

RISHIKUL ARYA PUBLIC SCHOOL

MAJRI-GUBHANA

ANTI BULLYING COMMITTEE

Objectives

- **Bullying** refers to intentional and hostile behaviour among school-going children where there exists an actual or perceived imbalance of power. Such behaviour is usually repetitive or has the likelihood of being repeated. Students who experience bullying, as well as those who engage in it, may suffer from serious emotional, psychological, and social consequences that can persist for a long time.

- The **Central Board of Secondary Education (CBSE)** has identified bullying within school premises as a matter of grave concern. Bullying adversely impacts the mental and emotional well-being of students and may lead to both immediate distress and long-term harm. In any bullying incident, three groups are generally involved: the affected student, the student(s) engaging in bullying, and the onlookers who witness such behaviour. All three groups are negatively influenced by the presence of bullying.

Rishikul Arya Public School strongly upholds the principle of fairness, dignity, and equal respect for every child. The school strictly enforces a **zero-tolerance policy** towards bullying or any form of harassment. To effectively address and prevent such incidents, the school has established a dedicated committee empowered to examine complaints related to bullying and to take suitable corrective and preventive actions.

- To promote a safe, respectful, and inclusive school environment by cultivating an absolute intolerance towards bullying in any form—whether physical, verbal, emotional, or cyber.

In accordance with CBSE guidelines, an **Anti-Bullying Committee** has been constituted in the school for the academic session **2026–27**, comprising the following members:

S.No.	NAME	DESIGNATION	DESCRIPTION
1.	Dr. SHIJU P S	Principal	Head of the Committee
2.	Mr. VINAY KUMAR	Coordinator Senior Wing	Member
3.	Ms. PRINCY BABY	Examination Controller	Member
4.	Ms. MEENU RATHEE	Coordinator Junior Wing	Member
5.	Mr. RAHUL GULIA	Lawyer	Member
6.	Ms. MONIKA SHOKEEN	Teacher Member – Female	Member
7.	Mr. RAJESH KUMAR	Teacher Member – Male	Member
8.	Ms. CHETNA GULIA	Teacher Member – Female	Member
9.	Mr. SUNIL	PTA Representative	Member

Dr. Shiju P S
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RISHIKUL ARYA PUBLIC SCHOOL MAJRI-GUBHANA

POCSO COMMITTEE

Dear Staff Members,

Every child has the fundamental right to receive education in a setting that is safe, respectful, and nurturing, supporting their physical, emotional, and psychological well-being. In order to ensure strict compliance with the Protection of Children from Sexual Offences (POCSO) Act, 2012, the school has constituted a POCSO Committee to address, examine, and resolve any complaints related to sexual misconduct, exploitation, or abuse involving students.

All staff members are duty-bound to remain vigilant. If any instance of abuse or inappropriate behaviour towards a child is noticed—whether within the school premises or outside—it must be promptly reported to the POCSO Committee without delay.

The committee is committed to acting with sensitivity, confidentiality, and responsibility. It will take all appropriate steps to safeguard the affected child, provide necessary support, and initiate preventive and corrective measures to ensure the child's safety and dignity at all times.

Together, let us uphold a culture of trust, care, and zero tolerance towards any form of child abuse.

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1.	Dr. SHIJU P S	Principal	Head of the Committee
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3.	Ms. PRINCY BABY	Examination Controller	Member
4.	Ms. MEENU RATHEE	Coordinator Junior Wing	Member
5.	Mr. RAHUL GULIA	Lawyer	Member
6.	Ms. INDU RANI	Teacher Member – Female	Member
7.	Mr. RAJESH KUMAR	Teacher Member – Male	Member
8.	YASH	Student Representative(Head Boy)	Member
9.	RISHIKA	Student Representative(Head Girl)	Member

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CYBER SAFETY COMMITTEE

Dear Staff Members,

Our school is committed to guiding students towards the thoughtful, ethical, and secure use of digital technology. In today's connected world, cyber safety means using the internet and digital tools in a manner that is safe, responsible, and respectful.

To strengthen this commitment, the school has formed a **Cyber Safety Committee**. The purpose of this committee is to educate students about appropriate online behaviour, promote digital etiquette, and create awareness about safeguarding personal information and privacy. The committee will also work proactively to protect students from online threats, including exposure to harmful, offensive, extremist, or inappropriate content, and to reduce other potential risks associated with cyberspace.

Through awareness, monitoring, and guidance, the committee aims to ensure that technology is used as a positive and empowering resource for learning and growth.

COMMITTEE MEMBERS

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1.	Dr. SHIJU P S	Principal	Head of the Committee
2.	Mr. VINAY KUMAR	Coordinator Senior Wing	Member
3.	Ms. PRINCY BABY	Examination Controller	Member
4.	Ms. MEENU RATHEE	Coordinator Junior Wing	Member
5.	Mr. RAHUL GULIA	Lawyer	Member
6.	Ms. MEENU	Teacher Member – Female	Member
7.	Ms. PREETI	Teacher Member – Male	Member
8.	YASH	Student Representative(Head Boy)	Member
9.	RISHIKA	Student Representative(Head Girl)	Member

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INTERNAL COMPLAINTS COMMITTEE

Dear Staff Members,

Our school firmly believes in creating and maintaining a workplace that is safe, fair, and dignified for all women employees. Every member of the staff has the right to work in an atmosphere free from discrimination, intimidation, or harassment.

In compliance with the provisions of the *Vishakha Guidelines / Sexual Harassment of Women at Workplace Act, 2013*, the school has established an **Internal Complaints Committee (ICC)**. This committee is entrusted with receiving, examining, and addressing complaints related to sexual harassment at the workplace.

Any woman employee who experiences or witnesses behaviour of a harassing nature is encouraged to approach the committee members without hesitation. All matters will be handled with sensitivity, confidentiality, and seriousness.

The committee will extend necessary assistance to the aggrieved employee and initiate appropriate remedial and preventive measures to ensure a safe and respectful working environment for everyone.

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4.	Ms. MEENU RATHEE	Coordinator Junior Wing	Member
5.	Mr. RAHUL GULIA	Lawyer	Member
6.	Ms. MONIKA SHOKEEN	Teacher Member – Female	Member

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**RISHIKUL ARYA PUBLIC SCHOOL
MAJRI-GUBHANA
PARENT REDRESSAL GRIEVANCE COMMITTEE**

Dear Parents,

Our school deeply values the strong partnership we share with our parent community and recognizes that parents play a vital role in the holistic growth of the institution and its students. Your support, trust, and constructive feedback help us continually improve and achieve higher standards of excellence.

The school remains committed to listening to parents and addressing their concerns in a transparent and timely manner. To strengthen this process and ensure that every voice is heard, a Parent Grievance Redressal Committee has been constituted.

Parents are welcome to approach the committee members with any issue or concern in cases where they feel that their grievance has not been sufficiently resolved through the usual channels. The committee will review such matters carefully and work towards fair and appropriate solutions, reinforcing mutual trust and cooperation between the school and parents.

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4.	Ms. MEENU RATHEE	Coordinator Junior Wing	Member
5.	Mr. RAHUL GULIA	Lawyer	Member
6.	Mr.NARENDER GULIA	PTA Executive Body Representative	Member

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TEACHER GRIEVANCE REDRESSAL COMMITTEE

Dear Staff Members,

Our school is dedicated to nurturing a professional environment where every teacher is treated with fairness, dignity, and mutual respect. We believe that a supportive workplace is essential for effective teaching and overall institutional growth.

To ensure that the concerns and grievances of teachers are addressed in a just and transparent manner, the school has established a Teacher Grievance Redressal Committee. This committee will receive and examine representations made by teachers, assess the validity of each concern, and determine appropriate follow-up actions.

Teachers are encouraged to approach the committee with confidence, knowing that their issues will be handled responsibly, objectively, and with due consideration.

COMMITTEE MEMBERS

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INCLUSION COMMITTEE FOR CWSN

Dear Staff Members,

Our school is committed to an inclusive approach to education, where every child learns and grows together in a supportive and nurturing environment, irrespective of individual challenges, abilities, or differences. We value diversity and acknowledge that students come from varied social, cultural, and learning backgrounds, each with unique strengths and needs. To provide equitable and meaningful learning experiences, the school adopts flexible curricula, learner-centric teaching practices, appropriate support systems, and effective use of resources, in collaboration with parents and the wider community. This approach ensures that all students are given opportunities to progress at their own pace and in ways best suited to their learning styles. To strengthen these efforts, the school has formed an Inclusion Committee for Children With Special Needs (CWSN). The committee will oversee the implementation of inclusive education policies, recommend suitable interventions, and address any concerns related to CWSN enrolled in the school, ensuring their all-round development and well-being.

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4.	Ms. MEENU RATHEE	Coordinator Junior Wing	Member
5.	Mr. RAHUL GULIA	Lawyer	Member
6.	Mr.NARENDER GULIA	PTA Executive Body Representative	Member
7.	Ms.MEENU	Teacher Representative	Member
8.	Ms.INDU RANI	Teacher Representative	Member

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Principal
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