

PERSONAL ATTENTION/IMMEDIATE

No. EDN-HE(25)B(15)-General Instruction-  
Directorate of Higher Education,  
Himachal Pradesh.

Dated: Shimla-171001, the May, 2018

To

1. All Deputy Directors (HE),  
Himachal Pradesh.
2. All Principals,  
Degree Govt. Colleges,  
Himachal Pradesh.

शिक्षा निदेशालय जम्मू हिमाचल प्रदेश

22 MAY 2018

Subject: - Complaints of Sexual Harassment/Sexual abuse/Molestation/Rape  
against teachers/officials.

Memo:

It has been observed that there has been an increase in the number of cases of sexual harassment and sexual abuse/molestation of students in educational Institutions. In some cases, it has been seen that the Head of the Institution do not take the required action against the offenders. It has also come to the notice of the Government that some employees who are involved in molestation of girl students are either being shielded or protected by not taking action by the Head of Institution whereas a criminal case must be registered against such employees and the matter should be immediately brought to the notice of the higher authorities to initiate departmental/disciplinary proceedings against such employees. The illegal decision of Head of Institutions in such cases literally allows repetition of such incidents again and again. The safety and security of the children in the Schools is the TOP-MOST priority and those who are found guilty of shielding or delaying action against the offenders will not be spared.

All the Heads of Institutions are directed to ensure that Sexual Harassment Committee in every Institution work actively as per the standing orders conveyed by this Directorate from time to time. You are also directed to send a monthly report on the details of complaints of sexual harassment/sexual abuse/molestation/rape, received and action taken on such complaints. The report must reach this office **by 5<sup>th</sup> of every month**. You are further directed to ensure that such complaints are brought to the notice of the department immediately and also direct to all the Heads of educational Institutions under your control to inform the Police and to get the case registered under POCSO Act.

It has also been observed that in such cases many a times students are pressurised and they change their statements before the Inquiry Officer and take their complaints back under pressure. You are directed to ensure that counselling from an

expert must be provided to such students and their statements should be recorded by the Inquiry Officer again after counselling in such cases.

These instructions may be adhered to in letter & Spirit and non compliance will be viewed seriously.


(Dr.Sonia Thakur), H.A.S  
Joint Director Hr. Education (Admn.)  
Himachal Pradesh.

Endst. Even No. Dated: Shimla-171001 May, 2018

Copy to:-

1. The Secretary(Education) to the Govt. of H.P. Shimla-171002 for information please.

✓ 2. The Superintendent, IT Cell (internal) Directorate of Hr. Education with the directions to upload these instruction on the official website.

  
Joint Director Hr. Education (Admn.)  
Himachal Pradesh.