

OFFICE OF DIRECTOR HIGHER EDUCATION, HARYANA, PANCHKULA

ORDER

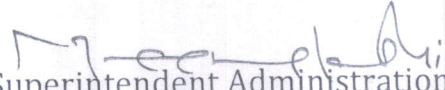
No. KW 12/01-2019 Ad (3)

Dated, Panchkula, the

10/01/2023

A letter No. DOWCD/E/2022/03298 dated 30.12.2022 has been received from National Commission for Women, New Delhi regarding Sexual Harassment of Women at Workplace is forwarded to the following for strict compliance:-

1. All the Principals of Government Colleges in the State.
2. All the Commanding Officers, NCC Units in the State.
3. Registrar, Kurukshetra University, Kurukshetra/Maharishi Dayanand University, Rohtak/ Chaudhary Devi Lal University, Sirsa/Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat)/Indira Gandhi University, Meerpur (Rewari)/Chaudhary Ranbir Singh University, Jind/Chaudhary Bansi Lal University, Bhiwani/ Gurugram University, Gurugram/ B.R. Ambedkar National Law University, Rai (Sonapat)/Balmiki Sanskrit University, Mundri, Kaithal
4. All the Librarians of District Libraries/Sub Divisional Libraries in the State of Haryana/ Librarian.


Superintendent Administration
for Director Higher Education,
Haryana, Panchkula.

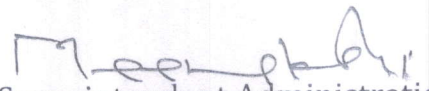
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Dated, Panchkula the

10/01/2023

A copy is forwarded to the following for information and necessary action:-

1. PS/DHE, PA/JDA.
2. Registrar Education.
3. Superintendents/Deputy Superintendent of HQ.
4. Incharge IT Cell please upload on web portal.


Superintendent Administration
for Director Higher Education,
Haryana, Panchkula.



Rekha Sharma

Chairperson

Tel. : 011-26944808

Fax : 011-26944771



सत्यमेव जयते

D.No. 93-Admn

भारत सरकार

05/11/2023.

राष्ट्रीय महिला आयोग

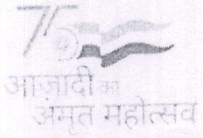
प्लॉट नं. 21, जसोला इंस्टीट्यूशनल एरिया

एफ.सी.-33, नई दिल्ली-110 025

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Website : www.ncw.nic.in

E-mail : chairperson-ncw@nic.in
sharma.rekha@gov.in



आज़ादी का
अमृत महोत्सव

DHE
02/11/23

JD (Aggrieved)

30th December, 2022

DOWCD/E/2022/03298

Dear Shri Sanjeev Kaushal ji,

AD - Admn. for issuing instructions please.

The National Commission for Women (hereinafter referred to as "The Commission") in exercise of its power conferred under section 10(1) (e) of the National Commission for Women Act, 1990 is empowered to make such recommendations or issue advisories for ensuring the safety and security of women across the country.

2.1.23

AD - Admn.

2. In recent years, Sexual Harassment at Workplace is becoming one of the most pressing issues affecting women across the globe. Sexual Harassment at Workplace makes the victim feel traumatised, humiliated and intimidated. In India central government notified Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in 2013 popularly known as POSH Act. However, implementation of the act on the ground is far from satisfactory. Non implementation of the guidelines/provisions of aforementioned act amounts to violation of the fundamental rights of a woman under article 14, 15, 19 and 21 of the Constitution of India.

to the needful urgently please

3. Section 2(o) (ii) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: defines "Workplace" as:

" Any private sector organization or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organization, unit or service provider carrying on commercial, professional, vocational, educational, entertain mental, industrial, health services or financial activities including production, supply, sale, distribution or service;

Section 2 (a) further defines "Aggrieved Woman" as:

- I. in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
- II. in relation to dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 or POSH Act thus is applicable on all institutions and where the strength of the employees is less than 10, Section 6 defines "Constitution and jurisdiction of Local Committee as below:

- I. Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Committee" to receive complaints of sexual harassment from establishments where the Internal Committee has not

DHE & Spl. Secy.
No. 02
Date: 02/11/23

06/11/23
R K



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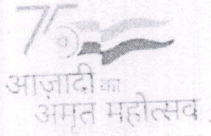
सत्यमेव जयते

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राष्ट्रीय महिला आयोग
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आज़ादी का
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-: 2 :-

- II. *been constituted due to having less than ten workers or if the complaint is against the employer himself.*
The District Officer shall designate one nodal officer in every Block, Taluka and Tehsil in rural or tribal area and Ward or Municipality in the urban area, to receive complaints and forward the same to the concerned Local Committee within a period of seven days.
- III. *The jurisdiction of the Local Committee shall extend to the areas of the district where it is constituted.*

4. The Commission is extremely concerned at such incidents of sexual harassment in coaching/educational institutions. You are, therefore, requested:

- To direct the concerned authorities to ensure the strict implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and guidelines made thereunder.
- To direct all coaching institutes to take steps to prevent sexual harassment of students attending coaching either from male students or male teachers.
- To direct the concerned authorities to conduct awareness programme on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 among all stakeholders so that responsible and effective reporting of sexual harassment at workplace cases may be ensured.
- To ensure that a safe and friendly environment should be provided to female students in all coaching/educational institutions.
- To ensure that these coaching centers are registered with the concerned authorities.
- To ensure thorough background checking of individuals who are running the coaching centers.

With warm regards,

Yours sincerely,

(Rekha Sharma)

Shri Sanjeev Kaushal, IAS
Chief Secretary
Government of Haryana
cs-haryana@nic.in