

142/26/ADM/SH/DE
Ministry of Defence
Dte. General Defence Estates

MEMORANDUM

Subject : **CONSTITUTION OF COMMITTEE FOR DEALING WITH COMPLAINTS OF SEXUAL HARASSMENT OF WOMEN AT THE WORK PLACE.**

Reference Memorandum of even no. dated 11.03.2011.

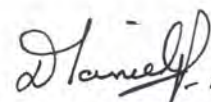
2. A Committee for attending to and monitoring the complaints with regard to the sexual harassment of women and prevention thereof at the Directorate General is reconstituted with the following officers and staff.

- | | | |
|-------|---|---------------------|
| (i) | Ms Nigar Fatima Hussain
DDG(Lands/Vig) | - Presiding officer |
| (ii) | Ms Shashi Obeid
General Secretary, YWCA of India | - NGO Member |
| (iii) | Mr N.V. Satyanarayana
DDG(Coord) | - Member Secretary |
| (iv) | Ms Dhanya Dutt
(PA to Addl DG(L&LA)) | - Member |

3. The Committee will be required to submit its report and recommendations to the Director General with regard to complaints received by it, if any, and will also be required to submit an Annual Report on the complaints received by it during the year, if any and action taken thereon.

4. A copy of the DoP&T letter No.11013/11/2001-Estt.(A) dated 12.12.2002 is enclosed for guidance.

5. This issues with the approval of DGDE.



(P. Daniel)

Addl. Director General (Admin)

Defence Estates

For DGDE

18 June, 2014

P.T.O.

Copy to:-

- (1). PPS to DGDE : *For information of Director General*
- (2). Principal Director
Southern/Central/Western/Northern/Eastern/South western Command
Pune/Lucknow/Chandigarh/Jammu/Kolkata/Jaipur :- *For Information
please*
- (3). Director NIDEM : *For information please*
- (4). Ms Nigar Fatima Hussain - Presiding officer
DDG(Lands/Vig)
- (5). Ms Shashi Obeid - NGO Member
General Seceratery, YWCA of India
- (6). Mr N.V. Satyanarayana - Member Secretary
DDG(Coord)
- (7). Ms Dhanya Dutt - Member
(PA to Addl DG(L&LA)
- (8). All Officers in DGDE
- (9). DGDE/ Coord section
- (10). Notice Board
- (11). Website/cbdata
- (12). Float copy

13
13/11/01
G.P.-I

No.11013/11/2001 -Estt. (A)
Government of India
Ministry of Personnel, P.G. & Pensions
(Department of Personnel & Training)

New Delhi, dated the 12th December, 2002

OFFICE MEMORANDUM

Sub. : Report of the Complaints Committee constituted for prevention of sexual harassment of women at work places – follow up action.

The undersigned is directed to refer to this Department's OM No. 11013/10/97-Estt. (A) dated 13th February, 1998 under which the guidelines and norms laid down by the Supreme Court in the case of Vishaka and others Vs. State of Rajasthan and others (JT 1997(7) SC 384) for prevention of sexual harassment of women at work places, were circulated to all Ministries/Departments for compliance by all concerned.

2. The guidelines laid down by the Supreme Court provide, inter-alia, for the constitution of a Complaints Committee in the employer's organization for redress of the complaint made by the victim. In this connection, a question has been raised regarding the status of the inquiry held by the Complaints Committee. It is clarified that the findings of the Complaints Committee regarding sexual harassment of the complainant/victim will be binding on the disciplinary authority to initiate disciplinary proceedings against the Government servant(s) concerned under the provisions of the CCS (CCA) Rules, 1965. The report of the Complaints Committee should be treated as a preliminary report against the accused Government servant.

3. The Ministries/Departments are requested to bring these instructions to the notice of all concerned and ensure that necessary follow up action is taken on the report of the Complaints Committee without any delay.

P Mohan
(Smt. Pratibha Mohan)
Director

To
All Ministries/Departments of the Government of India.

Copy to :

- 22/11/01
26.12.02
1. Comptroller and Auditor General of India, New Delhi.
 2. Union Public Service Commission, New Delhi.
 3. Central Vigilance Commission, New Delhi.
 4. Central Bureau of Investigation, New Delhi.
 5. All Union Territory Administrations.
 6. Lok Sabha/Rajya Sabha Secretariat.
 7. All Attached and Subordinate Offices of the Ministry of Personnel, Public Grievances and Pensions and Ministry of Home Affairs.
 8. All Officers and Sections of the Ministry of Personnel, Public Grievances and Pensions and MHA.

P Mohan
(Smt. Pratibha Mohan)
Director

RVS
26/12