

GSSCORE

An Institute for Civil Services

IAS TOPPER'S

TEST COPY

MANIYA VERMA

AIR - 258
(CSE 2022)

ETHICS

 **8448496262**  **iascore.in**

ETHICS, INTEGRITY AND APTITUDE

*Time Allowed: 3 hrs.**Max. Marks: 250*

Q.	Marks	Instructions to Candidate
1.		<ul style="list-style-type: none">There are 19 questions.All questions are compulsoryThe number of marks carried by a question/part is indicated against it.Content of the answer is more important than its length.Answers must be written in the space provided. <p>Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off.</p> <p>102</p>
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1. Invigilator Signature _____

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Name _____

Roll No. _____

Mobile No. _____

Date _____

Signature _____

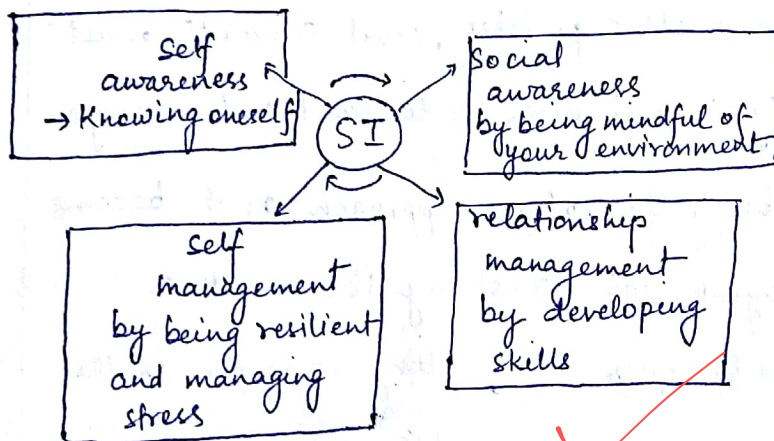
SECTION - A

1. What is social intelligence? How it is relevant for working civil servants? (150W, 10M)

Social intelligence is the ability to get along well with others, and to get them to cooperate with you.

These are sometimes simplistically also referred to as "people skills".

S-I (Social intelligence) is a combination of skills expressed through learned behaviour, it can be developed by assessing the impact of one's behaviour on others and measuring the degree to which one is successful in ~~dealing~~ with others.



Remarks

Civil Servants have to deal with the problems of public at large and thus Social intelligence is a boon for civil servants as it helps in arriving at the best conclusion. ✓

Many civil servants despite being extraordinarily talented, conceptually brilliant are not particularly likeable people. since they lack social graces.

Social intelligence allow civil servants to be adept at handling people, subordinates, senior ~~effectively~~.

Being the trustees of public interest and entrusted to make people-centric policies, civil servants must have the ability to recognize, understand and manage

emotions by being firm in their approach and become good change agents. IAS Armstrong Pame a.k.a

Manipur's Miracle man is a befitting example in this context.

How role
of SI in
different
from role
of EI?

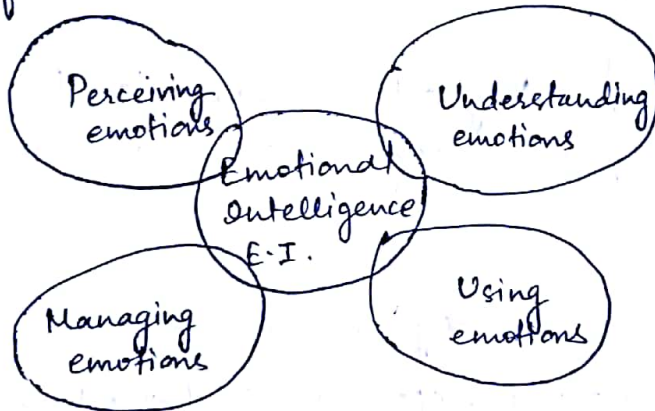
Remarks

4

2. Emotional intelligence adds more qualities that make an individual more humane. Discuss these qualities & their importance in public service. (150W, 10M)

Emotional intelligence is described as a set of skills that involve the ability to monitor one's own and other's feelings, to discriminate among them, so as to use that information to guide one's thinking and action.

It is not the triumph of heart over head, rather the unique intersection of both.



It makes an individual more humane because it gives us the ability to be present & listen to someone when they most need it. It helps us to truly connect with others and form a bond. eg. Martin Luther King 'I have a dream' speech represents his remarkable skill in sparking emotions that moved his audience to action.

Remarks

Emotionally intelligent leaders are centered & grounded. Such administrators display a stable mood, aren't erratic or extremely unpredictable.

QUALITIES ASSOCIATED WITH E-I —

Challenge the process — E-I administrator strives for change. They look for opportunities to improve and also to experiment & take risk.

Enable others to act — They foster collaboration & build trust by engaging and relating to others in meaningful way.

Inspire a shared vision — They are able to inspire others through empathy & optimism so that others want to share in achieving the vision.

Model the way — Civil servants with high E-I walks the talk and inspire others to follow in transforming what they want to accomplish into reality.

Discuss qualities
such as compassion
etc

Remarks

3 1/2

Q3. E.I besides being the personality trait is also an ability which can be developed over time. Discuss.

Emotional intelligence (EI) integrates emotions and intelligence. It is the ability to channelize emotions for constructive purposes.

E-I refers to innate potentiality such that each individual is born with same innate potential for emotional literacy & emotional learning ability & this potential is realized only when she gets favourable environment which constitutes emotional lessons.

These emotional lessons are given to us through socialization by our parents, teachers, peers, etc. during our childhood or adolescence. The result of which is called as Emotional Quotient (E.Q).

E.Q is hence the relative measure of one's healthy or unhealthy development of innate E.I.

It is possible that two children with the same E.I may have different E.Q & vice-versa depending

Remarks

upon the socialization experiences..

EQ is best inculcated from an early stage by encouraging qualities like sharing, thinking about others, giving individual space, cooperation & putting oneself in another person's shoes.

There are tools & toys, games available to increase E.Q. & children who do not do well in social settings perform better after taking Social & Emotional Learning classes.

Adult EQ can also be enhanced, although to a limited extent through effective coaching.

Good analysis
4

Remarks

4 Discuss how E.I helps in achieving good governance & administration.

The chances of succeeding are skewed towards people who are better able to manage themselves and others emotionally, one's who are likeable and trustworthy - i.e one's who are gifted with a higher emotional intelligence (E-I)

According to Daniel Goleman, success at workplace is about 80% or more dependent on emotional quotient & about 20% or less dependent upon Intelligence quotient

Good governance refers to the manner in which power is exercised in the management of a country's economic & social resources for development, as per WHO.



Remarks

Explain these

E-I helps in fostering good governance and administration as it helps in building a trustworthy bond with the public at large via the tools of empathy, cooperation & compassion.

EI as a boon for good administration —

- It enhances authenticity and legitimacy.
- It helps one in acting with integrity and consistency in actions.
- EI leads to reduced stress level due to better management & regulation of emotions & thus results in better decision making.
- Fosters awareness which further improves communication with others.
- It brings in factfulness, sensitivity, cooperativeness, good listening qualities.
- It enables one to accept and learn from one's criticism.

Good

3/2

Remarks

5 When it comes to happiness & success, EQ matters just as much as IQ. Discuss.

Intelligence quotient (IQ) is a numerical score derived after assessing an individual's intelligence through standardized tests.

Emotional Quotient (EQ) is not a numerical score. It represents the relative measure of a person's healthy or unhealthy development of her innate potential for emotional intelligence.

When it comes to success and happiness EQ is believed to be a better indicator at workplace because people with high EQ are able to better connect with people around them. According to Daniel Goleman, success at workplace is 80% dependent on EQ & about 20% dependent on IQ.

It is not the smartest people that are the most successful or most fulfilled. There are people who are academically brilliant and yet socially inept. IQ isn't enough on its own to be successful in life.

Remarks

One's IQ may get them into a good college but it is the EQ that manages the stress and emotions when facing final exams or during an interview.

Nobel prize winning psychologist Daniel Kahneman believes people would rather work with a person they like and trust, than someone they don't, even if the likeable person is offering a lower quality product or service at a higher price.

IQ can be enhanced through brain food while EQ effectively uses IQ and other potentialities to the greatest advantage.

— IQ is like a vehicle but it is EQ which determines the destination.

discuss role
of self-awareness
etc in keeping
us happy

3/2

Remarks

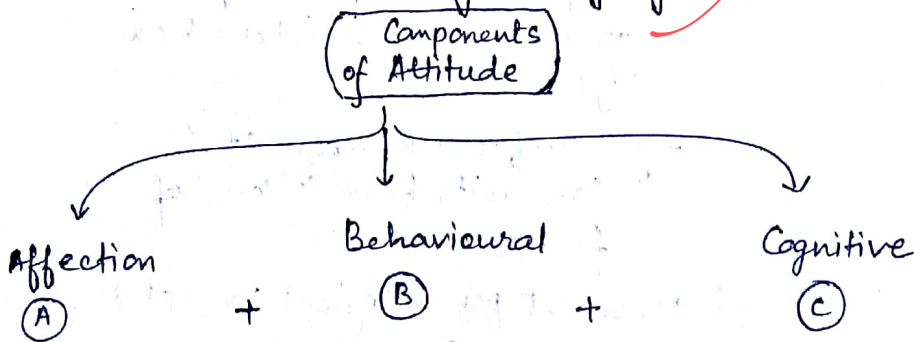
6

The understanding of attitude both as psychological concept & attribute of particular members of a society is important for understanding ethics. Discuss.

Attitude is the learned and enduring predisposition to behave, either favourably or unfavourably towards something. This something can be an event, a person, an object or classes of such events, persons or objects respectively.

Attitudes change with experiences and knowledge as man is a rational animal.

Attitude must be understood both as psychological concept & attribute of particular members of society. The same can be done by analysing the ABC Model.



Remarks

Affective Component

- It refers to feelings or emotions linked to an attitude object.
- It may be positive or negative depending on our feelings towards the object.
- eg - Fear of spiders (negative attitude)

Behavioural Component

- It refers to past behaviour or experiences regarding an attitude object.
- It defines our tendency to behave.
- eg - If we don't like a person, then we are more likely to ignore them in a gathering.

Cognitive Component

- It refers to beliefs, thoughts, attributes we associate with an object.
- eg belief that members of X community have Y kind of features.

Thus (A) & (B) component represent psychological concept & (C) component refers to attribute of particular members of society. However (A) + (B) + (C) defines Attitude.

Remarks

Good but also relate this with understanding of ethics. 3

7 The most important function of an attitude can only be ascertained by considering it about the person who holds it and the environment in which they operate. Discuss.

According to Oxford dictionary, 'Attitude is a settled way of thinking or feeling about something.'

Attitude serves various functions for the individual. Some functions are listed below.

KNOWLEDGE FUNCTION —

- This is closely associated with inquisitiveness.
- Attitude helps us understand the world & provide knowledge for life — this doesn't mean attitudes help us gather factually correct knowledge, though such attitudes can be changed by providing correct knowledge.
- eg - someone talks about rich history of India while someone else talks about India as a global power. This helps us gather knowledge & since it fits well with our attitude we readily accept it.

UTILITARIAN / ADAPTIVE FUNCTION —

- It predisposes a person towards an object in such a way that one will form an attitude for that thing based on its utility.
- eg when you present an idea & there are nods of approval all around in a group. All people feel better with your view.

Remarks

EGO DEFENSIVE-

- They serve to protect the person from psychological distress or help promote self esteem.
- This attitude saves the self-esteem therefore it is most difficult to change this attitude.
- eg someone attributes crimes against women to westernisation, others blame it on immigrants.

EGO VALUE EXPRESSIVE-

- It enables the expression of the person's centrally held values
- It tend to establish our identity and gain us social approval thereby showing us who we are & what we stand for
- eg people in a group wearing Indian cricket team jerseys.

Thus important function of an attitude can only be ascertained by considering it about the person who holds it & the environment in which they operate.

Remarks

these are functions of attitude but how does it varies from person to person

3

8 Explain difference between attitude and aptitude.
According to you what is more important for a civil servant. Comment.

ATTITUDE

- It refers to a settled way of thinking or feeling about something.

- It can be developed over time and is not innate in nature.

eg - a soldier has an attitude of serving the nation, self-sacrifice

APTITUDE

- It is a group of characteristics deemed to be symptomatic of an individual's ability to acquire proficiency in a given area.

- It is an inborn endowment that is nurtured through skill upgradation

eg - many would want to be officers in army but only those who have the required aptitude will pass the SSB test.

Aptitude is an innate potential to do certain task in future provided appropriate training is provided to the person whereas Attitude is a general evaluation of people (including one self), objects or issues.

Remarks

Attitude can be changed in certain ways whereas aptitude is innate.

A civil servant's attitude & the aptitude for public service is tested through a rigorous exam pattern. Those who qualify demonstrate labour and readiness.

However if it so happens that a civil servant is selected and doesn't possess the required aptitude, their job might become challenging and cumbersome.

If one possesses the aptitude for civil service, their attitude can be developed through training and capacity building measures.

In this context, right aptitude accompanied with the right attitude is important for civil servant to execute their responsibilities.

Good analysis.

4

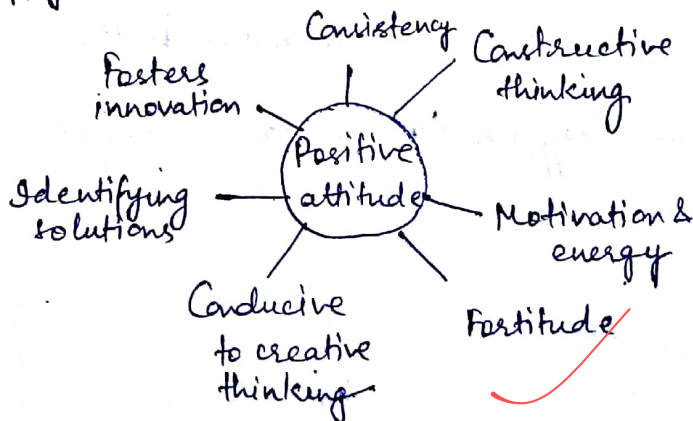
Remarks

9 Happiness is an attitude. We either make ourselves miserable or happy and strong. The amount of work is the same. Examine.

Happiness is an attitude which is determined by our perspective towards life. It takes 7 times more energy to frown than to smile. Hence one must align their frame of mind in a way that they are able to seek opportunities in every obstacle.

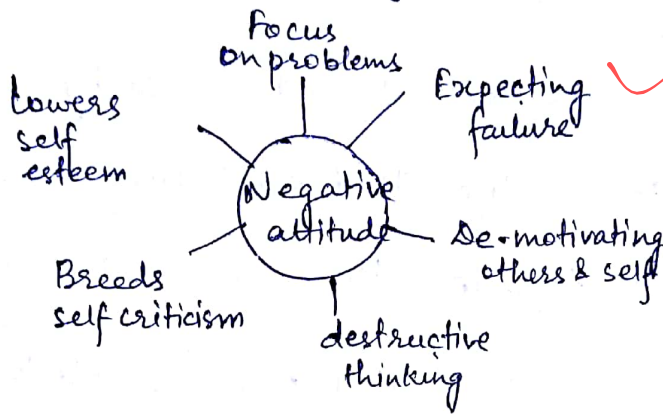
Happiness depends on the attitude we cling on.

* Positive attitude - refers to optimistic frame of mind. People with this type of attitude are more likely to be happy and succeed in life.



Remarks

* Negative attitude - is the reverse of positive attitude. It brings pessimism. It breeds paranoid kind of behaviour when one sees negativity everywhere.



Happiness is thus a byproduct of positive attitude. Happy people are sincere, determined and look at the brighter side of life. This kind of ^{attitude is} important for a civil servant because they have to work in difficult environment where efforts may not always result in success. and optimism is the only thing they can cling on to maintain calm at times of pulls and pressures.

Good explanation

Remarks

10 Describe the process of crowdfunding and reason out the benefits of promoting crowd funding. Also discuss the prospects of crowd funding in India.

Crowdfunding is a method of raising capital through the collective effort of a large number of individual investors/people for a particular cause.

PROCESS OF CROWDFUNDING —

- * Identify the cause for which funding is required.
↓
- * Raise awareness through social networking campaigns or crowdfunding dedicated websites.
↓
- * Encourage participation for maximum collection.

It helps to improve the presence of small businesses and startups in social media, increases their investment base and funding prospects. However transparency and accountability must be maintained.

PM-CARES fund is an applaudable initiative however keeping it out of the ambit of RTI has raised serious

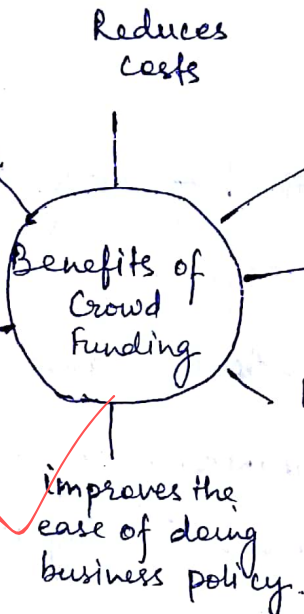
Remarks

questions regarding its legitimacy.

Benefits

It bypasses caste or gender prejudice
Fosters inclusivity.

way to give back to society.



No tedious procedure

efficient & consumes less time

helps in elevation of MSME

improves the ease of doing business policy.

expand moral community.
enable people to contribute in good cause etc!

Prospects in India —

- While crowdfunding has a good intent, however due to lack of regulatory framework its legitimacy may become doubtful
- With 73% population illiterate, crowdfunding enhances chances of fraud, money laundering.
- It is risky for new small scale investors who often fail in their novice ventures

There should be complete transparency to do away with fraud and proper regulations, laws, documentation, to instill confidence in private entities & pro-business environment

Remarks

11

Darkness can't drive out darkness ; only light can do that. Hate can't drive out hate , only love can do that.

Comment.

'An eye for an eye will make the whole world blind', states Gandhi Ji . In this, he has captured the essence of how positive deeds can overpower negativity and how by not reacting to social anomalies, one can ignite the light at the end of the tunnel.

At times of darkness, one must remember to turn on the lights . The dark and gloomy period of pandemic was filled with light due to the many efforts of our doctors, civil societies, positive encouragement among people instilled by our Prime minister .

On similar lines , hate must be confronted with love. Just as Lord Buddha was able to transform the barbaric Angulimala with his act of kindness & love, similarly we as humans must imbibe cooperation , compassion and empathy for each other.

Remarks

It is very important to inculcate positive emotions in human beings. The world needs it today.

Globalisation may be making us individual but being a part of the larger society, the Earth, it is our responsibility to nurture the values of love and kindness and pass the same onto the next generation. So that we as humans may keep humanity intact in the long run.

At times of adversity, we as humans must remember to sideline our vested interests and let our emotional intelligence guide our intellect and further course of action.

Good analysis.

Remarks

12

Emotions are not hurdles but are facilitators and help to become a very beautiful person. Elaborate.

Emotion is a strong feeling deriving from one's circumstances, mood or relationships with others' also, an instinctive or intuitive feeling as distinguished from reasoning.

It is believed that being emotional means being weak, but we must not forget that it (emotion) is our greatest unique assets too.

Emotions help us to empathise, spread joy, happiness. It act as facilitator in our journey of being a successful person. Emotional^(EQ) Quotient is considered more important a factor when compared with intelligence quotient (IQ).

IQ may lead you to a successful venture, however EQ is what sustains it.

Remarks

A beautiful person is not someone who is materially well off, has a big car or wears good cloth. A beautiful person has a beautiful soul — they are able to act as the candle of hope for the downtrodden & rejected people, at times of crisis. They are able to inspire others to believe in humanity, kindness, fraternity — This is all possible only if we are emotionally connected with our surroundings.

For blessed are those who can give without remembering and take ~~without~~ without forgetting.

Good! h

Remarks

13 Explain following quotations with respect to application of EI in civil services:

- a) If you don't understand yourself, you don't understand anybody else.
- b) Success is not the result of spontaneous combustion. You must set yourself on fire.

a) Emotional intelligence is the ability to channelize emotions for constructive purposes.

Many civil servants are extraordinarily talented but they lack EI. They are unaware of their social motives.

They feel physiologically awkward in their relationships and have no social graces.

Being uncomfortable with themselves, they make others feel uncomfortable too and this becomes a routine response for them.

EI is hence very important for civil servants as it helps them to understand themselves.

Remarks

Unless and until, people understand their ownself, they would not be able to understand others. This applies to everyone — 'you have to be at peace with yourself first, if you want to propagate peace to the world!'

- b) Success is the result of consistency of actions and belief.

A civil servant has been endowed with the responsibility of public welfare and thus it is necessary that they maintain consistency of thoughts.

Spontaneous combustion like being angry, if one does not like something or indifferent to others' concern someday while on other days acting just the opposite is detrimental not only for public welfare but for one's own self. Public service demands utmost devotion and it is through EI that one can channelize their actions for constructive purpose.

DISCERN
important
pattern
etc

Remarks

34/2

14

SECTION-B.

a) Deontology ethics require that the morality of an action should be based on whether that action itself is right or wrong under a series of rules, rather than based on the consequences of the action.

On similar lines, the minister is bound to follow the procedure established for allotting retail outlets. Being the representative of the public at large, it is his responsibility to follow the right code of conduct.

By merely allotting outlets to his family members on the pretext that service will still be available to the people is unjust, unequal and discriminatory against the larger public.

It also depicts dereliction of duty. Hence the minister should not resort to such practices.

b) The minister is endowed with the responsibility to promote welfare and carry out reforms with transparency.

Remarks

Being the representative of the people, the minister should channelize funds for development projects.

He should not overlap politics and responsibility. His power must be utilized to enhance the effectivity, efficiency & productivity of the petroleum sector.

Using his powers to mobilize funds for the party on the pretext that elections have become expensive today is the misuse of one's position. Hence this option must be neglected.

B) This is the most apt priority for the minister.

There is already a lot of red-tapism, bureaucratic hurdles in programme implementation. What India needs is disciplined, learned & dedicated ministers who can bring out the necessary reforms and streamline prompt implementation of running projects by easy accessibility of funds and a proper grievance redressal mechanism.

d) By resigning, the minister displays the lack of courage, conviction and responsibility. He leaves the system as it is and helps perpetuate the rule of undeserving candidates by resigning.

Remarks

In discharging his duty, he must follow the rule of law and the professional code of conduct.

He should maintain the discreteness of public interest, private interest and ~~political~~ interest.

It is possible for ~~him~~ to reconcile all these interest but only in their respective sphere and by following the established procedure, thereby advocating meritocracy, accountability, ~~transparency~~ in actions.

Good approach!

Remarks

15.

The police officer is very honest and by engaging with a notorious politician-cum-criminal, he may send a negative message to the society.

It is thus necessary that the police officer treads carefully for his goal is the peaceful marriage of his daughter.

- a) The police officer politely asks the politician to leave—
Demerits—
 This does not necessarily guarantee that the politician will leave.

He may create some controversy and hamper the smooth functioning of the ceremony.

Merits—

There is some probability that the politician may leave, however the police officer's public relation will be affected.

- b) Call his daughter & allow politician to bless her and there after tell him to go —

Demerits—

The politician may not leave. He might have some other motives to fulfill.

This will show the engagement of the police officer &

Remarks

the politician and will lead to public misinterpretation.

Merits -

The police officer is thereafter relieved to engage in other tasks. This would make sure that the intended purpose of the politician is fulfilled.

c) Ignore the politician and allow the function to continue.

Demerits -

The politician may create ruckus, when unchecked. Public misinterpretation about police-politician-criminal nexus.

Merits -

The police officer can engage his energy in some other useful work.

He can truly concentrate on marriage ceremony.

d) Depute some policeman and brief him regularly.

Demerits -

This may create unease and alter the cheerful mood of public.

Police officer's diversion of attention.

Merits -

Any future misconduct can be mitigated before occurring. It partly relieves the police officer.

The police officer must go with option (d), however in order to eliminate public unease, he can ask policemen to be in casuals while maintaining vigilance.

Very good! 9 1/2

16

Being the Superintendent of police (SP) and head of district administration, it is my responsibility to maintain law & order by proper use of judgement and facts.

a) The options available are —

i) Have a direct conversation with the apparent leaders and come at a balanced judgement through proper use of investigation.

It will help in early grievance redressal.

The leaders may create an atmosphere of peace by pacifying their respective communities.

ii) Identify the hotspot zones and station the required police force in such zones.

Also police can be employed at the National Highways (NH) & major connectivity routes so that trade & communication remains unhampered.

iii) Make a prompt investigation and submit the findings of the report to the judiciary.

Meanwhile ICT can be utilised to foster peace

building measures & trust in the mind of both communities.

b)* If the SP chooses option (i) — it is not guaranteed that the leaders may eventually come at a conclusion.

Also the fear among the people may be elevated if the talks turn futile.

On the other hand, there are equal chances that the issue may get sorted by engaging all major stakeholders.

Since the outcome remains unpredictable, the SP must refer to other options available to arrive at a predictable outcome.

* If the SP chooses option (ii) - Shortage of essential commodities is no longer a problem due to continuous movement of goods & services.

However it must be augmented with peace building measures so that rumour mongering and political interference can be eliminated.

* If the SP choose option (iii) - The communities can be made to believe that the government & judiciary is paying enough attention to their cause.

Meanwhile rumors and enmity can be eliminated through the wise use of ICT platforms.

Thus this option serves as the best option when police is alert enough to prevent social discord through a strong vigilance team.

Also enough heed must be paid to ease of communication & transport to prevent shortage of commodities.

Community
policing etc

Casteism and communalism of politics have become every day events in India. It goes against the tenets of Indian Constitution

Being the district collector, it is my responsibility to take measures to augment peace, cooperation and harmony in the society.

Keeping in mind, the ~~importance~~ of non-partisanship, equality: the following measures are available to me—

a) Use of police force —

- * Since the situation is going out of hand, and the crowd is turning violent, it is necessary that law & regulation is maintained.
- * To mitigate further politicisation of issue, it is imperative that proper police force is maintained to check any unpredicted violent action.
- * However this may not be an emotionally intelligent move since the members of a particular community are fighting for a just cause.
- * It may work against the sentiment of the community as they may take it as an insult.
- * It may lead to covert manifestation of violence.
- * Caste consciousness may lead to segregation of national unity.

b) The DC tries to soothe the public —

- * Realising the gravity of the issue, the community may not be satisfied by mere comforting words.

* The anger of the community is looming large & the determination of the crowd is depicted from its numerical strength.

* Hence stringent actions and not mere words are expected out of the D.C.

c) Make a prompt investigation — *how DL would ensure people action?*

* The DC should file an FIR based on the evidence & remarks of the witness.

* She should then pacify the public by assuring that an immediate investigation will be followed.

* Involve major stakeholders, including leaders of the community to maintain transparency during investigation.

* Submit the findings to the Judiciary for further course of action

* This will make the community believe that proper attention is being given to their cause by the authorities.

Thus option (c) is the best course of action as it ensures that the defaulters are punished accordingly, while remaining under the ambit of established legal procedure. Constitution mentions Right to equality irrespective of caste, race, colour, sex and the same tenet must be upheld by the DC in discharging her duties faithfully.

8/12

18

This is a very common issue associated with public officials. In spite of being academically brilliant, they lack 'people-skills'. The role of emotional quotient comes into play here. Working in a government organisation, the members are duty bound to obey to scalar chain of commands. The conflict occurs when - in spite of dedication towards work, one is humiliated for no specific reason.

a) In this case, the options available are —

① → Convince the team members to adjust to the attitude of the senior officer since he occupies a top position in the hierarchy of commands.

→ To maintain efficiency, it is imperative to obey the orders of our superiors at workplace is the justification for the same.

② Take no action for things were seemingly the same before and will remain the same in future.

Securing one's public interest is the motive.

Justification is the belief that a single effort cannot change the whole bureaucratic structure.

③ Talk to the senior administrative officer.

Being the head of the team, it is my duty to address the grievances of my team members.

If the members are being humiliated for no fault of their's, the senior officer must be confronted on the same.

Direct confrontation would be awkward. Hence the same can be conveyed through mandatory i) counselling & training sessions
ii) issuance of circular regarding conduct at work place.
iii) Penal provisions in case of non-obedient behaviour wrt the code of conduct.

b) ① Convince the team members to adjust —

- * While this may secure the public interest of the head with the senior officer, it will on the other hand lead to the fall of self-esteem among the team-members.
- * Team members will work half-heartedly & will not deliver their best efforts.

② Take no action —

Merits

Secures the public interest of the head, while giving a bogus satisfaction to the team members that their issue is being looked after.

Demerits

Displays lack of responsibility, courage and conviction.
It is un-being of a leader.

③ Indirect confrontation;

This will make the senior officer aware of his wrongdoing. In case, his attitude remains the same; he can be confronted directly then.

Displays the quality of a good leader.
It will also lead to high self-esteem of the members since concerns are considered important. It will lead to enhanced productivity. Hence I would adopt option (3).

Good approach!

The taboo associated with HIV is real. Even after many years of campaigning and awareness, people are still hesitant when it comes to speaking about HIV.

The major reason behind the stigmatisation is the fact that people (victim) themselves do not take a stand to speak up for the cause, inspite of several legal and government initiatives.

a) As a District Collector, the options available are —

- ① Encourage the teacher to speak up against the injustice meted on her by making her aware of the various legal provisions. (HIV/AIDS Act 2017)
- ② Take stringent actions against the school administration for their insensitivity towards the cause.
- ③ Promote sensitivity programmes and awareness campaigns.
ICT can be utilised for the same. Penal provisions must be highlighted to instill fear among the defaulters.

b) ① Encourage teacher to speak up —

Demerits —

- It will not be easy to convince her due to the social stigma attached.
- It will bring her case into limelight

Merits —

- A formal statement by the aggrieved can make the case much more stronger
- It will serve as an inspiration for many others.

② Stringent action against the school administration —

Demerits

- No backing by evidence since the aggrieved is not comfortable in making a formal statement.
- Highlight the aggrieved as weak & dependent.
- The case may go public which the victim fears.

Merits

- School may reconsider their decision
- The case can be solved amicably
- Financial empowerment of teacher.

③ Promote sensitivity awareness campaigns —

Demerit →

- The case may get delayed.
- It is a time taking process since behavioural change is not a one day task.

Merit →

- Inculcate fear among wrongdoers
- It lead to attitudinal changes in the long run
- Reduce the stigma associated with HIV.

My course of action — I will motivate the teacher to speak up against the cause.

— One must remember that 'being silent on what matters is an equal level crime.'

— Somebody has to step ahead & break the glass ceiling of silence in order to destigmatize social taboos

— After teacher makes a formal statement, I will, in the best of my capability, try to expedite the issue.

— I will also launch a sensitivity awareness campaign.

Very Good approach!