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MINERVA PUBLIC SCHOOL

Managed by Minerva Educational & Research Trust, Kathua

(AFFILIATED TO CBSE NEW DELHI, Affiliation No. : 730099)

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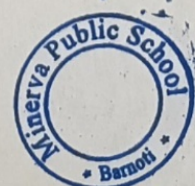
N.H., BARNOTI (VILL. BUDHI) Kathua-J&K

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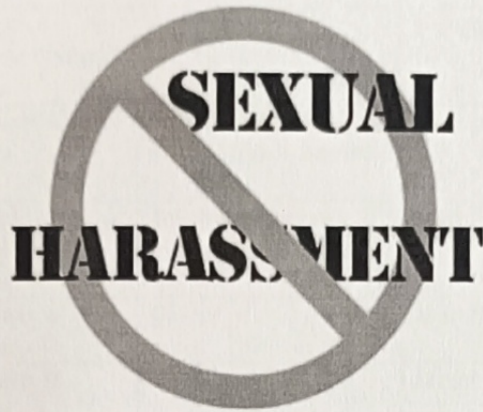
List of Members of Child Abuse Management Committee

S.No	Name	Address	Occupation	Designation	Contact No.
1	Ruhy Sharma	Ward No.1 Shahidi Chowk kathua	Principal Minerva Public School Barnoti	Chairperson	7006448181
2	Mahi Paul Sharma	Ward No.4 Krishana Colony Kathua	Business-man	Secretary	9419151303
3	Preeti Sharma	Bhagwati Nagar Kathua	Teacher Minerva Public School Barnoti	Member	7780941238
4	Rajni Sharma	Ward No. 1 Ramnik Vihar Kathua	Teacher Minerva Public School Barnoti	Member	9596945981
5	Jyoti Sharma	Ward No. 4 Kathua	Doctor	Member	9419208090
6	Adarsh Paul	Ward No. 9 Kathua	Govt. Teacher	Member	9697625700
7	Sheetal Sharma	Ward No.4 Krishana Colony Kathua	Private Employee	Member	9414988019



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COMMITTEE AGAINST SEXUAL HARASSMENT` CHILD ABUSE
MANAGEMENT COMMITTEE'



With regard to the Supreme Court Judgment 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 at work places and schools, CBSE has issued circulars since 2004 to all the 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 all manners of sexual offences, reporting mechanisms and subsequent penal consequences. Keeping this in mind, the Government of J&K hopes to tackle the issues with a set of multidisciplinary prevention guidelines which are supported by legal provisions under the Juvenile Justice (Care and Protection of Children) Rules, 2009 and the Protection of Children from Sexual Offences Act 2012. These guidelines serve as a method for numerous stakeholders from teachers to community welfare associations to the police to ensure that all 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 proactive by developing a conducive atmosphere on the campus, where the status of woman/ girl student is respected and they are treated equally without any bias or discrimination. Keeping the above guidelines in view, Minerva Public School has constituted a Committee Against Sexual Harassment...



COMPOSITION

The Committee consists of members of the faculty, administration, service staff and students' representatives. The members of the committee for the current academic year 2019-20 are:

S.No	Name	Address	Occupation	Designation	Contact No.
1	Ruhy Sharma	Ward No.1 Shahidi Chowk kathua	Teacher Minerva Public School Barnoti	Chairperson	7006448181
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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 come into contact with it what is required in relation to the protection of children, and that child abuse in any form is unacceptable.

Though the main purpose of the policy is to protect children from all 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 abuse, sexual abuse and emotional abuse.

Indicators of Abuse:

Physical & Sexual Abuse

- Unexplained burns, cuts, bruises or welts in the shape of an object
- Bite marks
- Anti social, violent and/or abrasive behavior
- Problems in school
- Fear of adults
- Drug or alcohol abuse
- Self destructive or suicidal behavior
- 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



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's 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 all forms of sexual exploitation and sexual abuse.

- (a) The inducement or coercion of a child to engage in any unlawful sexual activity;
- (b) The exploitative use of children in prostitution or other unlawful sexual practices;
- (c) The exploitative use of children in pornographic performances and materials.

Legal framework for Child Protection in India/J&K

- A. The Constitution of India
- B. The Protection of Children from Sexual Offences Act, 2012
- C. The Juvenile Justice (Care & Protection of Children) Act, 2000 and The Delhi Juvenile Justice (Care & Protection of Children) Rules, 2009
- D. The Right of Children to Free and Compulsory Education Act, 2009

SECTION II

Appropriate Standards of Behavior for Staff & Employees Adults should:

- i. Provide an enabling environment for children's personal, physical, social, emotional, moral and intellectual development.
- ii. Encourage and respect other employee's and children's voices and views.
- iii. Be inclusive and involve all children without selection or exclusion on the basis of gender, disability, ethnicity, religion or any other status.
- iv. Be aware of the potential for peer abuse (eg: children bullying, discriminating against, victimizing or abusing children).



v. Develop special measures/supervision to protect younger and especially vulnerable children from peer and adult abuse.

vi. Be aware of high risk peer situations (eg: unsupervised mixing of older and younger children and possibility of discrimination against minors).

vii. Avoid placing oneself in a compromising or vulnerable situation when meeting with children.

viii. Meet with a child in a public, central location whenever possible.

ix. Immediately report the circumstances of any situation which occurs which may be subject to misinterpretation.

x. Make oneself aware and educated 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 behavior 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.

Behavior Protocols for volunteers & staff members:

i. Should not give cash 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 on 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 enter without accompanying staff to girls or boys residential facilities without prior permission from authority.

v. Should not ask any child to meet alone outside campus.

Complaint Mechanism:

i. Children in institutional care or their representatives can make individual requests or complaints to the director / management of the institution.

ii. In case of complaints against professional staff such as nurses or teachers, among others, working with and for children, a complaint can be made to the Monitoring Committee.

iii. The Committee will appoint a person responsible for attending to all complaints brought before it in a time bound and confidential manner.

SECTION III

Disciplinary Action

The disciplinary action will be commensurate with the nature of the violation (students)

- i. Warning
- ii. Written apology
- iii. Bond of good behavior
- iv. Debarring entry into hostel /campus
- v. Suspension for specific period of time
- vi. Withholding results
- vii. Debarring from exams
- viii. Debarring from contesting elections
- ix. Debarring from holding leadership posts or membership of Committees
- x. Expulsion
- xi. Denial of admission
- xii. Any other relevant mechanism

The disciplinary action will be commensurate with the nature of the violation (employees)

- i. Warning
- ii. Written apology
- iii. Bond of good behavior
- iv. Adverse remark in the Confidential Report
- v. Debarring from supervisory duties
- vi. Denial of membership of statutory bodies
- vii. Denial of re-employment
- viii. Stopping of increments /promotion
- ix. Reverting , demotion
- x. Suspension
- xi. Dismissal
- xii. Any other relevant

