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Sainik Schools Society/सैनिक स्कूल सोसायटी
Ministry of Defence/रक्षा मंत्रालय
101, D-1 Wing, Sena Bhawan/सेना भवन
New Delhi – 110 011/नई दिल्ली–110011

No. 8(7)/SSS/2014 dt 24 Dec 25

Principal
All Sainik Schools

Principal
New Sainik Schools

POCSO ACT 2012

1. Reference is made to POCSO Act 2012 and Sainik Schools Society/MoD letter No 8(7)/SSS/2014 dated 22 Feb 24 (copy enclosed).
2. The POCSO Act 2012 is India's principal legislation for safeguarding minors from sexual assault, harassment and exploitation. It is a gender neutral law, providing equal protection to all children regardless of their gender.
3. All Sainik Schools & New Sainik Schools shall constitute committee for POCSO Act 2012 as per guidelines promulgated vide various regulatory bodies from time to time. Details of this committee alongwith contact details shall be displayed prominently on School Notice Board and conspicuously on school website for information of all stake holders.
4. Principal, all Sainik Schools & New Sainik Schools are requested to forward confirmation on the subject to **Sainik School Jhansi by 20 Jan 26**.
5. Principal, Sainik School Jhansi has been designated as overall coordinator for compilation of the data. The same is to be forwarded to Sainik Schools Society by **19 Jan 26** alongwith one page brief.
6. For info and necessary action.



(Shakti Sharma)
Air Cmde
Inspecting Officer

Encl. As above.

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F No. 8(7)/SSS/2014

9/2 Feb 24

Principal
All Sainik Schools

PROTECTION OF CHILDREN FROM SEXUAL OFFENCES (POCSO) ACT- 2012 &
SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION
AND REDRESSAL) (POSH) ACT-2013

1. Reference is made to the following:-
 - (a) Protection of Children from Sexual Offences (POCSO) Act- 2012
 - (b) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act-2013
2. Sainik Schools Society (SSS) accords highest priority for ensuring safety and security of children and thereby all Sainik Schools need to ensure adequate steps in this regard. To safeguard children against sexual abuse and sexual harassment, the Govt. of India has enacted Protection of Children from Sexual Offences (POCSO) Act- 2012. The act defines a child as any person below the age of 18 years.
3. Teachers, school authorities and all employees of the school need to be made aware about the provisions of the POCSO Act-2012, some of which binds the staff to report instance of child abuse, as in Section 19(l) and 21. Schools must ensure and promote a harmonious school/ classroom environment and inclusiveness. Teachers in general should be trained to attend to adolescent (gender) related issues, conduct adolescent education programmes and special activities that promote gender equality and sensitivity.
4. A few recent incidents have highlighted the lack of safe and secure environment for children in schools and casual approach to investigate the matter in order to ensure natural justice. It is imperative to reiterate that school environment is associated with overall growth and development, cognitive behaviour and most importantly, safety and security of a child.
5. On similar lines, protection of women at workplace, from sexual harassment, proactive measures, prohibition and redressal of any concerns faced by women at their workplace in context of sexual harassment, protection of fundamental rights of women at workplace, needs to be ensured by school authorities. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act-2013 and Vishakha guidelines has to be institutionalised and operationalised in schools, in letter and spirit.
6. Strict compliance by school authorities to these acts along with the provisions laid down in these acts be ensured by Principal of all Sainik Schools as this office exercises zero tolerance to any act of omission/ commission in such matters.



S. Jacob
(S. Jacob)
Air Cmdre
Inspecting Officer