

No. EDN-HE (21) A (3)20/2021  
Directorate of Higher Education  
Himachal Pradesh, Shimla-1

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Sexual Harassment

22 APR 2021

शिमला - 1

Dated: Shimla-171001

the 19<sup>th</sup> April, 2021

To

1. All the Principals of Govt. Degree Colleges/ Skt. Colleges/Pvt. Colleges,  
in Himachal Pradesh.
2. All the Deputy Directors of Higher Education,  
in Himachal Pradesh.
3. All the Deputy Directors (Inspection) of Higher Education,  
in Himachal Pradesh.

Subject:

**The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act 2013.**

Memo,

This is with reference to the letter No. WCD/SH-3/2019-POSH-25957-58 Dated 27-03-2021 (copy enclosed) received from the Director, Women and Child Development, Himachal Pradesh on the subject cited above.

You are, hereby directed to take appropriate action in this matter as desired by the Director of Women and Child Development, Himachal Pradesh under intimation to this office.

Dr. Anju Sharma, OSD (C)  
Directorate of Higher Education  
Himachal Pradesh Shimla-1

Endst. No.: Even. Dated: Shimla-171001.

the 19<sup>th</sup> April, 2021

Copy for information to:-

1. The Director, Women and Child Development, Himachal Pradesh, Shimla-1
2. The Technical Officer, IT Cell, Directorate of Higher Education, Himachal Pradesh Shimla-1 for uploading the letter on departmental website and mail to all the Government/ Private colleges and all the Deputy Directors of Higher Education in Himachal Pradesh.
3. Guard File.

OSD (C)  
Directorate of Higher Education  
Himachal Pradesh Shimla-1

14m  
8-4-21

No. WCD/SH-3/2019-POSH - 25957-58  
Directorate of Women and Child Development,  
Himachal Pradesh, Shimla-1.

To

✓ 1. The Director  
✓ Department of Higher Education, Shimla-1

2. The Director  
Department of Elementary Education, Shimla-1.  
Dated: 27/03/2021 Shimla-1.

Subject:

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

W.S. Cell	202111682
DHE	
05 APR 2021	
Cren.	

Madam/ Sir,

It is informed that Dr. Rajuben. L. Desai, Hon'ble Member, National Women Commission during her visit to Himachal Pradesh University, Shimla has raised some issues regarding no or less training session for chairperson and members and display of constitution of ICCs at prominent place of the respective Colleges under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The section 19 (and Rule 13 and 14) of the Sexual harassment Act, 2013 depicts that employer shall:

- (k) Formulate and widely disseminate an internal policy or charter or resolution or declaration for prohibition, prevention and redressal of sexual harassment at workplace intended to promote gender sensitive safe space and remove underlying factors that contribute towards a hostile work environment against women;
- (l) Carry out orientation programmes and seminars for the members of the internal and local complaint committees;
- (m) Carry out employee awareness programmes and create forum for dialogues;
- (n) Conduct capacity building and skill building programmes for the members of the internal committee and local complaint committees;
- (o) Declare the names and contact details of all the members of the internal committee and local complaint committees on notice board;

The internal and local complaint committees may be reconstituted in case the Chairperson or members are transferred. Further, the constitution of ICCs may be displayed at prominent places of Universities and Colleges.

In view of the above, it is requested that training session for chairperson and members of ICCs may be conducted to generate awareness about their roles and responsibilities under POSH Act. Further, awareness of provisions of PoSH Act, 2013 may be created amongst the students to overcome the menace and for overall protection from sexual harassment. Action taken may also be communicated to the directorate.

Yours faithfully,



Director,  
Women and Child Development,  
Himachal Pradesh.

Endst. No. Even - 25959-25970

Dated Shimla 1 05/04/2021