

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

LOK SABHA  
UNSTARRED QUESTION No. 1348  
TO BE ANSWERED ON 01.07.2019

**Sexual Harassment in Schools**

†1348. SHRI RAJAN VICHARE:

SHRI ADHIR RANJAN CHOWDHURY:

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

- (a) whether it is a fact that cases of sexual harassment of girl students and female teachers has increased in various schools in the country;
- (b) if so, the number of cases reported from the schools in the country, State-wise, particularly in Maharashtra; and
- (c) whether the Government has taken/ proposes to take any initiative to prepare any new strategy to tackle the said issue and if so, the details thereof ?

**ANSWER**  
**MINISTER OF HUMAN RESOURCE DEVELOPMENT**  
**(SHRI RAMESH POKHRIYAL 'NISHANK')**

(a) & (b): 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. The list of cases of Sexual Harassment in schools, as reported by CBSE is annexed.

(c): 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 Complaint Committee”:*

The Ministry of Human Resource Development has taken steps to prevent and deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

The Right of Children to Free and Compulsory Education (RTE) Act, 2009 which came to effect in April 2010 mandates that, the School Management Committee constituted under Rule 21 shall be the first level of grievance redressal of teachers of schools specified therein. The State Government shall constitute School Tribunals at the State, District and Block levels which would act as the grievance redressal mechanism. Complaints related to harassment of women teachers shall be accorded priority and shall be redressed without delay in compliance with the guidelines issued by the Supreme Court on prevention of sexual harassment at the work place. Further, the Ministry of Human Resource Development has issued guidelines on 9<sup>th</sup> October, 2014 to State Governments for ensuring safety and security of school children, including provision on eve teasing and sexual abuse.

National Commission for Protection of Child Rights (NCPCR) has also suggested authorities at different levels such as SMC, School Principal, School Management, Education Department and Boards, to conduct safety audits in schools. NCPCR has developed a Manual on safety and security of children in school setting.

The CBSE (Central Board of Secondary Education) has issued a circular on 12.09.2017 directing the schools affiliated to the Board to take measures such as psychometric evaluation of teaching and non-teaching staff, safety audit of premises, CCTV monitoring, character antecedents verification, visitor management, training of staff and setting up Internal Complaints Committee on sexual harassment and Committees under Protection of Children from Sexual Offence (POCSO) Act, 2012 etc. to ensure safety of children.

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. NVS is following all guidelines of Ministry, POSCO Act & NCPCR instruction. The detailed guidelines for ensuring safety and security of students in JNVs have been issued from time to time JNVs. School level complaint committees and cluster level complaint committees are functional. At headquarter level moral turpitude cases are dealt by summary trial committees. Action against the staff if found guilty, is taken and in serious cases upto termination of services of staff is also taken as per the NVS notification dated 20.12.1993.

The Central Tibetan Schools Administration (CTSA) Schools are affiliated to CBSE and according to CBSE guidelines the following programmes are introduced for safety and security of girl students & female teachers in Schools:

- (i) CCTV cameras are installed at all vulnerable areas within the School.
- (ii) Security Guards are engaged to limit the entry of outsiders within its premises.
- (iii) A separate grievances committee has been constituted in all Schools for redressal of grievances of the Staff, Parent and Students.
- (iv) A separate sexual harassment committee is also working in all the Schools of CTSA.
- (v) Counselling of Students is a regular feature in CTSA Schools.

CTSA has reported that no case of sexual harassment of girl students and female teacher has been reported in any CTSA school.

The NCERT has developed Training Material for Teacher Educators on Gender Equality and Empowerment – Vol. I, II and III wherein the vol. I has a module on “Gender and Violence” and Vol. III has module on “Protecting the Right of Girls and Women: The Legal Framework” which addresses the issue of child sexual abuse in school. These volumes are widely disseminated by the NCERT in all its programmes and its softcopies are available on NCERT’s website. NCERT has also prepared Training and Resource Materials under Adolescence Education Programme.

Content related to understanding and challenging stereotypes and discrimination, reporting abuses and violence have been included. It is a part of NPEP which is implemented in states/UTs.

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**ANNEXURE**

**ANNEXURE REFERRED TO IN REPLY TO PART (a) & (b) OF LOK SABHA UNSTARRED QUESTION NO. 1348 TO BE ANSWERED ON 01.07.2019 ASKED BY SHRI RAJAN VICHARE AND SHRI ADHIR RANJAN CHOWDHURY REGARDING “SEXUAL HARASSMENT IN SCHOOL”.**

<b>Details of Cases of Sexual Harassment in School</b>				
<b>S. No.</b>	<b>Affiliation No.</b>	<b>Details of the school</b>	<b>Nature of the complaint</b>	<b>Action taken</b>
<b>1</b>	<b>2130146</b>	Tiny Tots Sr. Sec. School. Faizabad Lucknow	Sexual abuse with 2 <sup>nd</sup> class girl child by driver & conductor of the school	School disaffiliated vide order dated 15.05.2018
<b>2</b>	<b>3530418</b>	GRD World School, Bhageshwar, Dehradun	Sexual Abuse with female student by the student of same school.	School disaffiliated vide order dated 21.09.2018
<b>3</b>	<b>330529</b>	Holy Cross International School, Lekha Nagar, Ashopur, Danapur Near DAV School Cantt. Road Patna Bihar-801503	Regarding sexually assault of a 08 years old girl student by a sweeper working in the school.	School disaffiliated vide order dated 05.06.2019.