



EVANS SCHOOL OF EXCELLENCE (CBSE)

(Affiliated to Central Board of Secondary Education – New Delhi)

Affiliation Number: 1931094

SEXUAL HARASSMENT COMMITTEE

Legal issues in dealing with sexual harassment by students. Individual duties to recognize and prevent harassment in the school environment.

Members of committee in our school,

1. Mrs. Rofeena
2. Mrs. Lucky Chandra Paul
3. Mrs. Gnana Usha Rani
4. Mrs. Ravitha Malar
5. Mrs. Anu Priya

Activity under taken by the committee

On 24.06.2021 the girls in the school were educated in the online platform about good touch and bad touch by how to differentiate it.

The following points are discussed,

- Girls were instructed how to identify by differentiate good touch and bad touch
- Educated the girls that the committee members are friendly to report any problem if a student face.
- Students are encouraged to report the problem now by them to the members.
- The contact member of the committee members was given to all the girl children to make the reporting easier.

To make the parents to be caution in home and society:

The meeting was held for the parents of girl children and they were educated about the harassment prevailing in society.

What is sexual Harassment?

Kids and education are inseparable. So this courage and self-esteem can be inculcated in girls only through education. Education serves the several roles for kids to build confidence, to impart values and skills, to kids, etc. So it is socialize the duty of educationalists to make sure that the education is bias free, free from threatens, an open environment where all kids can bloom and nature by showcasing all their skills.

Need for the education of sexual harassment in school:

The education of harassment also educates the children about the indicators that becomes easy for the kids to identify harassment by to report to elders.

Awareness for students:

- Do not get any gifts from strangers.
- Don't travel with unknown persons.
- Do not sit on the lap of anyone.
- If anyone thing if anyone or many are following just call to parents or police.
- Every time each everything discuss with parents.
- Do not share personal details to anyone.
- Don't go out without the permission of parents.
- Do not use mobile phones and do not visit social media without knowledge.
- Always wore neat and clean dresses.
- Don't go any places without knowing about the place or with unknown person

Prevalence of sexual harassment in society:

Sexual harassment can occur in a variety of settings like home, school, etc. Most offenders are acquainted with the victim in the form of relatives, family friend, etc. The exposure of the children to different environment is increasing now a days leading to the harassment at various places. It is estimated that one in ten girls under the age of twenty is phone to sexual harassment and abuse.

It is also reported that many of these cases go unreported.

Types of sexual Harassment:

Physical:

Grabbing or touching, tearing or pulling at clothing, bumping or brushing someone on purpose, kissing someone against his/her will.

Verbal:

Sexual jokes, sexual name-calling, comments about someone's body.

Visual:

Staring someone's body, posting sexual material about someone around the school, obscene gestures.

Newspaper glances on Sexual Harassment:

YouTube is shop window for videos of child abuse

Paedophiles post sample clips to lure buyers

TIMES INVESTIGATION

Alexi Mostrous Head of Investigations

Child predators are using YouTube as a "shop window" to showcase abused children before exchanging explicit footage and images with paedophiles around the world.

One Brazilian paedophile posted a dozen videos of young girls to YouTube this month. Most were ten seconds long and showed the children standing silently, licking their lips or dancing. One showed a masked child aged about ten saying: "Hey guys I got new underwear".

Each video was emblazoned with the

paedophile's email address. When an undercover reporter made contact, the man boasted he had 315 gigabytes of material showing "naked" children.

Another alleged child abuser, calling himself Horny Pastor, was allowed to create a YouTube channel despite having a username that had been flagged to US and Canadian child-abuse authorities. He posted five videos including one called "12 yr old Nancy twerking in grey outfit". In his profile section he invited viewers to swap explicit content on Telegram, the encrypted chat application.

Legal experts warned that Google could be breaking the law after You-

Tube's algorithms listed the first paedophile's YouTube page in its "recommended channels" section and displayed the second abuser's page as a "related link". Both actions increased the likelihood of the channels being discovered by viewers with a proclivity for young children, experts said.

Adrian Waterman, QC, a criminal law expert, said that if YouTube could be shown to have "done an act which encouraged or assisted the possession or showing of indecent images, that might amount to a criminal offence" and that "the continued application of an algorithm which recommends sites giving access to indecent images of

children could potentially amount to such an act". He emphasised that a company could be liable for an offence only if it were carried out by a "directing mind" — a senior manager — and that liability would depend on facts.

Most of the channels were shut down only after *The Times* alerted YouTube.

YouTube has suffered numerous scandals this year. More than 250 advertisers left the platform this summer after their brands appeared on videos posted by extremists. Last week Santander, the Spanish banking group, pulled out of YouTube after *The Times* found its ads on a channel showing

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Cabinet OK death for sexual attack on minors

Govt to amend POCSO Act to prevent sexual abuse against children

DNA Correspondent
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New Delhi: The Cabinet on Friday approved death penalty for aggravated sexual assault against children below the age of 18 years as part of amendments in the Protection of Children from Sexual Offences Act (POCSO Act).

The amendments, amounting to 14 including the introduction of new sections, aims to make punishments for crime against children more stringent, including offences in the digital space.

These include amendments to Sections 4, 5 and 6 of the Act to increase punishments from seven to 10 years, from 10 to 20 years and from 20 to life imprisonment and death.

Welcoming the amendments, BJP MP Rajeesh Chandrasekhar said that a lot needs to be done in prosecution of such cases. "While these cases are to be tried within one year, in reality most cases take a long time. Witnesses turn hostile and the long period of investigation and prosecution means that at parents withdraw these cases. Speedier investigations will ensure justice in

STRINGENT LAWS TO PROTECT KIDS



- Death penalty in aggravated sexual offences against children below 18 years under POCSO
- Sections 4, 5, 6, 9, 14, 15 and 42 of POCSO to be amended to provide an option of stringent punishment including death penalty
- Fine for not destroying child porn material or reporting child pornography
- Protect kids from sexual offences in times of natural calamities and disasters
- Punishment for administering hormone or chemical substance to minors to attain early sexual maturity for the purpose of penetrative sexual assault

“Death penalty will do very little to secure justice. In fact, these changes will only end up putting the lives of children in danger, as perpetrators will end up killing them to smother evidences

Enakshi Ganguly, co-founder HAQ

“While these cases are to be tried within a year, in reality most cases take a long time. Witnesses turn hostile and long period of investigation and prosecution means that parents withdraw these cases

Rajeesh Chandrasekhar,
BJP MP & child right activist

these cases,” said Chandrasekhar, who is also a child rights activist.

Enakshi Ganguly of the HAQ Centre for Child Rights said that death penalty will do very little to secure justice. “Death penalty is not the solution. Only rightful conviction has ever brought down such cases. In fact,

these changes will only end up putting the lives of children in danger as perpetrators will end up killing them to smother evidences. This is a populist move aimed to garner more praise ahead of the elections,” said Enakshi.

Amendments in Section 9 aim to provide a cover for sexual assault of children

during natural calamities and disasters, in addition to cases in which they are administered with hormones to aid in penetrative sexual assault.

After the Pathua gangrape-murder case, Union Women and Child Development minister Maneka Gandhi had proposed the amendments. Turn to P4

CHILD ABUSE

Intervention and Treatment
Henry R. Eisdling
(Durham, N. H.)

presented by

Edi N. Middleton,
Parkland Clinic, Victoria

Publishing Science Group, Inc., At-
tention, Department 9073,
Australasia Distribution Bureau
Melbourne

This book is a most useful contribution to this subject. Written by a group of experts, they readily demonstrate their practical experience with families who have abused children. By bringing together the thoughts and experience of 11 authors — social workers, doctors, nurses, parents and lawyers — who approach the subject of child abuse from different stand points, the many facets of this subject are discussed. In addition, in all discussions there is a great sensitivity to the feelings not only of the families involved, but also of the workers doing or help them. Nevertheless, the book does not lose sight of its goals — the protection of children from abuse, and the rehabilitation of families in which abuse may occur.

The book is divided into eight parts, the first five dealing with case finding and its management. Most especially the initial assessment is in a hospital setting. Initial management involving community-based resources. The importance of the initial contact with these families by medical officers, nurses and social workers is stressed, as this opens the way to further progress.

Other agencies who already know the family should be included in discussions so that the most appropriate treatment plan can be arranged. Hospital social workers also

have the task of liaising between the hospital team and the community-based agencies who will continue the treatment of the family. Often the treatment plan involves a time of separation of the child from his family for short or long periods of time. It is essential that the problems of separation be recognized and appropriate help offered to the parents, the child, siblings and not foster parents. The role of the court should be seen as a positive step and a vital component of a continuum of services. The best plan for a particular family needs to be the goal of both social workers and lawyers. This would involve separate contact for parents and children.



"A Caring Problem?"

The need for multi-disciplinary consultation before a treatment plan is made is also emphasized. The most caring for the child may be the first person to recognize the signs of abuse in a child. She may, through her contact with the doctors, be able to support and guide them, and also as a member of the therapeutic team add useful observations on the child's development, parent-child relationship, and parental behavior. The child psychiatrist's role is seen as essential to all members of the team, discussing and interpreting many of the difficulties encountered during the treatment of these families.

The last three parts of the book deal with community resources and the law. Various types of treatment which have been developed within the community — day care centres, parent groups and counselling, crisis intervention systems, parent's assessment — are detailed, noting not only the benefits to be obtained from such approaches, but also the difficulties.

The Chapter on The Law details the present legislative expectations of the legal system to protect child abuse, and stresses that to change the law is not enough — new approaches are necessary. A control system is outlined as it needs to recognize a family without

necessarily preventing the services to help these families — its role and function must be carefully considered. The last section on Compensation by means of Children's Advocates is a necessary reminder of the need for co-ordination of services.

This book is essential reading for all those involved in the care of children.

Adrian Angell



Is sexual harassment Act really effective?



istock

Sexual harassment remains a major concern in India as only 45 per cent organisations admitting that the law in this regard made their workplace safer. A recent survey revealed that though the Act had increased awareness levels, the number of cases being reported had not seen an upsurge.

KelpHR in collaboration with National HRD Network, recently released the first-of-its kind Industry Report 2018, on Effectiveness of Sexual Harassment of Women at Workplace

(Prevention, Prohibition and Redressal) Act, 2013.

As many as 200 individuals from across 160 companies participated in this survey. The respondents were HR Heads or the HR representatives and Internal Committee (IC) presiding officers or members, primarily.

The survey covered organisations across cities and sectors in India, and also evaluated major reasons for low reporting of harassment cases. Through the survey, KelpHR has tried to uncover the underlying reasons that exist for such issues. Awareness

levels have increased, but that has not translated into changes at the ground level within corporate India. Deep-rooted biases which are part of an organisation's culture need to be transformed for the Act to become more effective.

The report is of value not just from a trends perspective, but also because of the implications it shares, the role that different individuals need to play and how the challenges can be addressed gaps be plugged.

Commenting on the findings, VijiHari, CEO and Co-

Founder, KelpHR, said, "It is good to note that of >70 per cent of the companies are gearing towards being compliant to the Act.

The awareness levels have definitely increased but the number cases being reported is still not very high. The need of the hour is to go one step ahead than the basic compliance and adherence to the Act, the focus should be on a strong company culture and an empowered Internal committee that will help the victims to report the incidents confidently." — TNS

are stunted from overbrowsing. On some ponds, moose have eliminated the once-dominant native watershield, a floating aquatic plant.

NPS plans to monitor the populations of both moose and wolves, which they will track with GPS collars, and the impact of the new arrivals on the ecosystem. It is budgeting about \$2 million over 20 years for the project, and it is encouraging scientists to ask other questions, for example about plants' response to predation and the genetic makeup of the new wolves.

This time around, planners hope to avoid inbreeding by ensuring geographic and genetic diversity in the imported wolves, along with an equal ratio of males to females. Two wolves will come from the Upper Peninsula in Michigan and two to four from the northeastern Minnesota reservation of the Grand Portage Band of Lake Superior Chippewa, which was likely the source of the wolves that found their way to Isle Royale in past decades. Other wolves are expected to be brought in from Canada's Ontario province in 2019.

Ontario wolves have experience killing moose, but Michigan wolves may have never seen one, and Minnesota wolves may have limited experience killing them, says MTU wildlife ecologist Rolf Peterson. The new wolves will have to learn how to bring down the 400-kilogram mammals. "However, wolves are wonderful observational learners, and hunger is a strong motivation," Peterson says. The newcomers will also find plenty of familiar beaver, which have been booming as the wolves declined.

The fate of the two surviving Isle Royale wolves—heard howling last month—remains to be seen. Peterson spotted them on Valentine's Day, bedded down with full bellies. But there was little sign of courtship. The 9-year-old male "was looking grizzled," says Peterson, who has studied the wolves since 1971. The 7-year-old female was "solicitous" and at times pawed the male, Peterson says, but "it seemed like she was [providing] elder care." She is the male's daughter and half-sibling.

NPS plans to avoid the pair's territory when it releases the mainland animals onto the 544-square-kilometer island. Because the aging, existing pair is bonded, no one expects the old and new wolves to interbreed, though it can't be ruled out. The animals may fight, but managers will be hands off once the wolves are released. "We intend to let them work it out," Green says. How they do so is just one of the surprises the experiment has in store. ■

Wisconsin-based Christine Allet has been reporting on Isle Royale wolves since 1993.

SCIENTIFIC COMMUNITY

NSF issues sexual harassment policy as NIH promises action

Funding agencies face challenge of sanctioning grantees found guilty without disrupting academic research

By Jeffrey Mervis and Jocelyn Kaiser

Nobody condones sexual harassment by scientists. That much is obvious. But last week it also became clear that two leading U.S. government science agencies—the National Institutes of Health (NIH) in Bethesda, Maryland, and the National Science Foundation (NSF) in Alexandria, Virginia—are still wrestling with how to sanction such behavior without disrupting the overall academic research enterprise.

Under growing pressure from Congress and the scientific community to act, NSF made the first move. On 19 September, it announced new reporting requirements for institutions designed to help the agency track sexual harassment by grantees. The change prompted NIH to explain why it has yet to take a similar step—and elicited calls for the government to take even stronger action.

Under the change, universities must tell NSF if any faculty member with an NSF grant has been found guilty of sexual or other forms of harassment and if they have placed an NSF-funded scientist on administrative leave for a matter relating to harassment. (Institutions sometimes take administrative action against faculty members after they receive an allegation but long before they have concluded an investigation.) The changes finalize a draft policy that NSF posted in March and apply to grants awarded after 20 October.

"The scientific community has not sufficiently protected all of its members," NSF Director France Cordova said when announcing the new rules, noting the rising number of harassment cases. "This neglect must end," she said, adding that she believed the policy would help NSF "provide targeted, serious consequences for harassers ... without disturbing others' careers and lives. We think this is a big deal." Those consequences could include replacing the principal investigator on a grant or even terminating funding.

Congress has been waiting impatiently for funding agencies to clarify how they will deal with harassers. In February, the

science committee in the U.S. House of Representatives asked the Government Accountability Office (GAO), a congressional watchdog agency, to examine the policies of NSF and four other science agencies. And a few hours after NSF's announcement, its chairman, Representative Lamar Smith (R-TX), sent a 14-page letter to GAO reiterating his concern that the government lacks uniform policies. "No taxpayer dollars should be awarded to a researcher

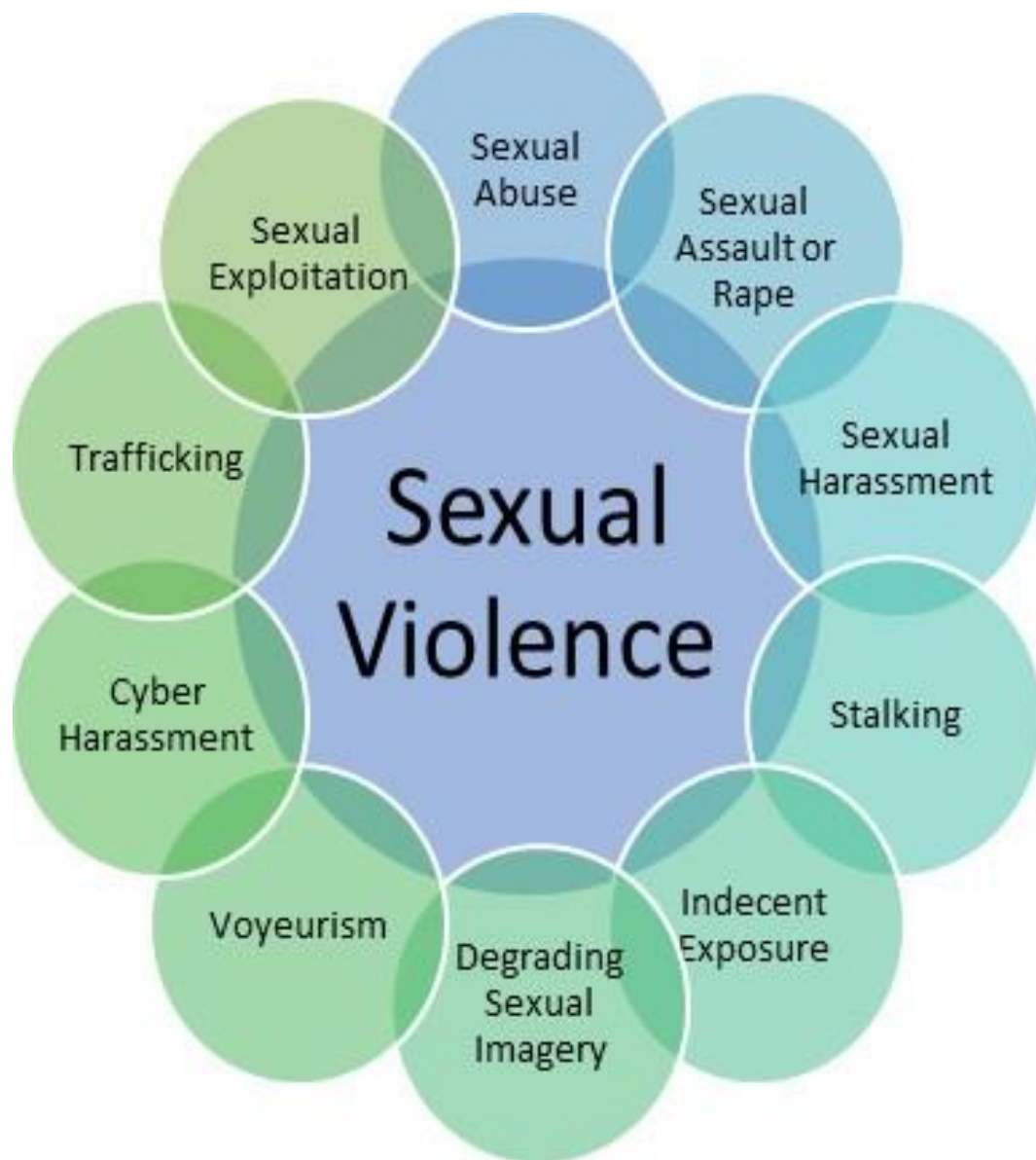


"The scientific community has not sufficiently protected all of its members. This neglect must end."

France Cordova, National Science Foundation

who engages in harassment toward a colleague or student under their charge," Smith wrote.

Smith's letter asserts that the agencies and universities need to do a better job of reminding scientists that an agency can terminate a grant if a scientist is found guilty of harassment. (Awards are given to institutions, not individuals, although scientists invariably refer to "my" grant.) But



Twitter campaign to prevent child abuse

TIMES NEWS NETWORK

Bengaluru: A campaign on Twitter hopes to wake government officials and authorities to act and prevent child sexual abuse. The #ChildSafetyInSchools campaign saw people from different streams of life coming together to discuss the issue and taking steps to prevent children from becoming victims.

Rajeev Chandrashekar, Member of Parliament, who initiated the campaign, said sexual abuse of children is being brushed under the carpet. "However unexpected and unbelievable it is, we have to realize it is real and exists in society. Brushing it under the carpet only puts our children at risk as it will let perpetrators get away while we remain silent," he said.

'Child sex abuse cuts across classes nationally'

Child sex abuse is a widespread phenomenon which transcends all boundaries across all economic classes, a report on an initiative of civil society members said on Tuesday.

"Child sex abuse is not an ordinary crime, it's a very complex crime where relationships are put through a test. About 90 per cent of all such crimes are committed by persons known to the victims," Stuti Kacker, Chairperson, National Commission for Protection of Child Rights, under the Ministry of Women and Child Development (WCD), said during the launch of the report.

The report was a result of research work contributed by several stakeholders from the civil society, who had met under the Initiative 'National Consultation on the Protection of Children', of Rajya Sabha member Rajeev Chandrasekhar.

The recommendations would be sent to the Prime Minister's Office and WCD Ministry to aid amendments to the Protection of Children from Sexual Offences (POCSO) Act, 2012.

The panellists talked about the need for the vic-



tims to break the silence and seek redressal at the earliest possible. "Most of the times, that the child is pregnant (due to rape) is not known until the

late stage of pregnancy... Where she is bound to deliver the baby, it can be a very traumatic experience," said Flavia Agnes, founder of Majlis, a legal help forum for women.

She said that there are plenty of laws in India but their application is not up to the mark and there is no accountability on part of the lawgivers and law enforcers.

Chandrasekhar urged the government to combat the issue on a priority basis and on the level of a "national mission". He urged the WCD Ministry to act as a primary agency to effect the changes and lead other stakeholders.

Anuja Gupta, founder of 'Rahi', a pioneer in fighting for victims of sex abuse, said "the incest is a reality and we need not shy away from the word, since it is prevalent phenomenon".

"The idea that perpetrators of such crimes are mentally aberrant or are an anomalous case is flawed. They are just like us. We need to be more aware to see signs of repressions in the child."

PTI

Schooling

Sexual abuse at school 'a pandemic'

Delegates at a civil society conference have heard that the sexualisation of minors is out of control

Victoria John

War must be waged against the pandemic of sexual violence and the sexualisation of South Africa's pupils, civil society said this week.

Pupils selling sex videos, the sexual assault by grade R pupils of even younger pupils and the evolution of "taxi-queen" pupils who offer sex for taxi rides were among the growing trends delegates discussed at a conference of civil society organisations this week.

"Sexual violence against pupils appears to be a pandemic in this country," said Mark Heywood, the director of rights organisation Section27, at the conference, which was held in Johannesburg on Wednesday and Thursday. "About six months ago we took a case to Gauteng education MEC Barbara Creecy that we were shocked by and she said something

along the lines of 'I get about six of these a day', basically admitting that the problem is out of control."

Civil society is increasingly turning to the law to pursue cases. Nikki Stein, an attorney at Section27, said: "Rights organisations have seen an increase in sexual violence cases in the past year. These cases are complicated and require input from a big team – there can be up to seven lawyers working on one case. Section27 is working on six cases of sexual violence in schools in three different provinces. Some of them involve violent rape and others involve coercion in the form of exchanging sex for marks or some other material reward."

"All of them are before the provincial education departments for teacher disciplinary hearings and some are in the criminal justice system. In some cases, there are also disciplinary hearings against teachers and principals who knew about the violence, but did not report it as

they were legally required to."

The education conference focused on how far South Africa had progressed in the realisation of education as a socioeconomic right and addressed learning support materials, school management and governance, as well as access to education. It was hosted by high-profile education and child rights non-governmental organisations, including the Legal Resources Centre and Section27. Gauteng education department official Tinka Labuschagne detailed alarming incidents of pupil-against-pupil sexual violence the department had dealt with.

"Juveniles are responsible for more than a third of sex offences against minors," she said. "The average age of offenders against children under 12 [is] 14 years old [and the] average age of victims is 10 years old," she told delegates. "There are a lot [of pupils] showing clips of baby porn, child porn and adult porn," she said. Some of the porn and games circulated by pupils were animated but nevertheless "vicious stuff". She knew of one child who charged fel-



Rights group Section27 is working on six cases in schools in three provinces involving rape and coercive sex. Photo: Madelene Cronjé

low pupils R2 each for a sex video.

Some schoolgirls exchanged sex or oral sex for rides with taxi drivers who "sometimes even put a plastic crown on the girls' heads while they sit next to them," she said.

She referred to graphic sex letters by pupils about teachers that the department had confiscated, pupils who had been caught carrying the date-rape drug Rohypnol and a video of a grade eight pupil being sexually assaulted while drunk that had circulated at one school.

Labuschagne showed delegates photos of a pupil in a school classroom with her school shirt open showing bare breasts as examples of material being sold by pupils to other pupils and on pornography websites. "The younger you are, the

higher the price," she said. "There are sites where if [your photo] gets 20 000 hits you get R37 000, for example."

There was "wonderful policy for how schools should deal with this", Labuschagne said, "but how do you implement it in the schools?" She spoke of workshops she conducts with principals on how to deal with new trends, the educator as sex offender, the dynamics of incestuous families, child trafficking and the Children's Act.

Creecy told the conference that life orientation was a subject crucial in the education of pupils about sex. "Maybe some pupils choose pregnancy because there are no other options for them, as unbelievable as it seems," Creecy said.

Decision and Action:

Once the investigation is completed, a determination will be made regarding the validity of the harassment allegation. If it is determined that harassment has occurred; prompt, remedial action will be taken. The committee members will share the investigation details and the findings thereof with the appropriate functional head and agree on the applicable disciplinary action. This may include some of all the following:

(i) Restore any lost terms, conditions and benefits of employment to the complainant.

(ii) Discipline the accused. This discipline can include demotion, suspension and termination.

The disciplinary action will be carried out by the concerned department. Such disciplinary action may include transfer, demotion or termination. All related documents will be maintained ensuring confidentiality.

Policy Implementation and Review:

The policy will be implemented and reviewed by the committee. The school reserves the right to amend, abrogate, modify, rescind / reinstate the entire policy or any part of it at any time.