

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 need 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 an identified 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 issue necessary directions to all the establishment working under your control and also ensure that 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.



Director of Higher Education
Himachal Pradesh Shimla-1
July, 2022

Endst. No. Even Dated: Shimla-1710 the

Copy for information to:-

1. The Principal Secretary (Education) to the Government of Himachal Pradesh, Shimla-2
2. The Technical Officer (Computer/IT Cell), Directorate of Higher Education, Himachal Pradesh is hereby requested to upload the same on departmental website.
3. Guard file.



Director of Higher Education
Himachal Pradesh Shimla-1

शिमला विभाग-1, उच्च शिक्षण विभाग

Endst. No. EDN-U(E-IV) Sexual Harassment/2022/ 1629
Officer of the Deputy Director of Higher Education Una Distt. Una (HP)
Copy to:-

Dated: 02-08-2022

All the Heads of Govt. Sr. Sec. /High Schools of Una Distt.(HP) for information and necessary action.



Deputy Director of Higher Education,
Una District Una (HP).

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

Dated: Shimla-171001 the July, 2022

To

1. All the Principal Govt. Colleges/Sanskrit Colleges/ in H.P.
2. All the Deputy Director of Higher Education,
Himachal Pradesh.

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

Memo;

In continuation of this Directorate letter of even no. dated 20-01-2020, on the subject cited above.

In this Context, it is intimated 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:-

E-IV for further circulation to all the Heads of School.
DDHE 20/7/2022
DDHE 20/7/2022
DDHE 20/7/2022
DDHE 20/7/2022