure that school discipline is administered in a manner consistent with the child's human dignity and in conformity with the present Convention.

### **Article 34**

Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse.

- (a) The inducement or coercion of a child to engage in any unlawful sexual activity;
- (b) The exploitative use of children in prostitution or other unlawful sexual practices;
- (c) The exploitative use of children in pornographic performances and materials.

## **Legal framework for Child Protection in India/Delhi**

- A. The Constitution of India
- B. The Protection of Children from Sexual Offences Act, 2012
- C. The Juvenile Justice (Care & Protection of Children) Act, 2000 and The Delhi Juvenile Justice (Care & Protection of Children) Rules, 2009
- D. The Right of Children to Free and Compulsory Education Act, 2009

## **SECTION II**

### **Appropriate Standards of Behavior for Staff & Employees Adults should:**

- i. Provide an enabling environment for children's personal, physical, social, emotional, moral and intellectual development.
- ii. Encourage and respect other employee's and children's voices and views.
- iii. Be inclusive and involve all children without selection or exclusion on the basis of gender, disability, ethnicity, religion or any other status.
- iv. Be aware of the potential for peer abuse (eg: children bullying, discriminating against, victimizing or abusing children).
- v. Develop special measures/supervision to protect younger and especially vulnerable children from peer and adult abuse.
- vi. Be aware of high risk peer situations (eg: unsupervised mixing of older and younger children and possibility of discrimination against minors).

- vii. Avoid placing oneself in a compromising or vulnerable situation when meeting with children.
- viii. Meet with a child in a public, central location whenever possible.
- ix. Immediately report the circumstances of any situation which occurs which may be subject to misinterpretation.
- x. Make oneself aware and educated on the laws, rules and guidelines related to child protection as amended from time to time.

### **Inappropriate/Offensive behavior for staff and employees:**

- i. Hit or otherwise physically assault a child.
- ii. Turn out a child from the residential facility.
- iii. Use language that will mentally or emotionally abuse
- iv. Show discrimination of race, culture, age, gender, disability, religion, sexuality, political persuasion or any other status.
- v. Develop a sexual relation with a child.
- vi. Kiss, hug, fondle, rub or touch a child in an inappropriate or culturally insensitive way.
- vii. Do things of a personal nature that a child could do for him/herself, including dressing, bathing and grooming.
- viii. Initiate physical contact unless initiated by the child (eg: holding hands).
- ix. Suggest inappropriate behavior or relations of any kind.
- x. Allow children to engage in sexually provocative games with each other.
- xi. Stand aside when they see inappropriate actions inflicted by children on other children because it is frequent and commonplace.

### **Behavior Protocols for volunteers & staff members:**

- i. Should not give cash or any kind of gifts directly to the children, but always channelize the same through officials.
- ii. Should not collect photos, videos, or stories of children and/or upload the same on blogs or any social networking sites without prior permission from the authority.
- iii. Should not ask personal details of the child without a certain reason and if known, then not to divulge it to others.
- iv. Should not enter without accompanying staff to girls or boys residential facilities without prior permission from authority.
- v. Should not ask any child to meet alone outside campus.

### **Complaint Mechanism:**

- i. Children in institutional care or their representatives can make individual requests or complaints to the director / management of the institution.
- ii. In case of complaints against professional staff such as nurses or teachers, among others, working with and for children, a complaint can be made to the Monitoring Committee.
- iii. The Committee will appoint a person responsible for attending to all complaints brought before it in a time bound and confidential manner.

## **SECTION III**

### **Disciplinary Action**

The disciplinary action will be commensurate with the nature of the violation (students)

**Warning Written apology**

**Bond of good behavior**

**Debarring entry into hostel /campus Suspension for specific period of time Withholding results**

**Debarring from exams**

**Debarring from contesting elections**

**Debarring from holding leadership posts or membership of Committees**

**Expulsion**

**Denial of admission**

**Any other relevant mechanism**