

No. EDN-HE (21) A (03) 20/2020-Sexual Harassment

Directorate of Higher Education
Himachal Pradesh

15 DEC 2023

December, 2023

Dated: Shimla-171001 the

To

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

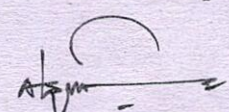
Subject:- Regarding Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act, 2013 thereof.

Please find enclosed herewith a copy of letter No. WCD/SH-3/2019-POSH-17348-17408 dated 30th November, 2023 alongwith its enclosures received from the Additional Director, Women and Child Development, Himachal Pradesh, Shimla-1 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 commemorate the week in the run up to 9th December, 2023 as 'Sexual Harassment at Workplace Prevention Week' by organizing various activities which include:-

1. Constituting /revamping Internal Committee (IC)/ Local Committee (LC), in case the same has not been done so far.
2. Organising sensitisation workshop for the employees, disposing off the pending cases before ICs & LCs.

And send the action taken report to this Directorate within a week for the onward submission to the Directorate of Women and Child Development, you are also directed to supply the consolidated annual report of Internal Committees (ICs) for the year F.Y2021-22 and 2022-23 alongwith details of cases registered under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on prescribed proforma and details of cases registered and action taken report to this Directorate within a week positively through E-mail.


Director of Higher Education
Himachal Pradesh, Shimla-1

Endst.No. Even dated Shimla-171001 the

December, 2023

Copy for information and necessary action to:-

1. The Additional Director, Women and Child Development, Himachal Pradesh, Shimla-, w.r.t. his / her letter referred above.
2. The Superintendent inquiry cell , Directorate of Higher Education, with the request to send the details of cases registered and action taken report to the General Branch, DHE.
- ✓ 3. The Technical Officer (Computer/IT Cell), Directorate of Higher Education, Himachal Pradesh, for similar action & with the request to upload the same on Departmental web site.
4. Guard file.



Director of Higher Education
Himachal Pradesh, Shimla-1

Himachal Pradesh, Shimla-1.

To

1. All the Chairman of the Commission
2. All the Head of the Departments
3. All the MDs of Boards and Corporations
4. All the Vice Chancellors of Universities
5. All the Deputy Commissioners
6. The Member Secretary,

HP State Legal Services Authority,
Block No. 22, S.D.A. Complex, Kasumpti,

Dated: 30/11/23 Shimla-1.

Regarding Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 thereof.

Subject:

Madam/ Sir,

As you are aware the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the Act) has been notified on 9th December 2013 to provide a safe and secure environment to women at workplace. The Act upholds women's fundamental right to equality as guaranteed under Articles 14 and 15 of the Indian Constitution, right to live with dignity under Article 21 and right to practice and profession or to carry on any occupation, trade or business which includes a right to a safe working environment free from sexual harassment as provide under Article 19(1) (g) of the Indian Constitution. **This will contribute to realisation of a gender just society and the call of the Hon'ble Prime Minister for "Viksit Bharat in Amritkaal resulting in inclusive growth for the benefit of the nation as a whole.**

The Act casts an obligation upon all the organizations whether private or public to constitute Internal Committee (IC). Similarly, the Appropriate Government is authorized to constitute Local Committee (LC) in every district which will receive complaints from organizations having less than 10 workers or if the complaint is against employer. Further, provision has been made under Section 23 of the SH Act to maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

The MoWCD has requested to direct all the organisations/ PSUs/ offices under your respective jurisdictions to commemorate the week in the run up to 9th December, 2023 as 'Sexual Harassment at Workplace Prevention Week' by organising various activities, which may include :

- 1) Constituting/ revamping Internal Committee (IC). / Local Committee (LC), in case the same has not been done so far,
- 2) **Organising sensitisation workshops for the employees, disposing off the pending cases before ICs & LCs,**

The strict compliance of each of the provisions of the SH Act, 2013 in letters and spirit for creating a safe working environment free from sexual harassment for the working women both in formal and non-formal/ organised & un-organised sectors may be ensured. Further action taken thereof may also conveyed to this office so the Govt of India could be conveyed accordingly (copy of the letter is enclosed).

Yours sincerely,

(Mohan Datt)

Additional Director,
Women and Child Development,
Himachal Pradesh.

Dated Shimla-1.

30/11/23

Endst. No. Even 17409-17422

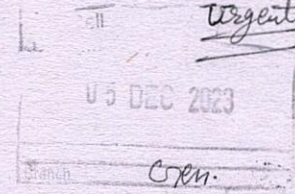
Copy to:

1. The Secretary (SJ&E) to the Government of H.P. for information please.
2. All the District Programme Officers, Women & Child Development for information & necessary action.
3. PA to the Director. WCD for information

157353

From

The Director,
Women and Child Development,
Shimla, Himachal Pradesh



To

1. The Director
H.P Institute of Public Administration Institute
Fairlawn's HIPA, Shimla -171012
2. The Director
Fire Services, Himachal Pradesh Shimla -171002
3. The Director
Elementary Education
H.P Lalpani, Shimla- 171001
4. The Director
Higher Education
Himachal Pradesh, Shimla- 171001
5. The Director
Fisheries Department, H.P, Bilaspur- 174001
6. The Director
Department of Information Technology,
Himachal Pradesh, Mehli, Shimla- 171009
7. The Director
Food and Civil Supply and Consumer Affairs
H.P Shimla, Kasumpti -171009
8. The Director
State AIDS Control Society
Shimla-171002
9. The Director
Town and Country Planning
Kasumpti Shimla -171009
10. The Director
H.P Hospitality and Protocol Department
Himachal Pradesh
11. The Director
Language and Culture Department
Himachal Pradesh, Kasumpti, Shimla -171009
12. The Director
Information & Public Relation
H.P Shimla- 171002
13. The Director
H.P State Legal Services Authority
Block No.22, SDA Complex, Kasumpti, Shimla- 171009
14. The Director
Home Guard and Civil Defense
U.S Club, Bemloe Shimla
15. The Director
Public Works Deptt.
Nigam Vihar, Shimla
16. The Director
Pension and Gratuity Department

SJVN Ltd. Shakti Sadan,
Shanan, Shimla -171006

21. The Managing Director
H.P. State Cooperative. Milk Producers Fed Ltd.
Tutu Shimla
22. The Director
Urban Development. H.P Shimla
23. The Director General (SV&ACB)
State Vigilance & Anti-Corruption
H.P Shimla-171002
24. The Director General
Energy Development Himurja Agency
Kasumpati Shimla - 171009
25. Directorate of Land Records
Himachal Pradesh Shimla -171009
26. The Secretary
Department of Personnel Secretariat
Administration Services Shimla -171001
27. The Director
Health and Safety and Regulation. H.P Shimla -171002
28. The Director
Animal Husbandary Shimla -171005
29. The D.F.O
H.P Forest Deptt. (Hof) Tallend
Shimla -171001
30. The Director
Rural Development SDA Complex
Shimla -171009

Dated : - 24-11-2023

Shimla - 171001

Subject: - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Madam/Sir,

Kindly refer to this office letter of even no. dated 05-07-2023 vide which annual report of Internal Committees (ICs) for the F.Y 2021-22 and 2022-23 information is still awaited.

In this regard, I have been directed to convey that consolidated annual report of Internal Committees (ICs) for the year 2021-22 and 2022-23 by your Department/Board/Corporation/ Commissions still awaited. It is therefore requested that the annual reports for the F.Y 2021-22 and 2022-23 may kindly be provided to this Directorate on the following prescribed format.

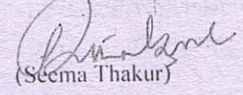
Details of Internal Committees (ICs) constituted under the Act (copy of notification/notifications may also be enclosed):

Sr. No.	Year	Name of the Districts	ICs Established Y/N	Name of Chairperson and members along with Official address and contact details (copies of notification enclosed)
1	2021-22			
2	2022-23			

Details of cases registered and action taken thereof under the Act:

S. No.	Year	Total number of complaints received	Number of cases disposed off	No of cases pending more than 90 days	Action taken on the complaint	No of workshops or awareness programme against sexual harassment carried out
1	2021-22					
2	2022-23					

Yours faithfully,


(Seema Thakur)

Assistant Director,
Women and child Development
Himachal Pradesh