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No. AN/XIII/13006/PSH/Corrsp./2015

Dated 20.06.2019

To

All PCsDA/CsDA/PCA(Fys)/CFsA(Fys)

(Through Website)

Sub: Constitution of Internal Committee(IC) under the Sexual harassment
of Women at workplace.

A copy of DO letter bearing No. WW-13016/5/2015-WW (e-11600) dated 22.05.2019, received from the Secretary, Ministry of Women and Child Development on the above subject is forwarded herewith for information, guidance, and strict compliance please.

(Rajeev Ranjan Kumar)
Dy.CGDA(AN)

रबीन्द्र पंवार
सचिव
Rabindra Panwar
Secretary



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली - 110001

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT
SHASTRI BHAWAN, NEW DELHI-110001
Website : <http://www.wcd.nic.in>

D.O.No.WW-13016/5/2015-WW (e-11600)

Dated: 22nd May, 2019

Dear Secretary,

I am writing in the context of the constitution of Internal Committee (IC) under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (The SH Act).

2. You would be aware that The SH Act has been enacted to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. In this regard, Section 4 of The SH Act obligates every organisation to constitute an IC in the manner prescribed therein. Section 4 of The SH Act is enclosed herewith.

3. It is relevant to mention here that as per Section 26 of the SH Act, if the employer fails to constitute an Internal Committee, he shall be punishable with fine which may extend to fifty thousand rupees in the first stance.

4. You will agree that providing safe working environment to women at the workplace is of utmost importance. I shall be grateful, if you kindly issue necessary instructions for the constitution of Internal Committees not only within all offices and administrative units of your Ministry/ Department but also in every organisation/ PSU/ Autonomous Body/ Attached office etc. working under, or in some or other manner affiliated with, your Ministry/ Department.

5. I would be grateful if the Ministry is apprised about the action taken and the results obtained in this regard.

With regards,

Yours sincerely,

(Rabindra Panwar)

Secretaries,
All Government of India Ministries / Departments