

DGT-Z-11012/4/2021-O/oDIR(CFIs)
Government of India
Ministry of Skill Development & Entrepreneurship
Directorate General of Training

Employment Exchange Building, Pusa
New Delhi, 22th Feb, 2022

OFFICE MEMORANDUM

Subject: Reconstitution of Complaints Committee against Sexual Harassment of Women at Workplace in the Directorate General of Training-regarding.

In compliance with guidelines on sexual Harassment cases of working women issued in the light of judgment of Hon'ble Supreme Court in the Writ Petition No. 666-70 of 1992 (Vishaka & others Vs. State of Rajasthan cases), the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) 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 with the approval of the Competent Authority to constitute Internal Complaints Committee (ICC) in this Directorate General to deal with the complaints of sexual harassment of women at work place with following composition.

S.No.	Name of Members	Position
1.	Mrs. Sandhya Salwan, Deputy Director General, Mob. 9873202069 Email: Sandhya.salwan@nic.in	Chairperson
2.	Smt. Shashi Mathur, JDT/HOD NSTI (W) Noida Email: Shashi.mathur@gov.in	Member
3.	Sh. C.H.Ravi, Director CFI, Gen Admin, Email: ravi.chilukoti@nic.in	Member
4.	Smt Vibhuti Bandale, TO, CFI Email: vibhuti.bandale@gov.in	Member
5.	A member nominated from National Commission for Women, Email: chairperson-ncw@nic.in	Member
6.	Smt. Usha, US, VFTA/Polytechnic, DGT, Email: Usha.74@nic.in	Member

2. The Committee will consider the complaints from women employee of the Ministry only relating to sexual harassment. The work "Sexual Harassment" will include such unwelcome sexually determined behavior, whether directly or otherwise such as;

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

3. The committee will provide, where necessary, a special counselor or other support service including maintenance of confidentiality of the complaints and ensure time bound treatment and Redressal of complaints made by women employees.

4. The guidelines of Supreme Court in this regard as issued vide DoPT's O.M. dated 13.02.1998 are enclosed for the use of Members of the Committee.

5. All NSTIs/RDATs and RDSDES are requested to set up their own similar committee for their respective organization, if already not set up.

6. As per the 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 Vishaka case. The committee shall be responsible for appropriate action in this regard.


Amar Kumar
Deputy Director (Estt)

Encls: Supreme Court guidelines as issued by DoPT vide OM dated 13.02.1998

Copy to :

1. All Members of the Committee
2. Sr. PPS to DG(T), PPS to DDG
3. All field Institute under Directorate of Training for information and necessary action
4. All Sections of DGT
5. NIC for uploading on DGT's Website