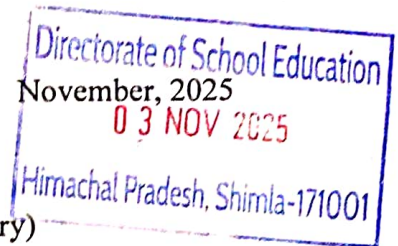


No.: EDN(SE)-H(10)A(4)-11/2025
Directorate of School Education
Himachal Pradesh, Shimla-171001

Dated Shimla-1

the



To

- ✓ 1. All the Deputy Director of School Education (Secondary)
In Himachal Pradesh
- ✓ 2. All the Deputy Director of School Education (Elementary)
In Himachal Pradesh

Subject: - Immediate circulation and strict enforcement of instructions for prevention of caste-based discrimination and atrocities in all Government and Private Schools of Himachal Pradesh (Shimla District Specific).

Sir

Please find enclosed herewith a photocopy of letter no. 1-2/2024-SC Commission-512, dated 08.10.2025 received from the Chairman, HP State Commission for Scheduled Castes on the subject cited above vide which the Commission has been taken serious cognizance of a complaint submitted by the Baba Saheb Ambedkar Welfare Society (Regd.), Shimla.

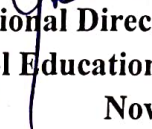
In this context, you are directed to take following actions with immediate effect under intimation to this Directorate: -

MANDATORY INSTRUCTIONS FOR IMMEDIATE CIRCULATION:

1. **Zero Tolerance Policy:** Immediately circulate a strict, non-negotiable directive to all Government and Private Schools under your jurisdiction to adopt a zero-tolerance policy against any form of caste-based discrimination or verbal abuse.
2. **Mandatory Sensitization:** Ensure that all Headmasters/Principals organize a compulsory orientation and sensitization session for all teaching and non-teaching staff on the relevant provisions of the SC/ST (Prevention of Atrocities) Act, 1989. This must be documented.
3. **Display of Provisions:** Schools must visibly display posters or notices detailing the legal consequences of practicing untouchability or caste discrimination as per the relevant Acts.
4. **Redressal Mechanism:** Mandate the establishment of a clear, confidential and time-bound mechanism (e.g. a designated Nodal Officer or a Grievance Cell) in every school for students or parents to report instances of discrimination without fear of reprisal.

5. **Strict Disciplinary Action:** Any individual including students, teachers or administrative, staff, found guilty of perpetrating such acts must be subjected to the strictest discipline and legal action as prescribed by law.

Encls: As above.


Additional Director (Admn.)
School Education, H.P.
November, 2025

Ends No.: even Dated Shimla-1 the

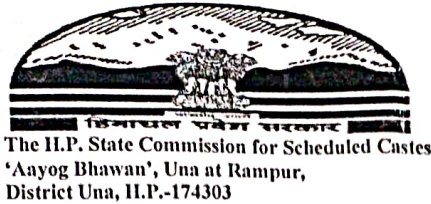
Copy forwarded to:-

1. The Chairman, HP State Commission for Scheduled Castes, Una at Rampur, District Una (H.P.) w.r.t above referred letter for information, please.
2. The Nodal Officer (IT Cell), Directorate of School Education with direction to upload the same on the departmental website and email to all concerned.
3. Guard File.


Additional Director (Admn.)
School Education, H.P.

3060 Gen
31-10-25

DSF 556
18-10-25



From:-

Chairman,
The HP State Commission for Scheduled Castes,
Una at Rampur, District Una, H.P.

To,

1. The Director, Higher Education, Himachal Pradesh, Shimla.
2. The Director, Elementary Education, Himachal Pradesh, Shimla.

No. 1-2/2024-SC Commission- 512

Dated 08.10.2025

Subject:

Immediate circulation and strict enforcement of instructions for prevention of caste-based discrimination and atrocities in all Government and Private Schools of Himachal Pradesh (Shimla District specific).

Dear Sir/Madam,

With reference to the written complaint received by this office through the Baba Saheb Ambedkar Welfare Society (Regd.), Shimla regarding caste-based discrimination and harassment occurring in educational institutions — particularly in private schools within Shimla city and district. The Commission has taken serious cognizance of a complaint submitted by the Baba Saheb Ambedkar Welfare Society (Regd.), Shimla, which highlights instances of children belonging to the Scheduled Castes being subjected to:

1. The use of casteist slurs and derogatory language by staff or other students.
2. Mental harassment through social segregation, such as forcing children to sit separately or preventing them from sharing meals with others.

Such actions are not only a gross violation of constitutional principles but also constitute offenses under the **Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989**, and subsequent amendments. These acts create a hostile and deeply traumatizing environment for students, hindering their fundamental right to education and dignity.

In this context you are hereby mandated to take the following actions with immediate effect:

MANDATORY INSTRUCTIONS FOR IMMEDIATE CIRCULATION:


1. **Zero Tolerance Policy:** Immediately circulate a strict, non-negotiable directive to all Government and Private schools under your jurisdiction to adopt a zero-tolerance policy against any form of caste-based discrimination or verbal abuse.
2. **Mandatory Sensitization:** Ensure that all Headmasters/Principals organize a compulsory orientation and sensitization session for all teaching and non-teaching staff on the relevant provisions of the SC/ST (Prevention of Atrocities) Act, 1989. This must be documented.
3. **Display of Provisions:** Schools must visibly display posters or notices detailing the legal consequences of practicing untouchability or caste discrimination as per the relevant Acts.

Dr. Rakesh Kumar
Gen
21/10/2025

4. **Redressal Mechanism:** Mandate the establishment of a clear, confidential, and time-bound mechanism (e.g., a designated Nodal Officer or a Grievance Cell) in every school for students or parents to report instances of discrimination without fear of reprisal.
5. **Strict Disciplinary Action:** Any individual, including students, teachers, or administrative staff, found guilty of perpetrating such acts must be subjected to the strictest disciplinary and legal action as prescribed by law.

A compliance report detailing the steps taken for circulation and enforcement in all schools under your Directorate, specifically within Shimla District, must be submitted to the Himachal Pradesh State Commission for Scheduled Castes within fifteen (15) days of the issuance of this directive.

Treat this matter as **Most Urgent and Time-Bound**.


(Kuldeep Kumar Dhiman)
Chairman,
HP State Commission for Scheduled Castes,
Una at Rampur, District Una, H.P.

Endst. No. (As above)-

Dated

Copy forwarded to Shri Preet Pal Singh Mattu, Baba Saheb Ambedkar Welfare Society (Regd.), 125, Krishna Nagar Shimla 171001 H.P. for information please.

/

(Kuldeep Kumar Dhiman)
Chairman,
HP State Commission for Scheduled Castes,
Una at Rampur, District Una, H.P.