

BNNR PUBLIC SCHOOL NIAL,AUL KENDRAPARA



COMMITTEE AGAINST FOR SEXUAL HARASSMENT

INTRODUCTION:-

With regard to the 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 at work places and schools. In order to ensure strict compliance of the protection of child from sexual offence (POCSO) ACT 2012, CBSE has taken several initiatives and actions for creating awareness about sexual exploitation among the school children. Keeping the above guidelines in view BNNR PUBLIC SCHOOL, NIAL, AUL, KENDRAPARA has constituted a committee against sexual harassment....

COMPOSITION

SL NO	NAME	DESIGNATION	CONTACT NO	SIGNATURE
1	LIPIKA PATHY	Committee Head	919318484613	Lipika Pathy
2	SUCHISMITA MOHANTY	MEMBER	8658096171	Suchismita Mohanty.
3	ARUNDHUTI SAHOO	MEMBER	7205656972	Arundhuti Sahoo
4	BAMAN CHARAN BARIK	MEMBER	9938659323	B. Barik
5	KIRAN MAYEE SARANGI	MEMBER	8144887909	Kiranmayee Sarangi
6	DAMYANTI BEHERA	MEMBER	7608883123	Damyanti Behera

OBJECTIVE:-

The objective of the committee are:-

- Preventive discrimination sexual harassment against women, employee and girls students by promoting gender amity among them.
- Make recommendations to the chairperson for changes elaboration in the rules for students and employees in the prospectus and the bye-laws, to make them gender just and to lay down procedures for the prohibition resolution, settlement and prosecution acts of discrimination and sexual harassment against women, by the students and the employees.
- Deal with cases of discrimination sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- Recommend appropriate punitive action against the guilty party .

PROCEDURE FOR APPROACHING COMMITTEE

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A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint from either to the chairman directly or complaint to any other committee members through may be forwarded to the chairman later committee against sexual harassment. Hear should be noted that according to the supreme court guideline sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as

- *physical contact and advances.
- *demand or request for sexual favours.
- *sexually colored remarks.
- *Allow children to engage sexually provocative games with each other.
- *Showing pornography; and
- *Other unwelcome physical, verbal or non-verbal conduct of a sexual nature ever conducted by any members of the committee.

TYPE OF SEXUAL HARASSMENT AND IS COVERED BY THE COMMITTEE.

- Eve-teasing, unsavoury remarks, innuendos and taunts
- Jokes causing or likely to cause awkwardness or embarrassment.
- Gender based insults sexist remarks.
- Unwelcome sexual overtone in any manner 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 pictures, cartoons, or sayings.
- Forcible physical touch or molestation.
- Physical confinement against one's will and any other act likely to violate one's privacy.

DISCIPLINARY ACTION:-

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

- (i) warning
- (ii) written apology
- (iii) bond of good behaviour
- (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 committee.
- (x) expulsion
- (xi) denial of admission
- (xii) any other relevant mechanism.

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- (ii) written apology
- (iii) bond of good behaviour
- (iv) debarring entry into hostel/campus
- (v) suspension for specific period of time
- (vi) withholding results
- (vii) debarring from exam
- (viii) denial admission
- (ix) debarring from holding leadership post
- (x) any other relevant mechanism



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

- (i) warning
- (ii) written apology
- (iii) bond of good behaviour
- (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

PREVENTIVE MEASURES

- (i) installation of cctvs
- (ii) fixation of complaint box
- (iii) arrangement of regular seminars and symposiums

CONCLUSION

THE school will ensure that all women employees and girls students will feel safe and secure in the premises the policy will be implemented and reviewed by the committee from time to time as per the need. the school reserves the right to amend, abrogate, modify, and rescind/reinstate the entire policy or any part of it any time.

Approved
W. K. F. August 15th 2019

[Signature]
 15/8/19





AMMENDED PAGES

A Meeting of the Internal Disciplinary & Harassment /Pocso Committee was held on dated 01 st July,2023 (Saturday) at 1.30pm in the school premises in presence of all members including Principal and Director of the School. Resolved in the meeting to add new members replacing the names of old members like Suchismita Mohanty and Arundhatio Sahoo as they have left their job.

New Members have been added as per below:-

1. Lopamudra Palai (Asst Teacher)-
2. Biren Kumar Pradhan (Director of the School)-

Lopamudra Palai
Biren Kumar Pradhan

Accepted with thanks.

✓ Following are the signature of the newly amended existing committee members:-

- | S.No. | Name of the Committee Members | Designation | Qualification | Mobile Number | Signature |
|-------|-------------------------------|------------------------|---------------|---------------|----------------------------|
| 1. | Lopamudra Palai | Asst Teacher | B.A. B.ED | 9913424033 | <i>Lopamudra Palai</i> |
| 2. | Kiran majee Sarangi | Asst Teacher | B.A. B.ED | 7238960274 | <i>Kiranmajee Sarangi</i> |
| 3. | Baman Charan Barik | Asst Teacher | B.A. B.ED | 9930659329 | <i>Baman Charan Barik</i> |
| 4. | Lopamudra Palai | Asst Teacher | B.A. B.ED | 7004920831 | <i>Lopamudra Palai</i> |
| 5. | Biren Kumar Pradhan | Director of the School | B.A. B.ED | 9913424033 | <i>Biren Kumar Pradhan</i> |
| 6. | Damyanti Behra | Asst Teacher | B.A. B.ED | 9770538264 | <i>Damyanti Behra</i> |

Approved on dated-04 th August,2023.

Signature of Principal
Principal
BNNR Public School
Nial,Aul,Kendrapada,Odisha

[Signature]
04/08/2023



BNNR PUBLIC SCHOOL

(Under BNR Educational & Charitable Trust)

Recognised by Government of Odisha

Affiliated to CBSE, Delhi, Affl. No. : 1530290, School Code : 15906

Ref. No. 454/2026



Date 09/03/2026

A Meeting of the (ICC) Discipline Committee/Harassment/Redressal Committee was held on dated-09/03/2026 (Monday) at 1pm. in the school premises in presence of all members including Principal & Director of the school.

Resolved in the following committee to add new members ,removing the name of Lopamudra Palai ,as she has already resigned from job.

New Members have been added as per below along with existing Members:-

- 1.Mrs.Binita Sethia (Asst teacher)-
2. Mr.Avijit Ghadai (Sr.TGT)/Vice principal .-

So, Now Members with details as per below (ICC/Harassment & Redressal Committee of BNNR PUBLIC SCHOOL with effect from dated-09/03/2026 onwards in all purposes .

Sl.No	Name of the committee members	Designation In Committee	Designation in School	Mobile No.	Signature Of the Members
1.	Lipika Pathy	Head of Team	PRT(H & R)	9318484613	Lipika Pathy
2	Kiranmayee Sarangi	Member	TGT	7325960274	Kiranmayee Sarangi
3	Baman Charan Barik	Member	Librarian	9938659323	B. Barik
4	Binita Sethia	Member	PRT	9021565599	B. Sethia
5	Biren Kumar Pradhan	Member	Director	8917416077	BK Pradhan
6	Damayanti Behra	Member	PRT	76 08883123	D.Behra
7	Avijit Ghadai	Member	TGT/Vice Principal	8114986764	Avijit Ghadai

Note- Came into force on dted-09/03/2026 onwards..... for all purposes.

Principal

Dr.Manoj Kumar Dwibedi
BNNR PUBLIC SCHOOL
At/Po-Nil,Aul,Dist-Kendrapada
Pin-754219 (OD)

Principal
BNNR Public School
Nial,Aul,Kendrapada,Odisha