

Himachal Pradesh  
Public Works department

Confidential

No. PW-Compl Wel W~~W~~/2018-Vol-IV-196-235 Dated 23-06-2023

From-

Engineer-in-Chief,  
HP.PWD., Shimla-2.

To

Engineer-in-Chief Project HPPWD., Shimla

All the Chief Engineers in HPPWD.

The Chief Engineer-cum-Project Director, SRP,  
HPRIDC, Nigam Vihar Shimla-2.

All the Superintending Engineers in HPPWD.

The Architect -in -Chief, HPPWD, Shimla-2

All the Land Acquisition Officers. in HPPWD

Subject:

Regarding the CIVIL APPEAL No. 2482 of 2014 of the  
Sexual Harassment of Women at Workplace  
(Prevention, Prohibition and Redressal) Act, 2013.

I am directed to refer to a copy of letter No. WCD-  
H(F)-28/2023-Court. -8811-8890 dated 13-06-2023 and even letter No.  
8892-8970 dated 13-06-2023 received from the Additional Director,  
Women and Child Development, Himachal Pradesh on the subject cited  
above is enclosed herewith for information and taking further necessary  
action in the CIVIL APPEAL No. 2482 of 2014 of the Hon'ble Supreme  
court of India, direction the matter.

It is therefore requested that the Sexual Harassment of  
women at work place (prevention, Prohibition and Redreassal) Act, 2013  
may Kindly be implemented strictly as per the previsions of the Act in

RR  
EE(IT)

26/6/23

Atty  
Sharma

JE(IT)



your offices and the same is made available to all the field officers of your department in the state so that female employees of your department organization could approach the Chairperson /district 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. It may , however, be noted that no direct correspondence, from divisional office in this regard, will be entertained in this office. All the Superintending Engineers, are, therefore, directed to compile the complete information under their respective circles, before sending the same to this office.

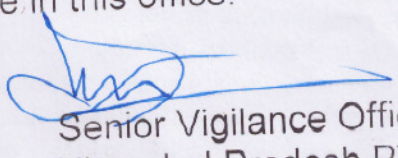
This may be treated as Most Urgent please.

Encl: As above.

Senior Vigilance Officer,  
Himachal Pradesh PWD.,  
Shimla-2.

Copy alongwith copy of above referred letter is forwarded to the following for information and necessary action:-

- 1 ✓ Er Nodal Officer(IT) in this office to display above letter on the official webside of the department.
- 2 Er. Neelam Gupta Executive Engineer(Design)(Chairperson) of Sexual Harassment Committee in this office.

  
Senior Vigilance Officer,  
Himachal Pradesh PWD.,  
Shimla-2.



**MOST URGENT**  
**COURT MATTER**

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

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:

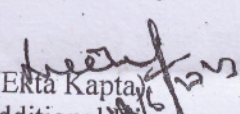
- (i) All the State Governments are directed to undertake a time bound exercise to verify as to whether all the concerned Ministries, Departments, Government organizations, authorities, Public Sector Undertakings, institutions, bodies, etc. have constituted LCs/ICs, and that the composition of the said 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



- 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,

  
(Ekta Kapta)  
Additional Director,

Women and Child Development,  
Himachal Pradesh.

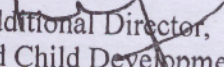
Dated Shimla-1.

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.



**MOST URGENT**  
**COURT MATTER**

No: WCD-H(F)-28/2023-Court. -8892-8970  
Directorate of Women and Child Development,  
Himachal Pradesh, Shimla-1.

To

1. All the Head of the Departments
  2. All the MDs of Boards and Corporations
  3. All the Vice Chancellors of Universities
- 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 State has to file affidavit under PoSH Act, 2013. It is therefore, conveyed that the copy of the latest notification of the Internal Committee is required for filing of affidavits as per table given below:

**Details of Internal Committees (ICs) constituted under the Act**

Name of Deptt/ Boards / Corporations/Universities	ICs Established Y/N	Copy of the latest notification of IC committee may be enclosed

The requisite information may kindly be communicated to this office latest by 17-6-2023 on email : wcd-hp@nic.in.

Yours faithfully,

*(Signature)*  
(Ekta Kapta)  
Additional Director,  
Women and Child Development,  
Himachal Pradesh.