

INTERNAL COMPLAINTS COMMITTEE (ICC) EAST DISTRICT , KARKARDOOMA COURTS, DELHI

Are you Being Sexually Harassed ?

If you are an employee of East District, Karkardooma Court, who is facing sexual harassment at Work Place/Department or if you know of any such person who is being sexually harassed at work place and want to help the victim, read on :

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 came into effect on 9th December, 2013.

What constitutes sexual harassment?

It includes unwelcome sexual behavior (of direct or implied nature), such as :-

- Physical contact and advances;
- Requests for sexual favors;
- Sexually colored remarks;
- showing pornography; and
- Unwelcome physical, verbal, or non-verbal sexual conduct.
- The following circumstances, in connection with any act or behaviour of sexual harassment may also amount to sexual harassment:-
 - (i) implied or explicit promise of preferential treatment or threat of detrimental treatment in her employment; or
 - (ii) implied or explicit threat about her present or future employment status; or
 - (iii) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
 - (iv) humiliating treatment likely to affect her health or safety.

Punishment for Sexual Harassment

- Sexual harassment of women at workplace is misconduct under service rules besides being punishable under IPC.

How to prepare a complaint?

- Write exactly what happened with details, dates, name of witness & documents, if any.
- Be specific about incident(s).
- Be honest, as false complaints can invite penalties
- File a complaint of sexual harassment within three months of the incident(s).

How to file a complaint?

Submit the complaint:

- Directly to Internal Complaints Committee (ICC) at the Office of the Administration Branch, Karkardooma Courts, Delhi Or send an EMAIL to iccsh-eastkkd@ddc.nic.in.

COMPOSITION OF INTERNAL COMPLAINTS COMMITTEE (ICC), EAST DISTRICT , KARKARDOOMA COURTS, DELHI

S. No.	Name of the Officer	Designation
1.	Ms. Manjusha Wadhwa, Judge In-charge, Mediation Centre, Karkardooma Courts, Delhi	Chairperson
2.	Ms. Snigdha Sarvaria, ASJ (FTSC)(RC), East, Karkardooma Courts, Delhi	Member
3.	Ms. Anuja Saxena, Advocate/Mediator	Member
4.	Ms. Sunita Rani, Incharge/SJA, Judicial Branch, East, Karkardooma Courts, Delhi	Member

**SEXUAL HARASSMENT IS AN OFFENCE.
SPEAK UP – SAVE DIGNITY & SAVE LIVES !**