PIONEER MONTESSORI SCHOOL
LAKHPEDABAGH, BARABANKI

IMPORTANT NOTICE

Date: 23-09-2026

All Principals, Teachers and Staff Members,

Subject: Strict Prohibition of Physical Punishment, Misconduct and Inappropriate Behaviour towards Students and Staff

Respected Pioneer Family,

It is hereby strictly directed that any form of physical punishment, physical assault, intimidation, harassment, humiliation, abusive conduct, or inappropriate behaviour is strictly prohibited within the school premises and during any school-related activity.

This directive shall apply equally to all Principals, Teachers and Staff Members, irrespective of their designation, position, seniority, or authority.

All concerned are hereby instructed to strictly adhere to the following:

* Under no circumstances shall any Principal, Teacher, or Staff Member raise a hand, slap, hit, beat, push, pull, or physically punish or assault any student or staff member.
* Physical punishment or any form of physical assault shall not be tolerated under any circumstances.
* The use of abusive, insulting, humiliating, threatening, derogatory, vulgar, disrespectful, or inappropriate words or language towards students, teachers, or staff members even with parents is strictly prohibited.
* No Principal, Teacher, or Staff Member shall make personal, derogatory, humiliating, or offensive remarks or comments towards any student or colleague.
* No individual, irrespective of their designation or authority, shall engage in behaviour intended to threaten, intimidate, demean, humiliate, insult, or cause fear or emotional distress to another person.
* Principals and senior staff members are specifically directed to maintain professional, respectful, and dignified conduct while communicating with teachers and other staff members.
* Similarly, all Teachers and Staff Members are required to maintain appropriate and respectful conduct towards students, colleagues, Principals, and all other members of the school community.
* Any disciplinary or administrative concern must be addressed through appropriate, professional, respectful, and school-approved procedures, and not through physical force, abusive language, threats, humiliation, or intimidation.

STRICT ACCOUNTABILITY

The Management takes the safety, dignity, respect, and well-being of every student and every member of the school community with the utmost seriousness.

It is hereby made unequivocally clear that no individual shall be considered exempt from this directive by virtue of their designation or position. The same standards of professional conduct shall apply to Principals, Teachers and Staff Members alike.

Any Principal, Teacher, or Staff Member found engaging in any of the prohibited acts mentioned above shall be subject to a strict enquiry by the Management and appropriate disciplinary action, as deemed necessary, in accordance with applicable rules, policies, and law.

Depending upon the nature and findings of the matter, disciplinary action may include a written warning, suspension, removal from duties, termination of employment/service, or any other appropriate action, subject to due process and applicable law.

All Principals are specifically instructed to ensure that this directive is communicated clearly to every teacher and staff member and that strict compliance is maintained at all times.

Any complaint or incident involving physical punishment, assault, abusive language, intimidation, humiliation, or serious misconduct must be brought to the immediate attention of the Management and dealt with through the prescribed procedure.

The Management reiterates that respect, dignity, safety, and professional conduct are mandatory for everyone. No designation, authority, seniority, or position shall constitute an exception to this directive.

Any violation of this directive will be viewed as a serious matter, and ignorance of this instruction shall not be accepted as an excuse.

This directive shall come into force with immediate effect.

B Singh

Manager
Pioneer Montessori School
Lucknow