



# GAYATRI SMART SCHOOL (SENIOR SECONDARY)

Affiliated to CBSE, New Delhi. Affiliation No.: 1530265

At : Brahmansualo, Sudhasadangi, Baliana, Bhubaneswar | Cell : 9078085097 / 9437007103

Head Office : NH-316, Dhauli Chhaka, Bhubaneswar, Odisha

Letter No.: .....

Date.: 01.04.2025

## COMMITTEE AGAINST SEXUAL HARASSMENT CHILD ABUSE MANAGEMENT COMMITTEE

With regards to Supreme Court Judgement 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 of work place and schools.

CBSE has issued circulars since 2004 to all 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 the manners of sexual offences, reporting mechanisms and subsequent penal consequences. Keeping in the mind the Government of NCT of Delhi hopes to tackle the issue with set of multidisciplinary prevention guidelines which are supported by legal provisions under the Delhi Juvenile Justice (Care & Protection children) Rules, 2009 and the protection of the children from Sexual offences Act 2012. These guidelines serve as a method for numerous stakeholders from teachers to community welfare association to the police to ensure that all the 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 protective by developing a conducive atmosphere on the campus, where the status of women/girl student is respected and they are treated equally without any bias or discrimination. Keeping the above guidelines in view, GAYATRI SMART SCHOOL, AT-SUDHASADANGI, PO-BRAHMANSUANLO, DIST-KHURDA has constituted a Committee against Sexual Harassment..

### COMPOSITION

The committee consists of members of the faculty, administration, service staff and students' representatives. The member of the committee for the current academic year 2023-24 are:

Term of Office for 03 (Three) Years (01.04.2025 to 31.03.2028) *Brahmanu Sengupta*

*KL*

PRINCIPAL  
GAYATRI SMART SCHOOL  
BHUBANESWAR

Secretary  
Gayatri Smart School  
Bhubaneswar

VISIT US AT : <http://www.gayatrismartschool.com> / [www.gayatriedu.com](http://www.gayatriedu.com) / E-mail : [principal.gssbbsr@gmail.com](mailto:principal.gssbbsr@gmail.com)





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## LIST OF COMMITTEE MEMBERS

SL	NAME	DESIGNATION	E-MAIL
1	Mr. Prabhat Kumar Sahoo	Principal / Head	prabhatch06@gmail.com
2	Mr. Upendra Kumar Mohanty	Manager	umohanty205@gmail.com
3	Mrs. Kalpana Mohanty	Member	debapriya8695@gmail.com
4	Mrs. Nibedita Padhi	Member / SMC Member	nibeditapadhy26@gmail.com
5	Mr. Susant Khuntia	Member / TGT	suskhuntia99@gmail.com
6	Mr. Subham Ojha	Member / TGT	Subhamojha45@gmail.com
7	Mrs. Madhusmita Sahoo	Member / Special Educator	rashmi720@gmail.com
8	Laxmipriya Behera	Counsellor / Member	Laxmipriya009@gmail.com

## PROCEDURE FOR APPROACHING COMMITTEE

The committee with issues relating to sexual harassment and child abuse at the GAYATRI SMART SCHOOL, AT-SUDHASADANGI, PO-BRAHMANSUANLO, DIST-KHURDA. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodge by the victim or a third party. A written complaint may be addressed to the chairman / head 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 sexuality determined behavior (where directly or implication) as:

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

*Real*

**PRINCIPAL**  
GAYATRI SMART SCHOOL  
BHUBANESWAR

*Seelkansa Secher Pannigrahi*

**Secretary**  
Gayatri Smart School  
Bhubaneswar





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The following is sexual harassment and covered by the committee

- EVE-testing, Unsavory remarks, Innuendos and taunts.
- Jokes causing or likely to cause awkwardness or embarrassment
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in many manners 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 picture, cartoons, or sayings.
- Forcible physical touch or molestation
- Physical confinement against one's will and other act likely to violate one's privacy

## FUNCTION AND ROLE OF THE COMMITTEE

### 1.WORKSHOP AND TRAINING MODULE

Gayatri Smart School will conduct workshops and peer training sessions for training sessions for students, parents, and teachers twice in a year. The aim of the workshops will be:

- What constitutes abuse and exploitation?
- Manner of reporting and complaining (how and to whom)
- To address the nature, cause and effect to 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' representatives (Senior & Junior School) who will play the following roles

- Act as per complaint mediators, with whom the students can discuss their issues
- Participate in peer workshops and work with teachers towards a plan of action

*Principal*  
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GAYATRI SMART SCHOOL  
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*Secretary*  
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- 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 easy access
- The complaint protocol and manner of reporting will be written alongside and made visible through notice board and displays

### 4.ANNUAL REPORTS:

Will maintain an annual report of

- Cases (Reported)
- Time bound action followed
- Confidentiality and equality ensured for the person in question
- Follow up action punishments or otherwise
- Teacher initiatives
- Redressal and resolving of the cases

### 5.MEETING AND TIMELY DISCUSSIONS OF THE COMMITTEE:

The committee will also hold timely meeting to discuss the plan of actions, potential cases, queries, and updates which will be supervised by the principal/Head of the school

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

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PRINCIPAL  
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## 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 came in to contact with it what is required in relation to the protection of children and that child abuse in any form is unacceptable. Through the main purpose of the policy is to protect children from 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, sexual abuse and emotional abuse.

Indicators of abuse:

#### Physical & Sexual Abuse

- Unexplained burns, cuts, bruises, or welts in the shape of an object
- Anti-Social violent and/or abrasive behavior
- Problems in school
- Fear of adults
- 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

*Seethansu Sekhar Singh*

Secretary  
Gayatri Smart School  
Bhubaneswar

*Blah*

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## 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 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 sexual exploitation and sexual abuse.

- The inducement or coercion of a child to engage in any unlawful sexual activity;
- The exploitative use of children in prostitution or other unlawful sexual practices;

## Legal framework for child protection in India

- The constitution of India
- The protection of children from sexual offences Act, 2012
- The juvenile justice (care & protection of children) Act, 2000
- The Right of children to free and compulsory Education Act, 2009

## SECTION II

### Appropriate standards of Behavior for staff & Employees Adults should:

- Provide an enabling environment for children's personal, physical, social, emotional, moral and intellectual development.
- Encourage and respect other employees and children voices and views.
- Be inclusive and involve all children without selection or exclusion on the basis of gender, disability, Ethnicity, religion, or any other status.
- Be aware of the potential for peer abuse (eg: children bullying, discrimination against, victimizing or abusing children)
- Develop special measures/ supervision to protect younger and especially vulnerable children from peer and adult abuse.
- Be aware of high risk peer situations (eg: unsupervised mixing of older and younger children and possibility of discrimination against minors).
- Avoid placing oneself in a compromising or vulnerable situation when meeting with children.
- Meet with a child in a public central location whenever possible.

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- ix. Immediately report the circumstances of any situation which occurs which may be subject to misinterpretation.
- x. Make oneself aware and education 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 behaviour 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.

## Behaviour protocols for volunteers & staff members:

- i. Should not give case 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 one 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 ask any child to meet alone outside campus.

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## SECTION-III DISCIPLINARY ACTION

(The disciplinary action will be taken as per recommendation of committee with the nature of violation students)

1. Warning
2. Written apology
3. Bond of good behavior
4. Debarring entry into hostel/ campus
5. Suspension of specific period of time
6. Withholding results
7. Debarring from exams
8. Denial of admission
9. Any other relevant mechanism.

Disciplinary action (The disciplinary action will be taken as per recommendation of committee with the nature of violation employees)

1. Warning
2. Written apology
3. Bond of good behavior
4. Debarring from supervisory duties
5. Stopping of increment / promotion
6. Denial of re- employment
7. Reverting demotion
8. Dismissal
9. Any other relevant mechanism
10. Suspension

*Seel Kumar Sahoo*

*Principal*

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