

EDN-HE (21)A(3)20/2020 Sexual Harassment  
Directorate of Higher Education  
Himachal Pradesh

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Dated: Shimla-171001 the January, 2020

To

1. All the Principal Govt. Colleges/Sanskrit Colleges/GCTE/SCERT in H.P.
2. All the DDHE/DDHE Inspection in H.P.
3. All the Principals/H.M in GSSS/GHS in H.P.

**Subject:- Guidelines for the effective implementation of POCSO Act, 2012 in all Educational Institutions in Himachal Pradesh.**

As you are aware that the Department of Education is committed to put its strenuous and cohesive efforts for the safety of students from Sexual Offences under POCSO Act, 2012. For the safety of students from Sexual offences, all the schools must constitute a Grievance Committee for Child Sexual Abuse (CSA) within a month of beginning of every academic year. The Committee and school staff should be oriented about their role under Section 19 of POCSO Act, 2012 which states that any person (including the child), who has apprehension that an offence under this Act is likely to be committed or has knowledge that such an offence has been committed, shall provide such information to :-

- a. The Special Juvenile Police Unit: or
- b. The local Police.

**And as per Section-21**

- a) if any person, who fails to report the commission of an offence under Sub- Section(1) of Section 19 or Section 20 or who fails to record such offences under Sub- Section (2) of Section 19 shall be punished with imprisonment of either description which may extend to six months or with fine or with both.
- b) Any person, being in-charge of any company or an institution (by whatever name called) who fails to report the commission of an offence under Sub Section(1) of Section 19 in respect of a subordinate under his control, shall be punished with imprisonment for a term which may extend to one year and with fine.

In case of sexual offence against children in the school premises/school transport during school hours or after or before it, and the school management/individual fails to report the commission of an offence under Sub- Section (1) of Section 19, action may be taken under POCSO Act, 2012 against school management/ individual. The ultimate responsibility of safety of children in the school rests with the school Management, individually and as a group.

Keeping in view of the above, the following guidelines/suggestions are being hereby issued for its implementation in letter & spirit by all the stakeholders:-

1. In all the Training Programmes, the POCSO Act, 2012 and process of inquiry in cases falling under POCSO Act, 2012 should be taught to all the Teachers who are not aware of the actual process of inquiry following POCSO Act, 2012.
2. Lectures should also be included on the kind of conduct which can be defined as sexual molestation/ harassment.

3. Lectures on Rules and Regulations for setting up of committee against sexual harassment at work place should be included in the training programme
4. Lectures on child Psychology with special emphasis on teacher-taught relationship, good and bad touch should also be included.
5. Counselling sessions by Psychologists must be organized in schools at least twice a year.
6. Lecture on use of social media and interaction on social media and related cyber crimes should be included in the training.
7. Lectures on moral values, ethics and character building with focus on role of teachers in society.
8. Induction training should be organized for new entrants within one year after joining. Mid career training programme should also be organized for the teachers.
9. Counselling sessions/awareness programme should be organized for all the stake holders i.e. Children, Teachers and Parents. The guardians/ parents also needs to be made aware on the issue for which Counselling sessions can be organized in the PTA/SMC meeting and Legal/ Psychologist experts can be invited in such meetings.
10. Inquiry should be completed in a time bound manner and should be conducted on day to day basis.
11. There should be a indentified counsellor (Psychologist) at block level catering to all the schools within the block.
12. The above mentioned should be included in all Teachers/ Headmasters/ Principals/ Deputy Directors' training programmes being run by the DIETs/ SCERT/ CMAT/ SSA/GCTE Dharamshala and HIPA.
13. The Suggestions box/complaint box should be kept in every school-wherein students can put their suggestions/queries/complaints. The suggestion box/ complaint box may be opened on each bag free day to discuss all the issues/ queries and action must be taken on each and every complaint (s)/ Suggestions given by the students. The child help line No. 1098 should also be depicted on the prominent place in every school.

You are, therefore directed to ensure the implementation of these guidelines in letter and spirits in all educational institutions in Himachal Pradesh. The action taken report in this regard may be submitted to this office within 15 days, positively. So that the Govt. could be apprised accordingly.

20 JAN 2020

(Dr. Amarjeet Kumar Sharma),  
Director of Higher Education  
Himachal Pradesh Shimla-1

the January, 2020

Endst. No. Even Dated: Shimla-171001

- Copy for information to:
1. The Principal Secretary (Education) to the Government of Himachal Pradesh, Shimla-2
  2. The Director Himachal Pradesh Institute of Public Administration, Fairlawn's, Shimla-12
  3. The Additional Director (Admin) of Higher Education Himachal Pradesh Shimla-1
  4. The State project Director of /ISSE Himachal Pradesh Shimla-1
  5. All the Joint Director of Higher Education College/Schools in Himachal Pradesh Shimla-1
  6. All the Branch Superident in Directorate of Higher Education Himachal Pradesh Shimla-1
  7. The Technical Officer (Computer/IT Cell), Directorate of Higher Education, Himachal Pradesh is hereby requested to upload the same on departmental website.
  8. Guard file.

Director of Higher Education  
Himachal Pradesh Shimla-1


शिक्षा-एच(21)अधीक्षक जनरल  
शिक्षा निदेशालय उच्च,  
हिमाचल प्रदेश ।  
दिनांक:शिमला-171001, 06-11-2019

सेवा में

- 1 श्री के0डी0 शर्मा,  
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- 3 डा0 मीना शर्मा,  
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जिला सोलन हिमाचल प्रदेश ।

विषय:- बाल संरक्षण रूल पोक्सों के तहत दिनांक  
06-11-2019 को होने वाली बैठक में उपस्थित होने  
बारे ।

उपरोक्त विषय के सन्दर्भ में आपको सूचित किया जाता है कि माननीय शिक्षा निदेशक महोदय जी के आदेशानुसार दिनांक 01-11-2019 को जो कमेटी का गठन किया गया है उससे सम्बन्धित दिनांक 06-11-19 को अधोहस्ताक्षरी के कार्यालय में बैठक का आयोजन किया गया है । अतः आपसे अनुरोध है कि आप इस बैठक में अपने सुझावों के साथ 11 बजे अपनी उपस्थिति सुनिश्चित करें ताकि विभागीय रिपोर्ट से माननीय शिक्षा निदेशक महोदय जी को समय रहते अवगत करवाया जा सकें ।

  
अतिरिक्त शिक्षा निदेशक(प्रशासन)  
उच्च शिक्षा निदेशालय शिमला-हि0प्र0