



Government of Goa
DIRECTORATE OF EDUCATION

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CIRCULAR

In view of the strict compliance of the directions of the Honourable Supreme Court w.r.t. the POSH Act – 2013, the following guidelines need to be followed for the effective implementation of the Act:

- a. Head of the Institution, who is the PIO of the school, need to be aware of the Section 16 (Confidentiality Clause) in Section 17 (Consequences of Breach of Confidentiality) of the Posh Act.

Enclosed for reference at Annexure 1

- b. Under Section 12(1) of the POSH Act, the Internal Committee may recommend to the employer to grant leave to the aggrieved women as per Rule 48 of CCS (Leave) Rules 1972.

Enclosed for reference at Annexure 2

- c. Annual Report as per POSH Act shall be sent to District Collector and to DoE every calendar year as per prescribed format.

Enclosed for reference at Annexure 3

- d. The schools to provide facilities (office, printer, storage etc.) for the Internal Committee.

- e. POSH Compliance Clinic of V.M. Salgaocar College of Law is recognised as the Consultancy Centre in POSH matters for the schools.

POSH Compliance Clinic would be able to render assistance in the implementation of the following in schools:

- Verify the constitution of Internal Committee.
- Assist in the preparation of disclosure content which is required under law.
- Support in drafting and verifying the Policy on Prevention of Sexual Harassment.
- Conduct training to IC members on the law and procedure of inquiry into complaints of sexual harassment.
- Advise the institutions and the IC's on the point of law and procedure.
- Conduct awareness talks to students and staff of the schools.

Contd...2/-

[Signature]
07/04

The Heads of all Govt. /Govt. aided/Unaided Primary, Secondary, Higher Secondary and Special Schools are requested to take note of the above and act accordingly.


(Shailesh R. Sinai Zingde)

Director of Education

Encl. as above

To,

Heads of all Govt. /Govt. aided/Unaided Primary, Secondary, Higher Secondary and Special Schools.

Copy to:-

- ✓ 1. The Coordinator, Project POSH, V.M. Salgaocar College of Law, Miramar, Panaji Goa.
- 2: The Director (Training) & Secretary, GIPARD Society, Ella Farm, Old Goa.
3. The Director (Administration), Directorate of Education, Porvorim-Goa.
4. The Dy. Director of North/Central/South Educational Zone, Mapusa/Panaji/Margao-Goa.
5. P.A. to the Director of Education.
6. The Nodal Officer, IT for uploading on the website.