

**GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION & LITERACY**

**LOK SABHA
STARRED QUESTION NO. †*380
TO BE ANSWERED ON 07.01.2019**

Sexual Harassment in Schools

†*380. SHRI RAJAN VICHARE:

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

- (a) whether the Government is considering to set up Internal Complaints Committee to check sexual harassment in the Government schools of all the States of the country in order to reduce the cases of sexual harassment against women at workplaces;
- (b) if so, the details thereof; and
- (c) if not, the reasons therefor?

**ANSWER
MINISTER OF HUMAN RESOURCE DEVELOPMENT
(SHRI PRAKASH JAVADEKAR)**

(a) to (c): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN PART (A) TO (C) OF THE REPLY TO LOK SABHA STARRED QUESTION NO.380 TO BE ANSWERED ON 07.01.2019 ASKED BY SHRI RAJAN VICHARE REGARDING SEXUAL HARASSMENT IN SCHOOLS.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 aims to provide safe and secure work environment to women. The Act covers all women, irrespective of their age or employment status and provides protection against sexual harassment at all workplace and covers all educational institutions. As per Section 4 (1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 *“every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the “Internal Complaints Committee”*.

Kendriya Vidyalaya Sangathan (KVS) has constituted an 'Internal Complaints Committee' at KVS Headquarters level and Regional Offices level vide order dated 03.11.2015 to deal with the complaints regarding sexual harassment of women at workplace. Internal Complaint Committee in Headquarters and Regional Offices of the Navodaya Vidyalaya Samiti(NVS) are functional which deal with complaints of Sexual Harassment of women employees at work place in NVS.

Central Board of Secondary Education(CBSE) has issued circular no. 18/2017 dated 25.08.2017 by which its affiliated schools have been instructed to constitute an 'Internal Complaints Committee' and take appropriate action as per the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Further, the CBSE has issued a circular on 12.09.2017 directing the schools affiliated with the Board to take measures such as safety audit of premises, CCTV monitoring, character antecedents verification, visitor management and training of staff and constitution of internal complaints committee on sexual harassment.

Education comes under the concurrent list of the Constitution and the State Governments and Union Territory Administrations have the direct responsibility to address the issue of sexual harassment in schools and work places under their territorial control. However, the MHRD has amended the Central Right Of Children To Free And Compulsory Education (RTE) Rules vide notification dated 28th September, 2015 which mandates that, the School Management Committee shall be the first level of grievance redressal of teachers of schools specified therein. It further provides for constitution of Grievance Redressal Committees at the State, District and Block levels. Complaints related to harassment of women teachers shall be accorded priority and shall be redressed without delay.
