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Dated: 08/09/2022

OFFICE ORDER**Internal Complaints Committee for Prevention of Sexual Harassment at Workplace**

This Order is issued in supersession of previous Office Orders constituting Internal Complaints Committee to deal with the complaints of sexual harassment against women at workplace in compliance to the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the Act).

2. Whereas sub-section (1) of section 4 of the Act requires every employer to constitute a committee to be known as Internal Complaints Committee.
3. And whereas such a committee was constituted vide Office Order No. 06/2017 dated 16.11.2017 and subsequently amended vide Office Order No.01/2018 dated 18.06.2018, 05/2019 dated 23.07.2019, 11/2019 dated 18.12.2019 and Office Order dated 23.01.2022.
4. And whereas it has become necessary to constitute a fresh Internal Complaints Committee as mandated by the Act supra.
5. Therefore, it is for information of all concerned that an Internal Complaints Committee for the Commissionerate is re-constituted as under for redressal of grievances relating to sexual harassment of women at workplace as required by section 4 of the Act-

S. No.	Name & Designation	Designation	Mobile No.	Email Id
1	Dr. SumanYadav, Assistant Commissioner, CGST Division-II, Jalandhar	Chairperson	78598- 08032	suman.yadav10@gov.in
2	Ms. Madhu Sharma, Principal CT Institute, Jalandhar	Member (Third Party)	98140- 04930 94170- 50748	madhussharma2@gmail.com

3	Ms. Neelam Rani, Administrative \Officer, CGST Commissionerate, Jalandhar	Member	78373- 00346	neelamr.70@gov.in
4	Ms. Sangeeta Ahuja, Superintendent, CGST Division- I, Jalandhar	Member	99141- 42675	sangeetaa.c059301@gov.in
5	Mr. Meghram Meena, Superintendent, Hqrs (Vig), CGST Commissionerate, Jalandhar	Member	94177- 78314	meghramm.c051101@gov.in
6	Mr. Randhir Singh, Superintendent, Hqrs, CGST Commissionerate, Jalandhar	Member	9779380500	randhir.singh68@gov.in

6. Sexual harassment” has been defined in section 2 (n) of the above Act asunder: -

n. “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely: -

- (i) physical contact and advances; or*
- (ii) a demand or request for sexual favours; or*
- (iii) making sexually coloured remarks; or*
- (iv) showing pornography; or*
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.*

7. Section 3(1) of the above Act provides that “No woman shall be subjected to sexual harassment at any workplace.” Further, sub-section (2) of section (3) amplifies the scope of sexual harassment by stating that: -

“The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:-

- (i) implied or explicit promise of preferential treatment in her employment; or*
- (ii) implied or explicit threat of detrimental treatment in her employment; or*
- (iii) implied or explicit threat about her present or future employment status; or*
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment of her; or*
- (v) humiliating treatment likely to affect her health or safety.”*

8. Attention of the officers and staff is also invited to sub-rule (1) of rule 3(C) of CCS (Conduct) Rules, 1964, which provides that, “*No Government Servant shall indulge in any act of sexual harassment of any women at her workplace.*” Such conduct of a Government servant would amount to misconduct and the Government servant would be liable to disciplinary action.
9. A complaint of sexual harassment at workplace by any aggrieved woman may be made, in writing, to the Committee within a period of three months from the date of incident and in case of a series of incidents; within a period of three months from the date of last incident. The Act also provides that where the complaint cannot be made in writing, the Presiding Officer or any Member of the Committee shall render all reasonable assistance to the woman for making the complaint in writing. It further provides that where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person, as may be prescribed, may make a complaint.
10. On receipt of a complaint, the Committee will proceed to enquire into the complaint, in accordance with the provisions of the Act. However, the Committee, before initiating an enquiry under section 11 and at the request of the aggrieved woman, take steps to settle the matter between her and the Respondent through conciliation as provided in section 10 of the Act.
11. The complete Act is available on the website of Ministry of Women and Child Development (<https://wcd.nic.in>) under the header menu “Legislation & Policy” - “Women Related Legislation”, which can be seen for further reference.
12. Attention of all concerned is also invited to Online Complaints Management System titled **SHe-Box** (Sexual Harassment Electronic-Box) developed by the Ministry of Women and Child Development, Government of India wherein complaints related to sexual harassment at workplace can be made online at <shebox.nic.in>.

(Neelesh Kumar Gupta)
Commissioner

Copy for information to: -

1. The Chief Commissioner, Central GST Chandigarh Zone, Chandigarh.
2. All Pr. Commissioner/Commissioner, Central GST Chandigarh Zone, Chandigarh.
3. All the Joint/Deputy/Assistant Commissioners, Central GST Commissionerate, Jalandhar.
4. All officers and staff of the CGST Commissionerate, Jalandhar.
5. The Superintendent (Systems), Central GST Commissionerate, Jalandhar for uploading the same on website.
6. Individual members concerned.
7. Notice Board.