

POCSO Committee: 2026-27

Prevention of Children from Sexual Offences Committee (POCSO)

To safeguard the interests of the learners, Ramakrishna Mission School, Imphal, set up the POCSO Committee (under the provisions of the Prevention of Children from Sexual Offences Act 2012) on 1st April 2026. The Committee works towards protecting learners from challenges they face in their formative years at school. The Committee takes age-appropriate initiatives to create awareness about sexual exploitation and to ensure that all learners are aware of their rights and responsibilities. Training sessions are conducted for the faculty and staff to recognize and report issues of abuse and neglect. Complaint boxes are placed strategically and checked regularly by the Committee members to address any complaints.

Through awareness campaigns and programs, the Committee strives to ensure that all learners are treated with dignity and respect. A series of awareness programs and special school assemblies are conducted throughout the year to encourage learner participation. Age-appropriate videos are shown, and self-defence sessions are also conducted as part of the awareness programs.

The POCSO Committee comprises the following members:

S No	Name of Members	Position	Designation
1	Swami Atmavikasananda	Secretary-Cum-Principal	Presiding
2	Swami Vidyatitananda	Vice Principal	Member Secretary
3	Bimal Thongam	Assistant Administrative Officer	Member
4	T Satyapriya Devi	Counsellor	Member
5	Sharat Singh	Non-Teaching Staff	Member
6	Khangembam Binodini Devi	Teacher	Member
7	Bedanta Konjengbam	Student (Class IX)	Member
8	Luhamba Tongbram	Student (Class X)	Member

Sexual Harassment Committee Against Sexual Harassment and 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 protection against sexual harassment and abuse, particularly at workplaces and schools, CBSE has issued circulars since 2004 to all schools, advising them to establish a permanent cell and a committee to combat sexual harassment, violence against women, and bullying.

The Protection of Children from Sexual Offences Act & Rules, 2012 deals with all manners of sexual offenses, reporting mechanisms, and subsequent penal consequences. 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.

Schools are advised to create a conducive atmosphere on campus where the status of women and girl students is respected and they are treated equally without bias or discrimination. Keeping these guidelines in view, The Ramakrishna Mission School, Imphal has constituted a Committee Against Sexual Harassment.

Procedure for Approaching the Committee:

The Committee deals with issues relating to sexual harassment and child abuse at The Ramakrishna Mission School, Imphal. 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 Chairman of the Committee. If the complaint is made to any of the Committee members, they may forward it to the Chairman of the Committee against Sexual Harassment. According to the Supreme Court guidelines, sexual harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks
- Allowing children to engage in sexually provocative games with each other
- Showing pornography and other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Sexual harassment covered by the Committee includes:

- Eve-teasing, unsavory remarks, innuendos, and taunts
- Jokes causing or likely to cause awkwardness or embarrassment
- Gender-based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over the telephone (obnoxious telephone calls)
- Touching or brushing against any part of the body
- 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

Functions and Role of the Committee:

1. Workshops and Training Modules: The Ramakrishna Mission School, Imphal will conduct workshops and peer training sessions for students, parents, and teachers once in a year. The aim of these workshops will be to:

- Define what constitutes abuse and exploitation
- Explain the manner of reporting and complaining (how and to whom)
- Address the nature, cause, and effect of abuse
- Counter and deal with the consequences constructively
- Provide self-disclosure and safety guidelines for potential future instances

2. Role of Student Representatives: The committee will elect and appoint 15 student representatives (Senior & Junior School) who will:

- ✓ Act as peer complaint mediators, with whom the students can discuss their issues
- ✓ Participate in peer workshops and work with teachers towards a plan of action
- ✓ Create peer facilitators within their own grades to keep track of any cases
- ✓ Report and observe the misbehavior of any student for possible abuse/issues

3. Employee Awareness About POCSO and Child Protection Rights:

- An annexure highlighting safety rules will be circulated and signed by each employee, making them aware of their rights and duties.
- The act against any form of abuse will be displayed on a visible board for easy access
- The complaint protocol and manner of reporting will be written alongside and made visible through notice boards and displays.

4. Meetings and Timely Discussions of the Committee: The Committee will hold timely meetings to discuss the plan of action, potential cases, queries, and updates, which will be supervised by the Principal. This will ensure the functioning and progress of the implemented ideas within the school.

Annexure

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 associated with the institution what is required in relation to the protection of children. Child abuse in any form is unacceptable. The main purpose of the policy is to protect children from all forms of harm and create an enabling environment. It also serves 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:

1. Unexplained burns, cuts, bruises, or welts in the shape of an object
2. Bite marks
3. Antisocial, violent, and/or abrasive behavior
4. Problems in school
5. Fear of adults
6. Drug or alcohol abuse
7. Self-destructive or suicidal behavior
8. Depression or poor self-image

- Emotional Abuse:

- a) Nightmares and bedwetting
- b) Drastic changes in appetite
- c) Over-compliance or excessive aggression
- d) Fear of a particular person
- e) Withdrawal, secretiveness, or depression
- f) Suicidal behavior
- g) Eating disorders

Section II: Appropriate Standards of Behavior for Staff & Employees

Adults should:

- Provide an enabling environment for children's personal, physical, social, emotional, moral, and intellectual development
- Encourage and respect other employees' and children's voices and views
- Be inclusive and involve all children without selection or exclusion based on gender, disability, ethnicity, religion, or any other status

- Be aware of the potential for peer abuse (e.g., children bullying, discriminating against, victimizing, or abusing children)
- Develop special measures/supervision to protect younger and especially vulnerable children from peer and adult abuse.
- Be aware of high-risk peer situations (e.g., unsupervised mixing of older and younger children and the possibility of discrimination against minors.
- Avoid placing oneself in a compromising or vulnerable situation when meeting with children.
- Meet with a child in a public, central location whenever possible.
- Immediately report the circumstances of any situation which may be subject to misinterpretation.
- Make oneself aware and educated on the laws, rules, and guidelines related to child protection as amended from time to time.

Complaint Mechanism:

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

- ❖ Warning
- ❖ Written apology
- ❖ Bond of good behavior
- ❖ Debarring entry into hostel/school campus
- ❖ Suspension for a specific period of time
- ❖ Withholding results
- ❖ Debarring from exam
- ❖ Debarring from contesting elections
- ❖ Debarring from holding leadership posts or membership of Committees
- ❖ Expulsion
- ❖ Denial of admission
- ❖ Any other relevant mechanism