



भारत सरकार / GOVT OF INDIA

कौशल विकास और उद्यमिता मंत्रालय

MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

प्रशिक्षण महानिदेशालय / DIRECTORATE GENERAL OF TRAINING

राष्ट्रीय कौशल प्रशिक्षण संस्थान (महिला) / NATIONAL SKILL TRAINING INSTITUTE (WOMEN)

डी-1, सेक्टर-1, नोएडा (यूपी) – 201301 / D-1, SECTOR-1, NOIDA (U.P.) – 201301

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संख्या: एनएसटीआई/ए-11011/13/23/19/स्था./77

दिनांक 05-02-2026
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कार्यालय आदेश

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 is 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	Pabitra Ghosh, DD/HOO (Mobile no. 9350883699)	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	Mohammed Shariq, AD (Mobile no. 9889932786)	Member
6	Nirmala Devi, TO (Mobile no. 9376946172)	Member
7	Sanjeev Kumar Tyagi, Accountant (Mobile no. 9971738488)	Member
8	Neena Dhinda, Prog. Dir. from BG 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 behavior. whether directly or otherwise such as:

1. Physical contact and advance;
2. Demand or request for sexual favours;
3. Physical contact and advance;
4. Sexually colored remarks;
5. Showing any pornography;
6. 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.

पवित्र घोष

(पवित्र घोष/Pabitra Ghosh)

उप निदेशक/कार्यालय प्रमुख/Deputy Director/HOO

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

Copy to:

1. All Member of the Committee
2. RDSDE Delhi, NCR Faridabad
3. Director CFI, DGT, New Moti Bagh, New Delhi
4. Office of District Probation Officer/Local Grievance Committee Gautam Buddha Nagar