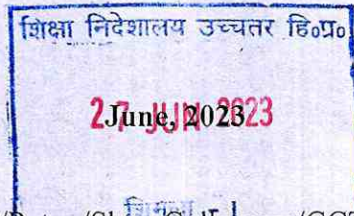




No. EDN-HE (21) A (03) 20/2020-Sexual Harassment  
Directorate of Higher Education  
Himachal Pradesh



Dated: Shimla-171001 the

To

1. All the Principals of Government /Pvt. /Skt. Colleges /GCTE Dharamshala / SCERT Solan Himachal Pradesh.
2. All the Deputy Directors of Higher Education, Himachal Pradesh

**Subject:-** Regarding the CIVIL APPEAL No. 2482 of 2014 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Please find enclosed herewith a copy of letter No. WCD-H (F)-28/2023-Court-8811-8890, dated 13<sup>th</sup> June, 2023 received from the Additional Director, Women and Child Development, Himachal Pradesh, Shimla-01 on the subject cited above.

In this context, you are therefore, directed to go through the contents of the aforesaid letter and also issue necessary directions to all the establishments working under your control to comply strictly with the provisions in Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and same is made available to all the offices/institutions in State so that female employees could approach the Chairperson/District Officer/Nodal Officer of the committee for redressal of the complaint/grievances, if any under intimation to this Directorate.

Director of Higher Education  
Himachal Pradesh, Shimla-1

Endst.No. Even dated Shimla-171001 the June, 2023

Copy for information and necessary action to:-

1. The Additional Director of Women and Child Development, Himachal Pradesh, Shimla-01, w.r.t. his / her letter referred to above.
- ✓ 2. The Technical Officer (Computer/IT Cell), Directorate of Higher Education, Himachal Pradesh with the request to upload the same on Departmental web site.
3. Guard file.

Director of Higher Education  
Himachal Pradesh, Shimla-1

**MOST URGENT**  
**COURT MATTER**

No: WCD-H(F)-28/2023-Court. - 8811 - 8890  
Directorate of Women and Child Development,  
Himachal Pradesh, Shimla-1.

To

1. All the Head of the Departments
2. All the M Ds of Boards and Corporations
3. All the Vice Chancellors of Universities
4. All the Deputy Commissioners  
in Himachal Pradesh.

Dated: 13/6/23 Shimla-1.

ONE	13/1/10
16 JUN 2023	
Branch	Gen. Inv

Subject:

**Regarding the CIVIL APPEAL NO. 2482 of 2014 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

Madam/ Sir,

On the forgoing subject it is submitted that in the CIVIL APPEAL NO. 2482 of 2014 of the Hon'ble Supreme court of India, the following directions have been issued by the SUPREME COURT OF INDIA to all States/UTs:

- (i) All the State Governments are directed to undertake a time bound exercise to verify as to whether all the concerned Ministries, Departments, Government organizations, authorities, Public Sector Undertakings, institutions, bodies, etc. have constituted LCs/ICs, and that the composition of the said Committees are strictly in terms of the provisions of the PoSH Act, 2013.
- (ii) It shall be ensured that necessary information regarding the constitution and composition of the ICCs/ LCs/ ICs, details of the e-mail IDs and contact numbers of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the concerned Authority/Functionary/Organisation/Institution/Body, as the case may be. The information furnished shall also be updated from time to time.
- (iii) A similar exercise shall be undertaken by all the Statutory bodies of professionals at the Apex level and the State level (including those regulating doctors, lawyers, architects, chartered accountants, cost accountants, engineers, bankers and other professionals), by Universities, colleges, Training Centres and educational institutions and by government and private hospitals/nursing homes.
- (iv) Immediate and effective steps shall be taken by the authorities/managements/employers to familiarize members of the ICCs/LCs/ICs with their duties and the manner in which an inquiry ought to be conducted on receiving a complaint of sexual harassment at the workplace, from the point when the complaint is received, till the inquiry is finally concluded and the Report submitted.
- (v) The authorities/management/employers shall regularly conduct orientation programmes, workshops, seminars and awareness programmes to upskill members


Smt. Ritu

RS  
17/6/2023

- of the LCs/ICs and to educate women employees and women's groups about the provisions of the Act, the Rules and relevant regulations.
- (vi) State Legal Services Authorities(SLSAs) shall develop modules to conduct workshops and organize awareness programmes to sensitize authorities/managements/employers, employees and adolescent groups with the provisions of the Act, which shall be included in their annual calendar.
- (vii) State Judicial Academies shall include in their annual calendars, orientation programmes, seminars and workshops for capacity building of members of the LCs/ICs established in the High Courts and District Courts and for drafting Standard Operating Procedures (SOPs) to conduct an inquiry under the Act and Rules.

It is therefore, requested that the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 may kindly be implemented strictly as per the provisions of the Act in your offices and the same is made available to all the field offices of your department in the State so that female employees of your department/organization could approach the Chairperson/ District Officers/Nodal Officers of the committee for redressal of the complaints /grievances if any. The directives (i to vii) may kindly be implemented and action taken thereof may be conveyed to this office for filing of the affidavit for reporting compliance on priority please.

Yours faithfully,

  
(Erita Kaptan)  
Additional Director,  
Women and Child Development,  
Himachal Pradesh.

Dated Shimla-1.


13/6/23

Endst. No. Even

8891

Copy to

The Secretary (SJ&E) to the Government of H.P. for information please.

  
Additional Director,  
Women and Child Development,  
Himachal Pradesh.