



संख्या: एन.एस.टी.आई./ए-11010/13/23/19/स्था./

दिनांक: 19.02.2024

कार्यालय ज्ञापन

Sub: Constitution of Complaint Committee against Sexual harassment of Women at Workplace in the institute reg.

In suppression to earlier order on “internal Complaint Committee” and in compliance of guidelines on sexual harassment cases with working women issued in light of judgment pronounced by Hon’ble Supreme court in the Writ Petition No. 66670 of 1992 (Visakha & others Vs State of Rajasthan Case), the sexual harassment of women at workplaces (Prevention, prohibition and Redressed) Act, 2013 was enacted wherein it was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women. Accordingly, it has been decided to constitute Internal Complaint Committee (ICC) in this Institute to deal with the complaints of sexual harassment to women at work places with following composition:

Sr. No.	Name of the Officers (Smt./Sh.)	Position
1	Shashi Mathur, JDT Mobile no. 9414047285	Chairperson
2	Neeru Wadhwa, ADT Mobile No. 9910122752	Member
3	Sunita Bhat, ADT Mobile No. 9717855028	Member
4	Devinder Kaur, ADT Mobile No. 9582345517	Member
5	Rajender Kumar, ADT Mobile No. 8010209912	Member
6	Mohammed Shariq, AD Mobile No. 9889932786	Member
7	Neena Dhinda, Program Director from B G Foundation Mob no. 9811075526	Member

The committee will consider the complaints from women employees of the institute only relating to sexual harassment. The word “Sexual Harassment” will include such unwelcome sexually determined behaviour, whether directly or otherwise such as:

- Physical contact and advance;
- Demand or request for sexual favours;
- Sexually coloured remarks;
- Showing any pornography;
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The Committee will provide a special counselor or other support service including maintenance of confidentiality of the complaint and ensure time-bound treatment and redress, where necessary to women employees who made complaints.

The guidelines of Supreme Court in this regard is issued vide DOP&T’s O.M. dated 13.02.1998 are enclosed for the use of Members of the Committee.

As per guidelines, the Committee shall meet at least once in every quarter even if no live case is available, to review the preparedness and fulfill the requirements of the Apex Court’s Judgment in Vishakha case. The Committee shall be responsible for appropriate action in this regard.


(Shashi Mathur)

Joint Director of Training/Principal

Encl: Supreme Court guidelines as issued by DOPT vide OM dated 13.02.1998

Copy to:

- All Member of the Committee
- RDSDE Delhi, NCR Faridabad
- Director CFI, DGT, New Moti Bagh, New Delhi