

# Burhanpur Public School

(Affiliated to C.B.S.E. New Delhi)

NEW INDIRA COLONY, BURHANPUR (M.P.) PHONE : 07325 - 252437



Affiliation No. 1030094  
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School No. 50017

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Website: [www.bpschool.in](http://www.bpschool.in)

Ref. BPS/CBSE/INF./24-25/\_\_\_

Date : 01/04/2024

All concerned

## CIRCULAR

Subject : COMMITTEE AGAINST SEXUAL HARASSMENT OF WOMEN AT WORK PLACE

As per the guidelines issued in 1997 by the Hon'ble Supreme Court of India and CBSE instructions vide letter CBSE/Admn./14(6)/2004 dated 16/02/2004 on **sexual harassment of women and children at work place** in the institutions, 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 Sexual Offences Act & Rules, 2012 deals with all manners of sexual offences, reporting mechanisms and subsequent penal consequences. Keeping this in mind, the following committee is constituted to inquire into the complaints received against any staff member on the above subject for 3 years from the academic year 2024-25 to 2026-27 :-

S. No.	Name	Designation	Status	E_mail/Contact No.
1	Mr. Syed Yusuf Ali	Principal	Convener	<a href="mailto:nazaryusf1971@gmail.com">nazaryusf1971@gmail.com</a> 9977489182
2	Mr. Sandeep Shah	Vice Principal	Member Secretary	<a href="mailto:sandeepshah2521969@gmail.com">sandeepshah2521969@gmail.com</a> , 9926911445
3	Mrs. Meena Thakur	PGT	Sr. Presiding Officer	<a href="mailto:thakurmeena@gmail.com">thakurmeena@gmail.com</a> , 8962705557
4	Mrs. Kirtika Lohiya	Social Worker	Member	8839952228
5	Mrs. Rima Pareek	PGT	Member	<a href="mailto:rimabora8@gmail.com">rimabora8@gmail.com</a> 9922250646
6	Mrs. Vaishali Gadhwal	PTI-F	Member	9074802203 <a href="mailto:vaishaligadhwal@gmail.com">vaishaligadhwal@gmail.com</a>
7	Mrs. Pooja Sahane	Parent	Member	9926760999

A preliminary meeting will be held immediately on received of any complaint of sexual harassment and enquire into the circumstances and Senior Presiding Officer will submit the findings to the convener within 03 working days.

President

**PRESIDENT**

Horizon Educational Society  
Burhanpur (M.P.)

Principal  
**PRINCIPAL**

BURHANPUR PUBLIC SCHOOL  
BURHANPUR (M.P.) 450331  
CBSE Aff. No. 1030094, Code: 50017

## PROCEDURE FOR APPROACHING TO COMMITTEE


The Committee deals with the issues relating to sexual harassment and child abuse at Burhanpur Public School, New Indira Colony, Burhanpur (M.P.). It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the convener of the committee against Sexual Harassment. If the complaint is made to any of the committee members, they may forward it to the Convener of the Committee. Here it should be noted that according to the Supreme Court guideline, a sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favour;
3. Sexually coloured remarks;
4. Allow children to engage in sexually provocative games with each other;
5. Showing pornography and other unwelcome physical, verbal or non-verbal conduct of a sexual nature;

**The following is sexual harassment and is covered by the committee:-**

1. Eye-teaching, Unsavoury remarks, Innuendos and taunts;
2. Jokes causing or likely to cause awkwardness or embarrassment;
3. Gender based insults or sexist remarks;
4. Unwelcome sexual overtone in any manner such as over telephone;
5. Touching or brushing against any part of the body;
6. Displaying pornographic or offensive or derogatory pictures, cartoons or sayings;
7. Forcible physical touch or molestation;
8. Physical confinement against one's will and any other act likely to violate one's privacy.

In order to provide a safe, protective and conducive environment to women staff and our children for their overall development, the committee will keep conducting the seminars to teach them the differences between good and bad behaviours etc. Girl students will be provided self defence skills. The entire school premises and every class room is covered under CCTV surveillance which is personally monitored by the Principal of the school.

  
President  
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Horizon Educational Society  
Burhanpur (M.P.)

  
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