



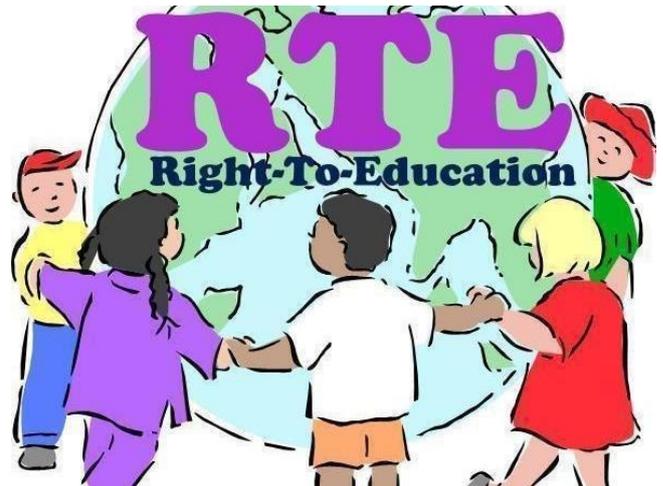
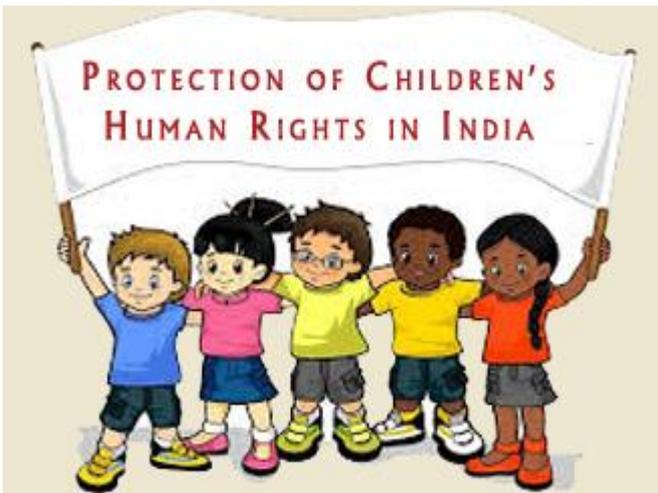
केन्द्रीय विद्यालय संगठन

KENDRIYA VIDYALAYA SANGATHAN

Report

3 Day Workshop on “Rights and Protection of Children and Women in School” for TGTs

12-14 December 2019



Zonal Institute Of Education & Training, Bhubaneswar
2019-20

Brief Report on the Workshop

Title: 3-Day Training Workshop on “ Rights & Protection of Children and Women in School” for TGTs

Aim:

To train and develop awareness among the TGTs about the Rights and Protection of Children in School

Objectives of the Course:

At the End of the 3 day workshop the participants will be able to:

1. Train other staff members on Child Rights Act 2005 and its follow up
2. Conduct training session on Juvenile Justice Act 2015
3. Implement measures to protect Children from Sexual Offences
4. Apply the Right To Education Act 2009 in letter and spirit
5. Create awareness among women employees about their Legal Rights against sexual offences

Training Methodology:

The workshop aimed at sensitising the participants on Rights and Protection of children and Women. So the sessions were mainly Lecture and interactive type. Certain case studies were also discussed.

Clients/ Participants:

37 TGTs from 6 feeder Regions (Bhubaneswar 9 of 11, Kolkata 9 of 11, Ranchi 2 of 4, Guwahati 8 of 8, Silchar 3 of 3, Tinsukia 6 of 6) attended the workshop.

Date and Duration:

12-14 December 2019 (9.00 hrs to 17.30 hrs)

Training Faculties Involved:

Mr. C. Neelap, Director, ZIET Bhubaneswar

Dr. Abhijit Saha, Training Associate (Bio)

External Guest Lecturers:

1. Dr. Pratap Kumar Rath
2. Mrs. Kasturi Mahapatra
3. Mrs. Snehanjali Mahanty
4. Mrs. S S Shadangi, Principal (Retd), KV 4 Bhubaneswar
5. Mrs. Anita Dash, Principal, KV 4 Bhubaneswar
6. Mr. P K Dash, I/c Principal, KV 6 Bhubaneswar
7. Dr. A T Mishra, Principal, KV 1 Bhubaneswar

Topics Dealt:

1. Child Rights Act 2005 & Its Follow-up
2. Juvenile Justice Act 2015
Protection of Children from sexual offences
3. RTE Act 2009
4. Sexual harassment of Women-What & Why: Awareness Legal Rights of women against sexual offences
5. Special provisions for women employees in KVS
6. Circulars of CBSE, KVS & Other Agencies for protection of child rights
7. KVS CODE OF CONDUCT 81 (B), 81(D) & 60
8. Safety measures in school against harassment of children & Procedure for grievance redressal & prevention of sexual offences

Day To Day Proceedings**Day-1 (12.12.2019, Thurs)**

The day began with Lighting of the lamp by the Course Director Shri C Neelap, Director, ZIET Bhubaneswar along with Dr. Abhijit Saha, the Co-Ordinator of the course. In a brief Inaugural programme, Dr. Saha gave a roadmap of the three day course. In the Inaugural speech, Shri Neelap, The Director explained the necessity of the course and that too for the TGTs. It was made crystal clear about the need of the hour to understand and implement scrupulously the different laws regarding the Rights of the child and protection of Children and Women at School. He also discussed the consequences one may face due to any un to ward incident happening in school.

The post tea session was taken up by Mr. Pratap Kumar Rath, Guest Lecturer. His topic “ Child Rights Act 2005” and its follow-up was a highly interactive and effective session. He explained at length the additional rights enjoyed by children over adults. That children are allowed to enjoy Human Rights along with Child Rights.

Day-2 (13.12.2019, Fri)

The second day of the workshop started at 9.00 am with Vidyalaya prayer followed by Report reading.

The first session was taken by Dr. A. Saha, Training Associate, ZIET on RTE Act 2009. He discussed different aspects of the act emphasising on a) Free and compulsory education to all children of India in the age group of 6-14 years b) No child shall be held back, expelled or need to appear any board examination until completion of elementary education i.e. up to class 8th after completion of elementary education the child is awarded with a certificate c) The children suffering from disability will also be covered under RTE Act 2009 d) No corporal punishment is to be imposed on any child and many more.

Following tea break, the session was taken by Mrs. Snehanjali Mahanty, Guest lecturer on the topic “ Legal Rights of Women against Sexual offence”. She discussed different legislations in support of women.

WOMEN-SPECIFIC LEGISLATIONS

- The Dowry Prohibition Act, 1961
- The Immoral Traffic (Prevention) Act, 1956
- The Protection of Women from Domestic Violence Act, 2005
- Sati (Prevention) Act, 1987 (3 of 1988)
- The Indecent Representation of Women (Prohibition) , 1986
- The Hindu Marriage Act, 1955 (28 of 1989)
- Eve Teasing (New Legislation)
- Sexual harassment at work places- Vishakha guideline
- The Equal Remuneration Act, 1976
- The Factories Act, 1948
- National Commission for Women Act, 1990 (20 of 1990)
- The Medical Termination of Pregnancy Act, 1971 (34 of 1971) etc.

The Post lunch session was taken by Mrs. S S Shadangi, Principal (Retd) of KV No.4 Bhubaneswar. She discussed on the Special Provisions for Women Employees in KVS like in cases of Transfer, Points in Displacement count, distance of posting, , Child Care Leave, Maternity Leave, Protection against sexual harassment at work place, eligibility for applying for the job etc.

During the last session i.e. after tea, Mrs. Anita Dash, Principal of KV4 discussed the different circulars from KVS and other agencies on the acts.

The day concluded with summing up the days discussions.

Day-3 (14.12.2019, Sat)

The third and final day of the course started as usual with the Morning prayer.

Mr. P K Dash, I/c Principal of KV6 Bhubaneswar discussed KVS Code of Conduct and Article 81 (B). As an employee of KVS, the rules to be strictly followed was the message given in the session. Discussions continued with the action to be taken against an employee on violating rules.

After tea break, Dr. A T Mishra, Principal, KV 1 Bhubaneswar took a session on Procedure for Grievance redressal of sexual offences. He emphasised on being honest to avoid complications. Simultaneously one need to be smart and bold to approach for lodging grievances and take the case till conclusion.

The post lunch session was for Open session. Participants were allowed to ask questions and the answers were either given by other participants or by the trainers.

The day and workshop ended with a short valedictory programme.

Write- Up of Sessions

Juvenile Justice Act 2015 & *Protection of Children from Sexual Offences*

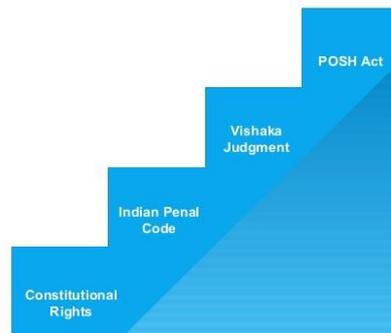
- Kasturi Mohapatra

Former Chairperson, OSCPCR, Former SCPD

Chairperson, State social welfare Board

- The meaning and content of the fundamental rights guaranteed in the Constitution of India are of sufficient amplitudes to encompass all facets of gender equality....
Late Chief Justice J.S. Verma, Supreme Court of India, Vishaka v. State of Rajasthan
- The prevention/elimination of harassment is EVERYONE'S responsibility.
- It's a legal requirement to prevent, prohibit and address this issue at "Workplace"

Evolution of Prevention of Sexual Harassment Act



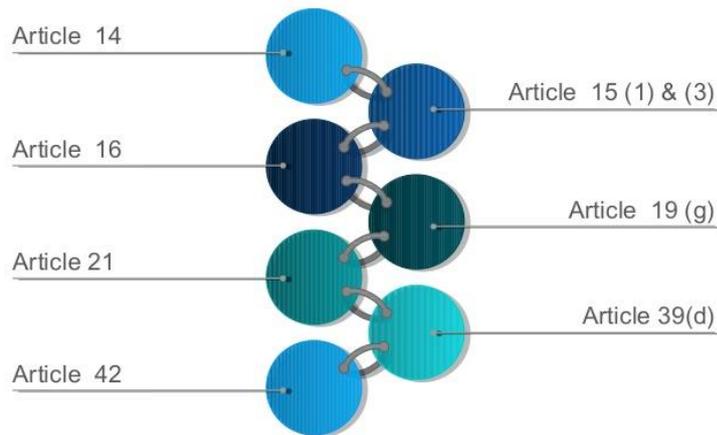
*OSH = The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The Vishaka Judgment - 1997

SUPREME COURT ACKNOWLEDGED THAT:

- Sexual harassment is a **human rights** violation
- Sexual harassment is a violation of the constitutionally guaranteed **fundamental rights**:
 - **Articles 14 and 15: Right to equality**
 - **Article 21: Right to life - to live with dignity**
 - **Article 19(1)(g) - Right to practice any profession/trade/occupation/business, i.e., a right to a safe environment free from harassment**
- The judgement prescribed the guidelines and pursuant to the same **the sexual of women harassment at workplace(prevention, prohibition, and redressal) Act 2013** was enacted.

Various Constitutional Provisions for Gender Equality



UNDERSTANDING SEXUAL HARASSMENT

SEXUAL HARASSMENT IS:

- not friendly and mutual behaviour
- unwelcome and unwanted conduct
- not about romance & love
- about power

Silence or lack of complaints does not mean sexual harassment does not occur

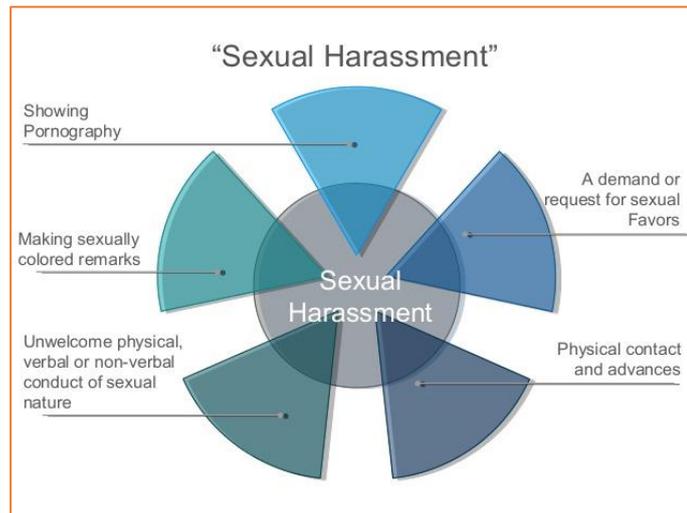
Four Groups of Sexual Harassment

Visual

Verbal

Written

Physical



CIRCUMSTANTIAL SH

- **Quid Pro Quo:** SH occurs when employment decisions or expectations: hiring decisions, promotions, salary increases, work assignments or performance evaluations are based on an employee’s willingness to grant or deny sexual favors.
- **2. Hostile Work Environment:** SH occurs when verbal or non-verbal behavior in the workplace:
- Focuses on the sexuality of another person or occurs because of the person’s

gender.

- Is unwanted or unwelcomed.
- Is severe or pervasive enough to affect the person's work environment.

Effects of Sexual Harassment

Psychological suffering: Humiliation, Feelings of betrayal , Depression, Low self esteem, Powerlessness

Physical suffering: Headaches, High blood pressure, Sleep disturbances, Gastrointestinal , distress, Suicide

Professional losses: Loss of job motivation and satisfaction, Missing out on training or promotion, Resignation or dismissal

Lower productivity and higher costs: Absenteeism, Loss of valued employees, Turnover of staff, Workplace tension

- **Other Costs:** payment of damages or fines, Poor **image** of company
- **Key factor: SH is not about two individuals working in a workplace, it has implications on all women workers and all employees in the workplace**

What are the key provisions of the Act?

- **Constitution of ICC and LCC**
- Monetary contribution
- Interim protection orders
- Conciliation
- Confidentiality
- Prosecution of false and malicious complaints
- Appeal authorities

Internal Complaints Committee (ICC)

- **Mandatory for establishments employing 10 or more employees**
- ICC to be appointed by an order in writing
- **At least ½ of the membership of the ICC to be women**
- ICC to prepare and submit an annual report to the employer and the District Officer
- Members to hold office for a term not exceeding three years
- ICC for each branch, offices if there are multiple
- **FUNCTIONS**
- To educate and sensitize employee about the issue
- To address the complaint, conduct enquiry etc.
- **Operates as a Quasi Judicial Body** with powers to
- Summon and enforce attendance
- Call for evidence, documents

Internal Complaints Committee (constituted through a written order)

Local Complaints Committee (constituted by District Officer)

Complaint Committee should

- Be thoroughly prepared
- Know the Act, Policy and/or relevant Service Rules
- Gather and record all relevant information
- Determine the main issues in the complaint
- Prepare relevant interview questions

- Conduct necessary interviews
- Ensure parties are made aware of the process and their rights/responsibilities within it
- Analyse information gathered
- Prepare the report with findings/recommendations
- Maintain Confidentiality
- Be impartial, non retaliation
- Clinical

DO'S AND DON'TS FOR COMPLAINTS COMMITTEE

DO'S

- Create an enabling meeting environment.
- Use body language that communicates complete attention to the parties.
- Treat the complainant with respect.
- Discard pre-determined ideas.
- Determine the harm.

DON'TS

- Get aggressive.
- Insist on a graphic description of the sexual harassment.
- Interrupt.
- Discuss the complaint in the presence of the complainant or the respondent.

NON-NEGOTIABLES DURING THE INQUIRY PROCESS

- During a redress process the Complaints Committee/s are required to assure confidentiality, non-retaliation and recommend interim measures as needed to conduct a fair inquiry.
- THE SEXUAL HARASSMENT COMPLAINT PROCESS
- The Complaints Committee/s needs to have information on the six stages (including fifteen steps),
- detailed below, for addressing a complaint of workplace sexual harassment.

Complaints Committee's Checklist

- Review the written complaints and response to complaints
- Review the applicable policy, the Act/Rules, Vishaka Guidelines and other relevant laws
- Develop a plan
- Meet with the complainant, Meet with the respondent
- Meet with the witnesses
- Record statements and have them dated and signed
- Review and adapt the plan, as needed
- Proceed with further interviews, as needed
- Analyze all the facts to develop reasoning
- Arrive at the findings, Give recommendations
- Prepare the report
- Submit the file to the organization or District Officer for implementation of the recommendations and for safe keeping.

TIMELINES AS PER THE ACT

1. Submission of Complaint	1. Within 3 months of the last incident
2. Notice to the Respondent	2. Within 7 days of receiving copy of the complaint
3. Completion of Inquiry	3. Within 90 days
4. Submission of Report by ICC/LCC to employer/DO	4. Within 10 days of completion of the inquiry
5. Implementation of Recommendations	5. Within 60 days
6. Appeal	6. Within 90 days of the recommendations

The Complaint mechanism

- Any aggrieved woman may make, in writing, a complaint of SH at workplace to the Complaints Committee, within a period of **three months** from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.
- The time limit may be **extended for another three months** if the CC is satisfied with the reasons for non non-filing
- If woman is unable to make a complaint in writing, **CC to provide assistance**
- **In case of mental incapacity**
- Her relative, Friend, Special educator, Qualified psychiatrist/ psychologist, Guardian under whom she is receiving care
- Any person who has information about incident with written consent of any of the above

- The Complaint

- The complaint (six copies) by the aggrieved person should contain all the material and relevant details concerning the alleged sexual harassment which includes
- the name of contravener
- the complainant
- Date
- Time
- Location
- Working Relationship between parties
- Names and addresses of witnesses, if any

- Dealing with The Complaint

- On receiving such a complaint, the chairperson will inform other members of Committee at the earliest possible and Committee will take further steps in the matter as required. The first meeting is to be held immediately within reasonable time but not later than 07 working days of receiving the written complaint of the

Aggrieved .

- The ICC shall investigate the Complaint and submit its Report containing the findings/ recommendations along with relevant documents
- In conducting inquiry, a minimum of three members of CC including chairperson to be present

- **Upon Receipt of Complaint**

- Review the Complaint to ensure
- It has all the information
- The conduct of respondent was towards complainant and is improper and may form SH at Workplace
- The incident occurred in workplace or at any location/any event related to work
- Send complaint to Respondent within seven days of receipt to respond within 10 days
- Meet up with complainant for any settlement/conciliation

Powers of ICC and LCC

- same powers as vested under civil court under code of civil procedure, 1908
- While summoning and enforcing the attendance of any person and examining oath
- Requiring the discovery and production of document

- 3. Any other matter as per the requirement of the case

Responsibilities of the Employers

Constitution & Composition of ICC

- Every Employer of a workplace by an order in writing constitute ICC
- In case it was not constituted, within three months from the date of incident/series of incidents/from the date of last employment
- If the Employer fails to constitute ICC it amounts to criminal offence(50000)

- **Responsibilities of the Employers**

- Subsequent repeat of offence attracts twice the payment
- It may also lead to cancellation of license of the firm
- Recommendations of ICC need to be taken into consideration and action need to be taken in stipulated time frame
- If the offices or administrative units are located more than in one location, all the units need to have ICC's
- Presiding officer-Senior women among the Employees
- **If there is not women employee.....????**
- Two members committed to the cause of women/legal knowledge
- One member from NGO's or Associations

Reports of the Committees to Employers

- ICC and LCC need to submit periodic reports to employer and District Officer in regular intervals of time
- Number of cases filed
- Number of cases verdict was given
- Number of cases under going enquiry

- Number of cases resolved through conciliation
- Measures taken by Employers and District officers

Other responsibilities of the Employers

- Providing safe environment at the workplace (including out siders)
- Display the committee details in conspicuous place
- Organize workshops and awareness programmes
- Orientation for Internal Complaints Committees & regular trainings
- Providing necessary facilities to ICC members to conduct the enquiry and travel for members
-What else?

- Other responsibilities of the Employers

- Assist in securing the attendance of the witnesses
- Making information available to Committee members
- Assistance to complainant (women) if she choose to file a complaint in relation to the offences under IPC
- Cause to initiate action (in case the perpetrator is an out sider)
- In case of both the employees of the same office, opportunity to be given to both to defend their positions by handing over a copy of the findings

Nature of punishments

- **Written Apology**
- **Warning**
- **Reprimand or censure**
- **Withholding the promotion/pay rise/increment**
- **Termination from Service**
- **Counselling**
- **Community service**

Conciliation

- **Conciliation is allowed upon the request of aggrieved woman**
- **No monetary compensation/settlement allowed**
- **Settlement need to be recorded by ICC or LCC and forwarded to the Employer for appropriate action**
- **Settlement copies need to be given to aggrieved woman and respondent**
- **Once the settlement is arrived no enquiry**

- **If violation of any part of the settlement or settlement as a whole: committee can proceed for the enquiry**
- **Monetary contribution**

-

Interim Protection Orders

- **Interim protection orders – mandatory for employer to fulfill**
- **Transfer of the aggrieved woman or respondent to other dep't**
- **3 months leave apart from entitlements**
- **Transfer of supervisor who evaluate the work**
- **Grant of any other relief as requested by aggrieved woman**
- **Monetary contribution**
- **Mental trauma, pain, suffering and emotional distress**
- **Medical treatment incurred by victim physical/psychiatric treatment**
- **Income and finance status of respondent**
- **Feasibility of such amounts in lump sum or installment**

Confidentiality clauses

- **Not to publish anything on the case in public**
- **Not to discuss with any one outside the committee**
- **Penalties imposed for violation of confidentiality clause**

Time frames

- **Constitution of ICC or LCC within 3 months or 3 months from last incident/complaint**
- **complaint within 3 months or three months from last incident that occurred**
- **If sufficient reason – 3 months extension**
- **A copy of complaint to be given to respondent with in 7 days and the response by respondent by 10 days**
- **Time frame to forward the case by LCC- 7 days**

Time frames

- **Submission of the enquiry report by ICC or LCC by 10 days of completion of enquiry**
- **The employer or District officer need to implement the recommendations of the LCC or ICC within 60 days**
- **If absent for enquiry by respondent or woman for 3 consecutive sessions – termination of the enquiry and by committee**
- **Copy of the committee decision to party responsible in case of termination - 15 days in advance**

Questions to ask the Recipient

- Where did the behavior occur?
- Who was involved?
- Were there any witnesses?
- Did you talk to anybody else about what happened?
- Has this happened before?
- How long has this been going on?
- Was the person told that the behavior was unwelcome?

Questions NOT to ask the recipient

- Avoid "why" questions such as, "Why didn't you do something about this before?"
- Don't ask leading questions such as, "Would you want to continue working here if the behavior continues?"
- Avoid asking multiple choice questions such as, "Did he touch you on your arm, the shoulder, or the face?" Instead ask, "Where did he touch you?"

Points to Keep In Mind when talking to the alleged harasser

- Describe the circumstances surrounding the complaint.
- Be serious and to the point.
- Be unbiased.
- Stay on the topic.
- Ask the person to respond to each allegation separately.
- Tell the alleged harassed that the behavior must stop.
- Document the meeting.
- Take appropriate action based on your findings.
- Follow up with the person who filed the complaint.

An Organization Plan for Eliminating SH

- Review your behavior and that of others for evidence of illegal or impermissible conduct.
- When such behavior is identified ask these questions:
 - Is the appropriate conduct or behavior in the workplace?
 - Is it legal (in accordance with the law)?
 - Is it permissible (in line with regulations)?
 - Is it proper (defensible by general standards)/
 - Could the behavior in any way be seen as discriminatory?
 - Could the behavior have a disruptive effect upon an employee or organizational unit?

What Can You do to Prevent Sexual Harassment?

- If you become aware of the questionable behavior and even if there is no complaint you:
 - Must take immediate and corrective action
 - Inform higher level supervisor and/or Service Chief
 - Communicate with Human Resources, EEO and/or top management.
 - Document action taken.
 - Communicate action taken to the affected employee, explain what he or she should do if the problem should occur.
 - Advise employees of their rights to use the EEO complaint process.

THE FIRST STEP TO PREVENTION IS

-

RECOGNITION

- **WORKPLACE SEXUAL HARASSMENT IS WHEN THE BEHAVIOUR**
- UNWELCOME
- SEXUAL in nature
- A SUBJECTIVE experience
- IMPACT not intent is what matters
- Often occurs in a matrix of POWER

Recognize and Differentiate between Welcome and Unwelcome sexual behaviour

- **UNWELCOME**
- **Feels bad**
- **One-sided**
- **Feels powerless**
- **Power-based**
- **Unwanted**
- **Illegal**
- **Invading**
- **Demeaning**
- **Causes anger/sadness**
- **Causes negative self-esteem**
- **WELCOME**
- **Feels good**
- **Reciprocal**
- **In-control**
- **Equality**
- **Wanted**
- **Legal**
- **Open**
- **Appreciative**
- **Happy**
- **Positive self-esteem**

Impact of inappropriate behaviour

- The impact of sexual harassment at the workplace is far-reaching and is an injury to the equal right of women.
- Not only does it impact her, it has a direct bearing on the workplace productivity as well as the development of the society.

- Professional
- personal
- Depression
- Anxiety, panic attacks
- Traumatic stress
- Sleeplessness
- Shame, guilt, self-blame

- Difficulty in concentrating
- Headaches
- Fatigue, loss of motivation
- Personal Difficulties with time
- Eating disorders (weight loss or gain)
- Feeling betrayed and/or violated
- Feeling angry or violent towards the respondent
- Feeling powerless
- Loss of confidence and self esteem
- Over all loss of trust in people
- Problems with intimacy
- Withdrawal and isolation
- Decreased work performance
- Increased absenteeism, loss of pay
- Loss of promotional opportunities
- Retaliation from the respondent, or colleagues/ friends of the respondent
- Subjected to gossip and scrutiny at work
- Being objectified
- Becoming publicly sexualized
- Defamation
- Being ostracized
- Having to relocate
- Job and career consequences
- Weakened support network

CHALLENGES IN SEXUAL HARASSMENT INVESTIGATION

- Human elements and sensitiveness
- Maintaining confidentiality
- Verification of facts
- Uncovering tangible evidence
- Maintaining chain of custody
- Presenting unbiased results

WHAT NOT TO DO

- Do not blame yourself. Sexual harassment is not something one brings on oneself.
- Do not delay. Waiting to act in cases of sexual harassment only increases the probability that the harassing behavior will continue.
- Don't wait to seek help. Being quiet about sexual harassment enables it to continue. Chances are very good that you are not the only one who has been harassed. Speaking up may prevent others from being harmed.
- In conclusion, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 is a very positive step for the protection of

women from such type of crimes at the workplace.

- What is needed now is the implementation by organizations of a framework in its true spirit to prevent, prohibit and redress cases of sexual harassment at workplace in order to create a safe and a secure working environment.

Special Provision for Women Employees in KVS

- S.S. Shadangi, Principal (Retd), KVS

Transfer

- If Spouse working in KVS at the request station or within 100 kms- 50 points
- Spouse if working in Defence I Central Armed Police Forces employee at the requested station or within 100 km. - 40 points
- Spouse if working in Government Sector at the requested station or within 100 km. – 20 points
- Widow/Single Parent- 50 points
- Women Employee not covered under the above mentioned cases- 6 points

Displacement

- If Spouse working in KVS at the request station or within 100 kms
Minus 50 points
- Spouse if working in Defence I Central Armed Police Forces employee at the requested station or within 100 km. - Minus 40 points

Displacement

- Spouse if working in Government Sector at the requested station or within 100 km. – Minus 20 points
- Widow/Single Parent- Minus 50 points
- Women Employee not covered under the above mentioned cases- Minus 6 points

Child Care Leave

- Child Care Leave (CCL) is granted to women employees for a maximum period of two years (i.e., 730 days)
- During entire service for taking care of their minor children (up to eighteen years of age).

- An employee can leave station during CCL.
- LTC can be availed during CCL
- CCL may be granted at 100% of the leave salary for the first 365 days and .80% of the leave salary for the next 365 days. (b) CCL may be extended to single male parents
- CCL may not be granted for less than 5 days at a time.

Maternity Leave

- Maternity leave for 180 days
- Abortion leave for 45 days

Complaint against Sexual Harassment at work place

- The **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** is a legislative act in India that seeks to protect women from sexual harassment at their place of work.
- They can put their complaint before the ICC.
- The ICC is lead by the senior most lady employee of the concerned department



KENDRIYA VIDYALAYA SANGATHAN

ZONAL INSTITUTE OF EDUCATION & TRAINING (ZIET) BHUBANESWAR
3 DAY TRAINING ON “ RIGHTS & PROTECTION OF CHILDREN AND WOMEN EMPLOYEES
AT SCHOOL / WORKPLACE” From 12-14 December 2019 .



Sitting L to R :-BULBULI B. NATH, S C TRIPATHY, S R SAHOO, K R KUMAR, ABHIJIT SAHA (Co-ordinator), C. NEELAP (DC & DIRECTOR), S S SHADANGI (Principal, Retd), A K GUPTA, P SHUKLA, S L PADHY, P SETHI
Standing 1st Row L to R :- ZINNIA, MANISHA , SOMA BISWAS , SEEMA KADIAN , PRIYA SHARMA , SUMAN RANI , MADHUMANTI RAY , KARANJOT KAUR,PRITI KUMARI, PRAKARTI MUDGAL, KANIKA TANWWAR, UMANG SHARMA, MONIKA PAL, POONAM LAKRA, DIVYA VERMA,
Standing 2nd Row L to R :- ANAND, SURAJ KUMAR PATEL, PANKAJ GUPTA, SUBHASH MALLIK, AMIT K. PATHAK, PRADYUMNA MAHARI, DHARMENDRA KUMAR, RAGHAVENDRA KUMAR, MANOJ KUMAR PRADHAN, SANDEEP KUMAR GUPTA, SAROJ KUMAR BISWAL, SWETA KUMARI, AAYUSHI JAIN, NITA MEHTA, ANJU YADAV .
Standing 3rd Row L to R :- ARUP BHATTACHARYA , KIRANJIT SINGH , VISHWANATH PRASAD , P. AMU SANA SINGHA , ARUP RAY , PANTHA MAJI , ARUN KUMAR .



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