

GOVT. OF NCT OF DELHI
DEPARTMENT OF SOCIAL WELFARE
(ADMINISTRATION BRANCH)
7TH FLOOR, MSO BUILDING, I.P. ESTATE
NEW DELHI-110002

05 DEC 2023

F.No.44(48)/2023/DSW/Admn./Estt./ 16489-16548

Dated:-

CIRCULAR

Sub:-Regarding Civil Appeal No. 2482 of 2014: Aureliano Vs. State of Goa and others in the supreme Court of India for strict compliance of DoPT's Guidelines on prevention of Sexual Harassment of women at work place.

Please find enclosed herewith the letter No.F.2/13/2020/S.I/3498-3501 dated 15/11/2023 received from Deputy Secretary (Services), GNCT of Delhi, Services Department:Services-I Branch, Delhi Secretariat: 5th Level: B-Wing, I.P. Estate: New Delhi with the letter No. F.No.24013/324/2023-SC/ST-W dated 04/09/2023 received from Dy. Secretary to the Government of India, Ministry of Home Affairs, Women Safety Division regarding Civil Appeal No. 2482 of 2014: Aureliano Vs. State of Goa and others in the supreme Court of India for Strict Compliance of DoPT guidelines on prevention of Sexual Harassment at work place.

Encl:- As above.


Section Officer (Admn)

F.No.44(48)/2023/DSW/Admn./Estt./ 16489-16548

Dated:-

Copy for necessary action to:-

05 DEC 2023

1. PS to Secretary (SW), 7th Floor, MSO Building, ITO.
2. PA to Director (SW), 7th Floor, MSO Building, ITO.
3. Ms. Anju Mangla, Adhoc DANICS, Chairperson of the committed for prevention of Sexual Harassment of Women at work place in Department of Social Welfare, Kasturba Niketan Complex, Lajpat Nagar-II, New Delhi-24.
4. All DDs / DSWOs/DDO/HOO/Supdt./In-charge of Homes/ Institutions of the Department of Social Welfare for necessary action.
- ✓ 5. Sr. System Analyst, DSW for uploading the circular on the Department website and for further necessary action in r/o letter dated 15/11/2023.
6. Guard File.


Section Officer (Admn)

10/6/0 ce
6/12/23

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI

SERVICES DEPARTMENT: SERVICES - I BRANCH

DELHI SECRETARIAT: 5TH LEVEL: B-WING

I.P. ESTATE: NEW DELHI

<http://services.delhigovt.nic.in>

[Tel:011 - 23392038]



No. F. 2/13/2020/S.I /3498-350/

Dated: 15/11/2023

To

Deptt. of Social Welfare

- 1) All Addl. Chief Secretaries/Pr. Secretaries/Secretaries/ Head of Departments /Local & Autonomous Bodies Govt. of NCT of Delhi.
- 2) The Secretary, Department of Women and Child Development, Govt. of NCT of Delhi, Mahrana Pratap ISBT Complex, Kashmere Gate, Delhi-110006.
- 3) The Director, Dte. of Training (UTCS), Vishwas Nagar, Institutional Area, Behind Karkardoom Courts, Delhi - 110032.

Sub: Civil Appeal No. 2482 of 2014: Aureliano Vs. State of Goa and others in the Supreme Court of India - Reg.

Madam/ Sir,

Please refer to the enclosed letter dated 04/09/2023 of Women Safety Division, Ministry of Home Affairs (MHA), GOI vide which decision/direction of Hon'ble Supreme Court of India, on the captioned subject, have been forwarded for effective implementation of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013).

The Hon'ble Supreme Court vide aforesaid direction/decision has directed all States/UT's Government to undertake time bound exercise to verify that all concerned Ministries, Departments, Govt. Organisations, Authorities, PSUs, Institutions, bodies etc. have constituted the Internal Complaints Committee (ICCs), Local Committees (LCs) and Internal Committees (ICs) as mandated by the PoSH Act, 2013.

It has further been directed that necessary information regarding the constitution and composition, details of the designated persons(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available/updated on the website of the concerned organizations. The Hon'ble Supreme Court has also directed to take effective steps to familiarize and upskill the members of these committees about the provisions of PoSH act, 2013 and their duties and matter of inquiry ought to be conducted on receipt of complaint.

In this regard it is to inform that as per direction from the Competent Authority, the Services Department has already circulated an OM dated 04/10/2023 to all Departments/Organizations under Govt. of NCT of Delhi regarding prevention of Sexual Harassment of Women at Workplace and constituted a Committee vide order dated 04/10/2023 to examine the functioning of all the "Internal Complaint Committees (ICCs) set up under "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" in respect of all the Departments/Organizations under GNCT of Delhi.

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Sd/- (Admin.)

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20/11/23

In the said OM dated 04/10/2023 of Services Department, the following points have been highlighted for strict compliance:-

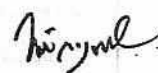
- Departments/Organizations have to strictly follow DoPT's guidelines on Prevention of Sexual Harassment of Women at the Workplace in handling the cases of sexual harassment of women at workplace and also to follow the provisions for inquiry mentioned under CCS (CCA) Rules.
- To publish information widely in the offices about the process for filing/registering of complaints by Women Employees through She-Box at <http://shebox.nic.in/>.
- To convert all the pending cases/ complaints of sexual harassment of women from physical file mode to e-office mode within a week's time.
- Department of Women & Child Development, GNCTD in coordination with IT Department, GNCTD shall ensure that the complaints received through She-Box be combined with e-Office in 100% cases.

Keeping in view of the above the Chief Secretary, Delhi has further directed for strict compliance of the following:

1. All HODs of Departments/Organisations under GNCT of Delhi shall ensure the effective implementation of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013) in their offices/departments/organizations etc.
2. Department of Women & Child Development, Govt. of NCT Delhi being Nodal Department for implementation of PoSH Act, 2013 in GNCTD, shall take up the matter with department/organisations etc. in GNCTD for effective implementation of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013).
3. Department of Women & Child Development will further seek status report from the departments/organisations under GNCTD and submit compiled report to Services Department for review of the same by the Pr. Secretary (Services).
4. Directorate of Training (UTCS), GNCTD shall organise regular (at least once in every six month) training/workshop/orientation programmes etc. on PoSH Act, 2013 through the training module available on "KARAMYOGI PRARAMBH" online training portal of GNCT of Delhi.

This issues with the approval of Chief Secretary, Delhi.

Yours faithfully,



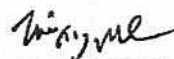
(AMITABH JOSHI)
DEPUTY SECRETARY (SERVICES)

No. F. 2/13/2020/S.I /3498- 350/

Dated: 15/11/2023

Copy for information to:

The Deputy Secretary to GOI, Women Safety Division, Ministry of Home Affairs, GOI,
2nd Floor, MDC National Stadium, New Delhi -110001.

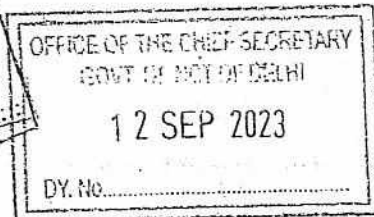
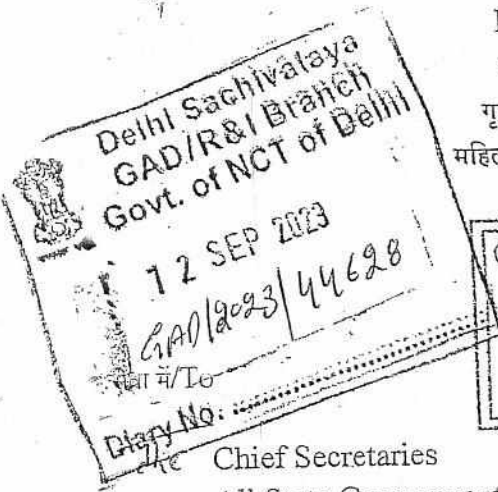


(AMITABH JOSHI)
DEPUTY SECRETARY (SERVICES)

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F. No. 24013/324/2023-SC/ST-W
भारत सरकार/ Government of India
गृह मंत्रालय/Ministry of Home Affairs
महिला सुरक्षा प्रभाग /Women Safety Division



2nd Floor, MDC National Stadium,
नई दिल्ली /New Delhi- 110001.
दिनांक /Dated: 4th September, 2023

Chief Secretaries
All State Governments/UT Administrations
(As per list attached)

विषय/Sub: Civil Appeal No. 2482 of 2014: Aureliano Vs. State of Goa and others in
the Supreme Court of India.-regarding

महोदय/Sir,

I am directed to enclose herewith self-explanatory Judgement dated 12.05.2023, of Hon'ble Supreme Court of India, passed in Civil Appeal No. 2482 of 2014: Aureliano Vs. State of Goa and others regarding effective implementation of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013).

2. The Hon'ble Supreme Court of India has passed direction to undertake timebound exercise to verify that all concerned Ministries, Departments, Govt. Organisations, authorities, PSUs, Institutions, bodies, etc. have constituted the committees (ICCs/LCs/ICs) as mandated by the PoSH Act, 2013 and that these Committees are strictly in terms of the provisions of the PoSH Act, 2013. Further, it has been directed that necessary information regarding the constitution and composition, details 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/updated on the website of the concerned organisations. Further, it has been directed to take effective steps to familiarize and upskill the members of these committees about the provisions of PoSH Act, 2013 and their duties and matter of inquiry ought to be conducted on receipt of a complaint.

3. Accordingly, it is requested that necessary action may please be taken for compliance of the order of Hon'ble court.

अनुलग्नक/Encl.: As above.

Pl. speak, urgently

भवदीय /Yours faithfully,

th

12/9
18/9/2023

(लक्ष्मी कान्त हालदार/Lakshmi Kanta Halder)

उप सचिव /Deputy Secretary to the Government of India

दूरभाष सं./Tele No. 23075293; E-mail/ ईमेल: lakshmi.kanta.halder@gov.in

15. 9. 2023

DS (Sec'y)

18.9.23

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