

To

The Chief Secretary  
Govt. of Uttar Pradesh  
Bapu Bhawan, Secretariat,  
Lucknow, UP

Sir,

I am directed to state that the National Commission for Women (NCW) has taken suo motu cognizance and constituted an Inquiry Committee under Section 8(1), read with Section 10(1) and (4) of the NCW Act, 1990 to inquire into the complaint regarding harassment/ torture and implication in false cases by an ex teacher of an educational institution of U.P.

After looking into the facts and circumstances of the present case, the Commission strongly recommends the following:-

1. The school administration should immediately constitute Internal Complaints Committee as per Supreme Court Guidelines. So that the matters of sexual harassment be immediately addressed at the work place.
2. As per the CBSE guidelines it is mandatory that every teaching staff's degree certificates should be from those universities which are running under the UGC or affiliated by UGC. Hence it is the responsibility of the management/school to verify each document of every appointed teacher on the first hand.
3. The management should organize monthly meeting with other staff of the school so that there should be no scope of dispute among staff members and the Management.
4. To ensure that a Policy on Prohibition of Sexual Harassment is well publicized, and appropriate penalties be provided for, against the offender in the Rules.
5. To ensure that proper orientation of staff and students on prohibition of sexual harassment should be done. Gender sensitization training be conducted, seminars and workshops organized from time to time.

I am directed to communicate that the State Government is requested to kindly take appropriate action in the matter and kindly intimate the Commission about action taken expeditiously.

Yours sincerely,

Sd/-  
(Raj Singh)  
Deputy Secretary