

E-8
28/06/2023
DDPZ

EDN-H-Ele(4)MC/WCS/2018-Sexual Harassment
Directorate of Elementary Education
Himachal Pradesh, Lalpani Shimla-1
Dated Shimla-171001 the

प्राथमिक शिक्षा निदेशालय (हि.प्र.)
June, 2023
27 JUN 2023
सिमला-1

503
28/06/23

To
All the Deputy Director of Elementary 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 photocopy of letter No: WCD-H(F)-28/2023-Court.-8811-8890 dated 13.6.23 received from Director of Women and Child Development, Himachal Pradesh, Shimla-1 on the subject cited above.

In this regard, you are directed to go through the contents of the letter and take appropriate action in the matter and issue necessary direction to all the educational institution under your control and also 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 department in the State, so that female employees of department/organization could approach the Chairperson/ District Officers/Nodal Officers of the committee for redressal of the complaints /grievances if any. The direction as contained in above mentioned letter No: WCD-H(F)-28/2023-Court.-8811-8890 dated 13.6.23 Point No (i) to (vii) be adhere strictly and action taken report thereof may be conveyed to this Directorate for filing of the affidavit for reporting compliance on priority within 10 days please

This is for your kind information please.

Yours faithfully

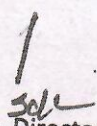

Asstt. Director
Directorate of Elementary Education
Himachal Pradesh

Endst No even dated Shimla-1

June, 2023

Copy to :-

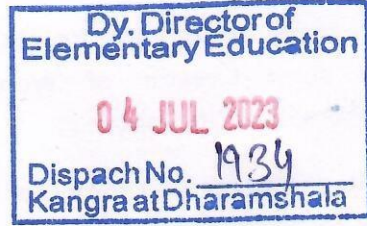
1. The Director of Women and Child Development, Himachal Pradesh, Shimla-1 for information please.

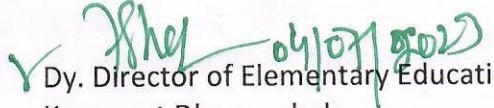

Asstt. Director
Directorate of Elementary Education
Himachal Pradesh

ENDST. No. EDN-KGR(E-8) - (Sexual Harassment) 2023-24
O/o the Deputy Director of Elementary Education,
Kangra at Dharamshala.

Dated July, 2023

1. Copy forwarded in original (Through Web Site) to all the Block Elementary Education Officer's, Principals and Headmaster,s of GSSS, GHS, GMS School,s of District Kangra with the directions to go through the ibid letter & Strict compliance.




Dy. Director of Elementary Education,
Kangra at Dharamshala

CDE-510

22-6-23

**MOST URGENT
COURT MATTER**

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

554 C/18

24.06.23

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.

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

[Handwritten signature]

CedB

Smt Deepika


OW
24.6.23

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,


(Erta Kaptan)

Additional Director,
Women and Child Development,
Himachal Pradesh.

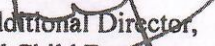
Dated Shimla-1.

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.