



Supreme Court of India



Gender Sensitisation and Internal Complaints Committee



ANNUAL REPORT 2024



Supreme Court of India



Gender Sensitisation and Internal Complaints Committee

ANNUAL REPORT 2024

Contents

From The Desk

Introduction

1. About The Committee

2. Composition

3. Business of the Committee

4. Training and Awareness Programmes

5. Volunteers of the Committee

6. Budgetary Allocations

7. Landmark Judgments



MESSAGE BY HON'BLE CHAIRPERSON

Mrs. Justice B.V. Nagarathna

Our constitutional goal seeks to actualize the ideal of equality in the social, economic and political realm. Central to our goal is the call for affirmative action and conscious steps towards dismantling parochial structures of gender-based discrimination and stereotypes in the public and private sphere. We must remember that the Founding parents framed for us a Constitution reflective of the inviolable commitment towards eliminating discrimination against and emboldening ambition of women. The conspectus of Articles 14 and 15(3), read with Articles 39(a), (d), (e) and 42 is equal parts of a ladder over the shackles of gender-based discrimination as it is an exposition of trust in the indomitable spirit and intellect of women of our country.

The final quarter of the first century of our Constitution demands that, having accepted the political and economic maturity of women, we now take mature and institutionalised steps, towards enabling uninhibited expression of thought and risk-taking for women in a safe and non-hostile workplace. In the landmark case of ***Vishaka vs. State of Rajasthan, (1997) 6 SCC 241***, the Supreme Court of India recognized the immense significance of a safe workplace for women and to combat the malady of sexual harassment in workplace, had recognized workplace harassment as a violation of fundamental rights under Articles 14, 15, and 21 of the Constitution.

75 years of the Supreme Court and more than a decade of the ***The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013***, call for both reflection on our progress yet and a clear-eyed recognition of the work that lies ahead to ensure that our ideals are materialized in every aspect of our institution. The Supreme Court, in ***Medha Kotwal Lele vs. Union of India, (2013) 1 SCC 297*** and, more

recently, in *Aureliano Fernandes vs. State of Goa, (2024) 1 SCC 632* has laid down the law for fair and reasonable operationalization of the Act, but one would not be remiss to hope that a sea of change in cultural outlook and sensitivity would instead lead the way. In that vein, the Gender Sensitization and Internal Complaints Committee (GSICC) represents a vital effort to align our institutional practices with the constitutional promise of equality. Justice cannot coexist with discrimination, harassment, or fear. It is our collective duty to ensure that everyone who walks through the portals of this Court—whether to seek justice or serve its cause—experiences an environment built on respect, safety, and fairness.

While we celebrate the increasing presence of women within the judiciary and allied professions, it is essential to confront the barriers they continue to face. Systemic biases, stereotyping, and unequal opportunities remain challenges that demand attention. True progress requires addressing these issues at every stage—entry, retention, and leadership—so that women are not just present but are empowered to lead and shape the future.

This annual report serves as a reminder that equality is not an abstract concept but a lived experience that must be embedded in our daily interactions and institutional culture. Every step we take to create a dignified and inclusive workplace strengthens the credibility of this Court and the values it represents. It is not enough to uphold justice in our rulings; we must embody it in how we function as an institution.

The Supreme Court of India's Gender Sensitization and Internal Complaints Committee and its Regulations serve as a cornerstone of judicial integrity and equitable access to justice. It is my earnest hope that the structures established and exercises carried out by the Gender Sensitization and Internal Complaints Committee have been successful in designing an inclusive grievance redressal mechanism and sensitizing the institution.

As we look to the future, let us reaffirm our commitment to building a dignified and safe professional space where every woman — regardless of background or role — can contribute to the judiciary's mission without fear or prejudice. By doing so, we affirm the Constitution not just in principle but in practice, and we ensure that this institution continues to serve as a beacon of fairness, integrity, and humanity.

JUSTICE B.V. NAGARATHNA

New Delhi
2 January 2025



MESSAGE BY HON'BLE

Justice N Kotiswar Singh

It is a privilege and a great responsibility to serve as a member of the Gender Sensitization and Internal Complaints Committee (GSICC) of the Supreme Court of India. It is pertinent to acknowledge that gender justice and the protection of women from any form of harassment, especially in the workplace, are essential for building a fair and respectful society. Joining this committee allows me to contribute directly to this vital mission.

The GSICC Annual Report is a significant document, reflecting the efforts made over the past year to address gender-based challenges within the judiciary. It highlights key achievements, identifies areas for improvement, and serves as a roadmap for creating a safe and inclusive workplace. This report is not just a record of past actions but also a guide for the path forward, ensuring transparency and accountability in our ongoing efforts.

The work being done by GSICC is meaningful and impactful. Through the various workshops and training sessions, the committee has created opportunities for meaningful conversations and increased awareness about gender issues. These programs play an important role in shaping a safe and respectful workplace, and I am hopeful that they are making a positive difference. It is my goal to help strengthen these efforts further, ensuring that we remain focused on creating an environment where every individual feels respected and valued.

I am committed to working with my fellow members to address challenges, promote accountability, and continue developing initiatives that make the judiciary a model of

fairness and equality. Together, I am confident that we can advance the important goals of the GSICC and move closer to a workplace and a judiciary where dignity and respect are upheld for everyone.

JUSTICE N. KOTISWAR SINGH

New Delhi
17 December 2024

Justice Hima Kohli:

A Trailblazer for Equality and Judicial Excellence Former Chairperson, GSICC

Justice Hima Kohli retired from the Supreme Court of India on 1 September 2024. Prior to her appointment to the Supreme Court on 31 August 2021 she was the Chief Justice of the Telangana High Court, becoming the first woman to hold that position. During her tenure at the Supreme Court, Justice Kohli's time was marked by a stellar array of judgments and writings on a range of issues, including women's rights, bail matters, legal doctrines and the promotion of mediation. A staunch supporter and dedicated advocate for women's rights, Justice Kohli also led the Gender Sensitization and Internal Complaints Committee (GSICC) at the Supreme Court. Calling for departure from the idea limited to women development and pressing for 'women led development', Justice Kohli paved the way for these ideals from her early days as a female lawyer to her role as wisdom-clad senior judge.

Justice Kohli was unflinching in addressing the systemic challenges faced by women in the legal profession. She emphasized the resilience required of women judges and lawyers navigating a male-dominated field, particularly first-generation advocates. Her advocacy for an equitable distribution of judicial responsibilities underscored her commitment to dismantling entrenched biases and fostering gender equity.

Beyond the courtroom, Justice Kohli's multifaceted personality shone through her love for poetry, gardening, and music. These pursuits, though often secondary to her judicial responsibilities, reflected her belief in leading a balanced life enriched by creative expression.

Her work in the judiciary and her advocacy for women's issues have left a lasting legacy and will continue to inspire future generations.



9 August 2024, Justice B.V. Nagarathna and Justice P S Narasimha with members of the Supreme Court's Gender Sensitisation and Internal Complaints Committee (GSICC) bid farewell to Justice Hima Kohli

Introduction

The “GSICC: Annual Report 2024,” is a comprehensive document highlighting the Committee’s achievements and endeavours in the pursuit of justice. Organized into eight chapters, this report provides a clear overview of the Committee’s functioning and impact.

Chapter 1 offers a concise introduction to the Committee, setting the stage for a detailed exploration. Chapter 2, delves into the composition of the Committee. Chapter 3, titled “Business of the Committee,” details the meetings conducted throughout the year, providing insight into the key decisions and discussions that shaped the Committee’s initiatives. Chapter 4 focuses on the training and awareness programs undertaken in 2024, showcasing the commitment to knowledge dissemination. Chapter 5 contains a brief on the strength and duties of our volunteers. Chapter 6, “Budgetary Allocations,” mentions the sanctioned annual budget, offering transparency into the financial backbone supporting the Committee’s operations and the overall expenses incurred. Finally, the report concludes with a profound exploration of the significant judgments and orders pronounced by the Hon’ble Supreme Court of India, underscoring the Committee’s influence in the legal landscape.



About the Committee

The Gender Sensitisation and Internal Complaints Committee (hereinafter 'GSICC' or 'Committee') of the Supreme Court of India has been constituted by the powers conferred on Hon'ble the Chief Justice of India under Regulation 4 of the Gender Sensitisation & Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013 (hereinafter 'GSICC Regulations'). The Regulation reads as follows:

4. Constitution of the Gender Sensitisation & Internal Complaints Committee

- (1) The Supreme Court GSICC is constituted herein to fulfill a very important public function of sensitizing the public to gender issues and to address any complaints made with regard to sexual harassment at the Supreme Court precincts.

(2) The Chief Justice of India shall, by an order in writing, constitute a Committee to be known as the "Supreme Court Gender Sensitisation and Internal Complaints Committee" (GSICC) which shall consist of not less than 7 members and not more than 13 members and shall include as far as practicable: —

(a) one or two Judges of the Supreme Court in terms of the judgment in the case of Vishaka (supra), one of whom shall be the Chairperson of the Committee, to be nominated by the Chief Justice of India;

(b) one or two senior members of the Supreme Court Bar, with at least 20 years of membership of the Supreme Court Bar Association or the Supreme Court Advocates-on-Record Association to be nominated by Hon'ble the Chief Justice of India, one of whom being a woman;

(c) one or two members to be elected by General Ballot of the Supreme Court Bar Association who shall be registered member of the Supreme Court Bar Association for at least 10 years out of whom at least one shall be a woman;

(d) one woman member being a member of the Advocates-on-Record Association elected by General Ballot of the Advocates-on-Record Association;

(e) one woman member being a member of the Supreme Court Clerks Association elected by General Ballot of the Supreme Court Clerks Association;

(f) at least one and at the most two outside members to be nominated by the Chief Justice of India,

persons who are associated with the Social Welfare Department or non-government organization having experience in the field of social justice, women empowerment, and/or gender justice, out of whom at least one member shall be a woman;

(g) one woman officer in the service of the Supreme Court of India not below the rank of a Deputy Registrar to be nominated by Hon'ble the Chief Justice of India, who shall function as the Member Secretary of the GSICC; and

(h) any other member that the Chief Justice of India may deem fit to nominate.

Provided that it shall be ensured that the majority of the members of GSICC shall be woman members.

(4) The outside Member appointed under Clause 4(2)(f) shall be paid such fees or allowances from the allocated funds for holding the proceedings of the GSICC as may be prescribed.

(5) Where the Chairperson or any Member of the GSICC—

(a) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him/her;

(b) fails to constitute an Internal Sub-Committee to inquire into a particular Complaint;

(c) fails to take action under Regulation 11;

(d) contravenes or attempts to contravene or abets contravention of other provisions of these Regulations or any notifications/orders issued thereunder; or

(e) in the opinion of the Chief Justice of India has so abused his/her position as to render his/her continuance in office prejudicial to the exercise of functions of the GSICC;

such Chairperson or Member, as the case may be, shall stand removed forthwith from the GSICC by a written order of the Chief Justice of India and the vacancy so created shall be filled by fresh nomination/ election in accordance with the provisions of these Regulations.



Composition of the Committee

The GSICC was constituted by the then Hon'ble the Chief Justice of India vide Office Order No. 277 of 2013 dated 26.11.2013 and was reconstituted from time to time.

Vide Order dated **31.05.2024** of Hon'ble the Chief Justice of India, the Committee was reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms Justice Hima Kohli Judge, Supreme Court of India	Chairperson
2	Hon'ble Ms Justice B.V. Nagarathna Judge Supreme Court of India	Member
3	Dr Sukhda Pritam Additional Registrar Officer in service of the Supreme Court of India	Member Secretary
4	Ms Meenakshi Arora Senior Advocate Senior Member of the Supreme Court Bar Association under Clause 4(2)(b)	Member
5	Ms Mahalakshmi Pavani Senior Advocate Senior Member of the Supreme Court Bar Association under Clause 4(2)(b)	Member

S. No.	Name	Nominated As
6	Mr. Soumyajit Pani Advocate Representative of the Supreme Court Bar Association under Clause 4(2)(c)	Member
7	Ms. Anindita Pujari Advocate-on-Record Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)	Member
8	Ms Madhu Chauhan Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)	Member
9	Ms Shruti Pandey Professor of Legal Practice (Jindal Global Law School, O P Jindal Global University) Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)	Member
10	Mr Jaideep Gupta Senior Advocate (Senior Member of the Supreme Court Bar Association) Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)	Member
11	Dr Leni Chaudhuri Executive Director (University of Chicago Centre in India Pvt Ltd.) Nominee of Hon'ble the Chief Justice of India under Clause 4 (2)(h)	Member
12	Dr. Menaka Guruswamy Senior Advocate Nominee of Hon'ble the Chief Justice of India under Clause 4 (2)(h)	Member

Vide Order dated **18.09.2024** of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Mrs. Justice B.V. Nagarathna Judge Supreme Court of India	Chairperson
2	Hon'ble Mr. Justice Nongmeikapam Kotiswar Singh Judge Supreme Court of India	Member
3	Dr Sukhda Pritam Additional Registrar Officer in service of the Supreme Court of India	Member Secretary
4	Dr Menaka Guruswamy Senior Advocate Senior Member of the Supreme Court Bar Association under Clause 4 (2)(b)	Member
5	Ms Nina Gupta Advocate Senior Member of the Supreme Court Bar Association under Clause 4(2)(b)	Member
6	Mr. Soumyajit Pani Advocate Representative of the Supreme Court Bar Association under Clause 4(2)(c)	Member
7	Ms. Sakshi Banga Advocate Representative of the Supreme Court Bar Association under Clause 4(2)(c)	Member
8	Ms. Anindita Pujari Advocate-on-Record Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)	Member

S. No.	Name	Nominated As
9	Ms Madhu Chauhan Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)	Member
10	Ms Bansuri Swaraj Senior Advocate Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)	Member
11	Mr. Jaideep Gupta Senior Advocate (Senior Member of the Supreme Court Bar Association) Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)	Member
12	Dr Leni Chaudhuri Executive Director (University of Chicago Centre in India Pvt. Ltd.) Nominee of Hon'ble the Chief Justice of India under Clause 4 (2)(h)	Member



Vide Order dated **24.10.2024** of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Mrs. Justice B.V. Nagarathna Judge Supreme Court of India	Chairperson
2	Hon'ble Mr. Justice Nongmeikapam Kotiswar Singh Judge Supreme Court of India	Member
3	Dr Sukhda Pritam Additional Registrar Officer in service of the Supreme Court of India	Member Secretary
4	Dr Menaka Guruswamy Senior Advocate Senior Member of the Supreme Court Bar Association under Clause 4 (2)(b)	Member
5	Ms Nina Gupta Advocate Senior Member of the Supreme Court Bar Association under Clause 4(2)(b)	Member
6	Mr. Soumyajit Pani Advocate Representative of the Supreme Court Bar Association under Clause 4(2)(c)	Member
7	Ms. Sakshi Banga Advocate Representative of the Supreme Court Bar Association under Clause 4(2)(c)	Member
8	Ms Madhu Chauhan Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)	Member

S. No.	Name	Nominated As
9	Ms Bansuri Swaraj Senior Advocate Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)	Member
10	Ms. Liz Mathew Senior Advocate Nominee of Hon'ble the Chief Justice of India under Clause 4(2) (h)	Member
11	Dr Leni Chaudhuri Executive Director (University of Chicago Centre in India Pvt. Ltd.) Nominee of Hon'ble the Chief Justice of India under Clause 4 (2)(h)	Member



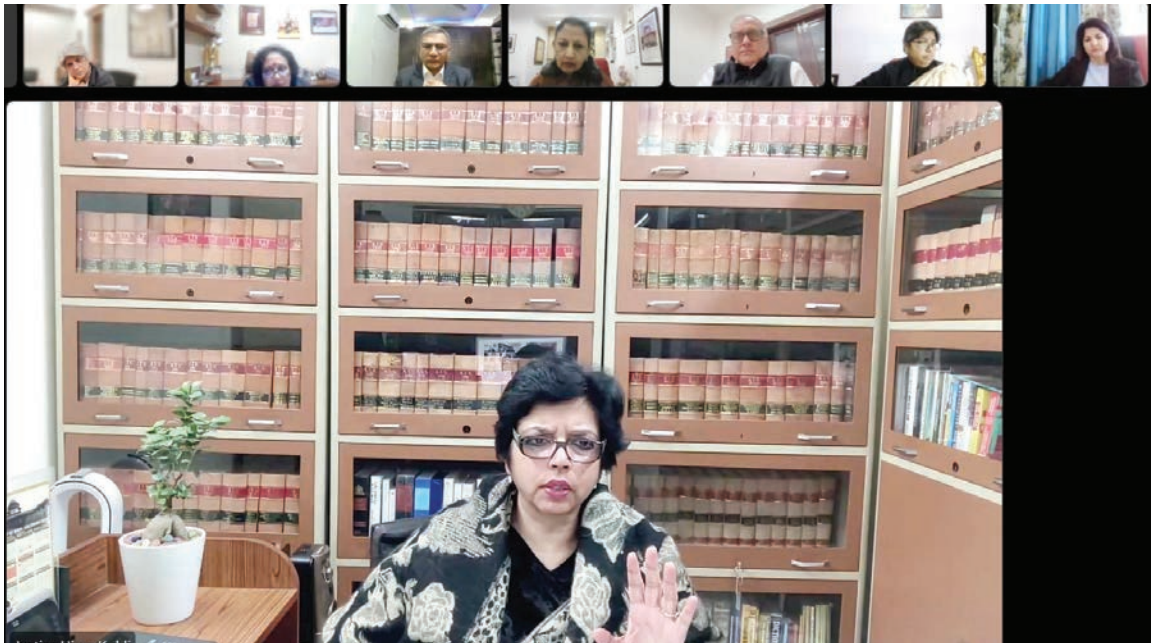
Business of the Committee

Gender Sensitisation and Internal Complaints Committee has been constituted to address issues related to gender discrimination, harassment, and inequality. Regular committee meetings provide a structured platform for open dialogue among committee members. This facilitates the exchange of ideas, experiences, and insights related to gender justice. It encourages a collaborative approach to addressing challenges and promoting inclusivity. The committee meetings serve as a forum to review existing gender-related policies. This includes assessing their effectiveness and identifying areas for improvement. Regular updates to policies ensure that they remain relevant and aligned with the evolving needs of the workforce. A significant aspect of gender sensitisation is addressing concerns and complaints promptly. Regular meetings also allow committee members to discuss ongoing cases, share updates, and collectively strategise on resolutions. That further ensures a fair and transparent process for addressing gender-related issues.

MINUTES OF THE GSICC MEETINGS CONDUCTED IN THE YEAR 2024

1. Minutes of the meeting of the Gender Sensitization and Internal Complaints Committee held on January 9, 2024 at 6:30 PM

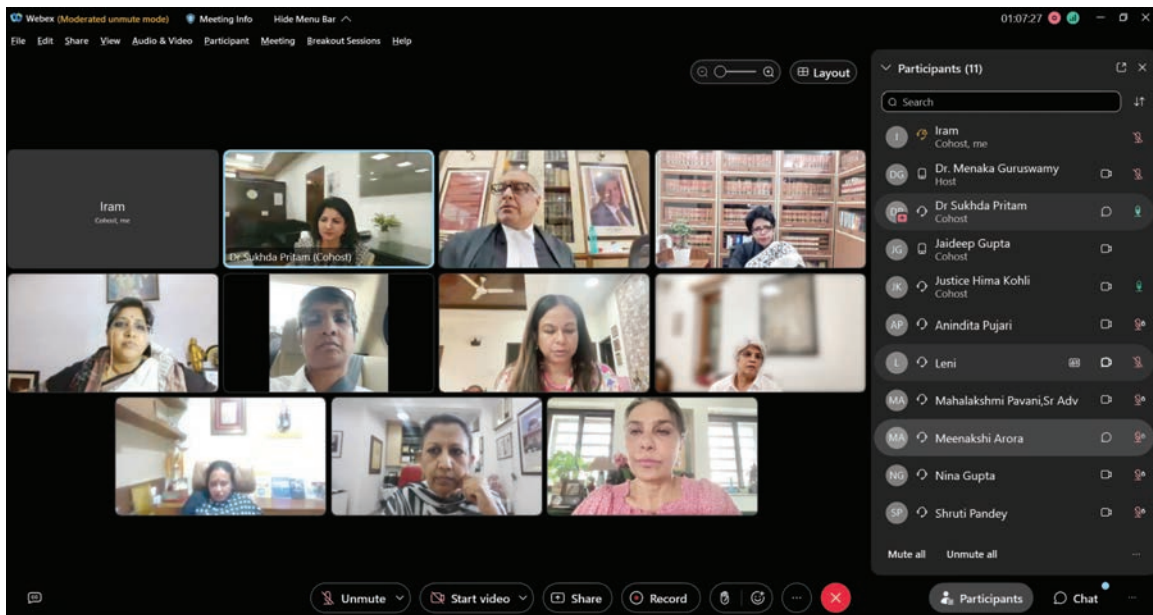
The Meeting of the Gender Sensitisation and Internal Complaints Committee (GSICC) was held on 09.01.2024 (Tuesday) virtually, at 06:30 pm. The meeting was convened under the supervision and guidance of Hon'ble Ms. Justice Hima Kohli, Chairperson of the GSICC, and Hon'ble Mrs. Justice B.V. Nagarathna, an esteemed member of the GSICC.



Gender Sensitization and Internal Complaints Committee meeting dated Jan 9, 2024

2. Minutes of the meeting of the Gender Sensitization and Internal Complaints Committee held on May 8, 2024 at 05:30 PM

The Meeting of the Gender Sensitisation and Internal Complaints Committee (GSICC) was held on 08.05.2024 (Wednesday) virtually, at 05:30 PM. The meeting was convened under the supervision and guidance of Hon'ble Ms Justice Hima Kohli, Chairperson of the GSICC.



Gender Sensitization and Internal Complaints Committee meeting dated May 8, 2024

Training and Awareness Programmes

It is essential for workplaces to prioritize sexual harassment prevention by conducting **Training Sessions**, which are regularly updated to sustain employee engagement. The training sessions should be refreshed every year with new updates to keep employees engaged and informed. Additionally, incorporating diverse and innovative learning approaches such as e-learning modules, theatre-based workshops, role plays, and case studies can make the training more interactive and effective. It is also essential to ensure that the training is in line with the latest changes in laws, regulations, and technological advancements. The training sessions should incorporate insights from mental health professionals and take into account the ground realities of the workplace and the experiences of the LGBTQ community. The perspectives of social workers who have worked with victims of sexual harassment can provide valuable input towards developing a more effective training program. By prioritising the unique challenges faced by different communities, the training sessions can be tailored to address the specific needs and concerns of all employees. Therefore, the respective committees of the High Courts and District Courts can benefit from adopting similar training methods to promote a safe and inclusive workplace for all. By prioritising continuous learning and development, Courts can foster a culture of respect and accountability toward preventing sexual harassment.

1. Training on Gender Sensitisation and Prevention of Sexual Harassment at Workplace (19 JANUARY, 2024)

Training on Gender Sensitisation and Prevention of Sexual Harassment at Workplace was held on Friday, 19 January 2024 from 02.45 p.m. to 05:00 p.m. at the Multi-Purpose Hall, Additional Building Complex, Supreme Court of India for the members of the

Supreme Court Bar Association (SCBA) and the Supreme Court Advocates on Record Association (SCAORA). The programme was graced by the presence of Hon'ble the Chief Justice of India, Dr D Y Chandrachud (as he then was), Hon'ble Chairperson GSICC, Justice Ms Hima Kohli, along with the former President of SCBA, Adish C Aggarwala. Among the guests, the Learned Secretary General, Registrars Supreme Court of India, office bearers of the SCBA, SCAORA, members, and volunteers of GSICC were present.



Dr D Y Chandrachud, Chief Justice of India, addressing the participants at GSICC training on 19 January, 2024

The primary objective of the training was to initiate the process of awareness regarding gender equality issues, reshaping individual behaviours with respect to other genders, and, notably, initiating dialogues on workplace sexual harassment.

The programme commenced with an opening address by Dr Sukhda Pritam, the Member Secretary of GSICC. She extended a warm welcome to the esteemed Chief Justice of India, Dr D Y Chandrachud, and Hon'ble Ms Justice Hima Kohli, Chairperson GSICC, expressing gratitude for their valuable time and presence. Dr Pritam also acknowledged the presence of the President and office bearers of SCBA, the President and office bearers of SCAORA, as well as all other dignitaries and participants. Dr Sukhda Pritam highlighted GSICC's ongoing initiatives, citing the significance of the first training session of the year, particularly for lawyers, setting the tone for the entire year. The presence of the Chief Justice of India sent a powerful message that the Supreme Court of India is dedicated to its commitment to preventing sexual harassment and promoting gender justice.

In a promising start to the year, the Chief Justice of India, in his address, underscored the significance of such initiatives. He stressed that these training sessions act as a wake-up call to address gender equality issues, necessitating collective involvement from all stakeholders.

The Chief Justice emphasized that gender sensitization is not solely a concern for women; it requires active engagement from men as well. His address delved into insights from the recently released Handbook on Combating Gender Stereotypes, published by the Supreme Court, aimed at assisting members of the legal community in identifying and avoiding the use of harmful language and stereotypes related to women.

The Chief Justice advocated for a more inclusive environment for women lawyers, encouraging their active participation in the legal profession. While discussing gender sensitization, he shared anecdotes from his personal experience where women were unfairly stereotyped for gender-specific roles. He urged senior members of the bar to facilitate the entry of more women into the legal profession and provide them with a secure and supportive workplace environment.

The Chief Justice concluded on a positive note, expressing optimism about society's progress in a positive direction, and emphasized that the major challenge now is to create a level playing field and elevate more women to various positions of responsibility.



Chairperson of the GSICC, Hon'ble Ms Justice Hima Kohli addressing the participants on Gender Sensitization and Prevention of Sexual Harassment at Workplace Training

Following this, the Chairperson of the GSICC, Hon'ble Ms Justice Hima Kohli also addressed the gathering. She started by establishing the contrast between how women are treated at home and their respective workplaces. She noted that women are considered an integral part of the family when she is at home but the same women face unnecessary challenges at workplaces. The men at the office need to be more inclusive and accepting towards their other female counterparts.

Her Ladyship mentioned that women do not want any special treatment rather they need to be treated equally. She also emphasized making the legal profession more inclusive for the young female entrants and the role of senior members of the bar in facilitating the same.

Following Her Ladyship, the SCBA President, Adish Aggarwala also commended the GSICC for its efforts and congratulated the 11 newly designated Senior women advocates. He expressed confidence that the court's initiatives are a significant stride towards a more diverse and equitable legal community.



Group Photo taken during the Gender Sensitization and Prevention of Sexual Harassment at Workplace Training held on 19 January 2024

The external resource persons invited for the training included:

1. Veenu Kakkar, UN Interagency PSEA Coordinator for India
2. Piyali Sarkar Debnath, Programme Manager, Ending Violence Against Women Unit of UN Women India

3. Shivangi Prasad, Founder - The Legal Swan, Founder of POSH at Work (empanelled by the Ministry of Women & Child Development)



Question-answer session conducted with the participants during the training

The speeches of honourable dignitaries were followed by an illustrative session undertaken by Ms Veenu Kakkar and Ms Piyali Sarkar Debnath. Both of them demonstrated the various issues relating to the POSH Act and aligned concerns involving insensitive remarks towards women at workplaces.



Session conducted by Ms Shivangi on POSH and GSICC rules and regulations during the training

The last session of the training was conducted by Ms Shivangi Prasad, who deliberated about the prevalence of sexual harassment at workplaces and various applicable regulations on the cases involving the same. Based on her experience of handling more than 800 complaint cases, she put forth that there is no industry that is free from such instances of discrimination and harassment of women at workplaces and the collective efforts of all the stakeholders involved in the process. She also threw some light on the GSICC regulations that are functional in the Supreme Court of India.

2. POSH training for the staff at the residential offices of the Judges



15 May 2024, Ms R Arulmozhiselvi, Additional Registrar (Training), Dr Sukhda Pritam, Additional Registrar-cum-Director (Centre for Research and Planning), and Ms Himani Sarad, Additional Registrar (Information and Statistics Secretariat and Communication Division) with the designated team conducts the POSH training for the staff deputed at the residential office of the Chief Justice of India



17 May 2024, Dr Sukhda Pritam, Additional Registrar-cum-Director (Centre for Research and Planning), along with her team conducts the POSH training for the staff deputed at the residential office of Justice Hima Kohli



21 May 2024, Ms R Arulmozhiselvi, Additional Registrar (Training), along with her team conducts the POSH training for the staff deputed at the residential office of Justice P S Narasimha



24 May 2024, Ms Himani Sarad, Additional Registrar (Information and Statistics Secretariat and Communication Division), along with her team conducts the POSH training for the staff deputed at the residential office of Justice Sanjay Karol

Volunteers

A gender sensitisation committee is typically established to create awareness about gender-related issues, challenge stereotypes, and work towards building a more inclusive and equitable environment. Volunteers play a crucial role in promoting gender sensitisation and advancing the objectives of a gender sensitisation committee. As per Section 2(m) of GSICC Regulations, 2013 the term volunteer is defined as “lawyers or other persons enlisted by the GSICC without any remuneration basis for carrying out the objects and purpose of these Regulations”.

Regulation 7 clause V of The Gender Sensitisation & Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013 states:

“... GSICC will enlist and activate an adequately representative team of volunteers and shall ensure the widespread publicity of the contact details (both official and personal) of all its members and volunteers. The services of such volunteers shall be available at all times to any aggrieved woman or any person in need of consultation or guidance. Volunteers will also assist in the gender sensitisation, crisis mediation and crises management duties of GSICC, but shall not participate in the task of formal redressal of complaints under these Regulations and Procedures...”

The present strength of the volunteers is as follows:

S. No.	Name	Mobile No.	SCBA No.	Email Id
1.	Mr Mukesh Kumar Singh	9873856650	S-00376	mukeshkumarsinghadvsc@gmail.com
2.	Dr. Ritu Bhardwaj	9891375537	B/00357	driritubhardwaj15@gmail.com
3.	Ms Farhat Jahan Rehmani	9868179046	R-635	farhat2advocate@gmail.com
4.	Mr Chandra Pal Singh	9899242219	S/1117	advocate.cpsingh@gmail.com
5.	Ms Prabha Swami	9810589733	S-647	office@swamiassociates.org
6.	Ms Mayuri Raghuvanshi	9717344186	R-463	raghuvanshi.mayuri@gmail.com
7.	Ms Nisha Bagchi	9810037772	B-11	bagchiassociates@gmail.com
8.	Mr Varinder Kumar Sharma	9810101807	S-00316	vksharmaor@gmail.com
9.	Ms Archana Pathak Dave	9971 222 581	D/00420	archana.p.dave@gmail.com
10.	Ms Shilpi Satyapriya Satyam	9810445088	S-2491	satyapriyashilpi@gmail.com
11.	Ms Reena Rao	9212345786	R/191	legal.india@gmail.com
12.	Mr Rakesh Kumar Yadav	9958366906	Y-00186	adv.rakeshy@gmail.com
13.	Ms Kumud Lata Das	9311090852	D-00022	aorsckumuldidas@gmail.com
14.	Ms K. V. Bharathi Upadhyaya	9818081199	B-00993	kvbu66@yahoo.com
15.	Mr Raj Kumar Pandey	9312004143	P/265	advocaterajpandey@gmail.com
16.	Iram Jan	9596420938	D/7734	erammir91@gmail.com
17.	Priyanshu Agarwal	7906787108	D/3023	ag.priyanshu588@gmail.com

Budgetary Allocations

Hon'ble the Chief Justice of India sanctioned a budget of ₹1,50,000/- (Rupees One Lakh and Fifty Thousand only) for effective implementation of the GSICC Regulations for the year 2024. The following expenses from the said budgetary allocation were incurred by the GSICC for organizing various meetings in the year 2024:

S. No.	Name	Mobile No.
1	Training on the Gender Sensitisation and Prevention of Sexual Harassment at Workplace (19.01.2024)	₹ 32,492.00
Total		₹ 32,492.00

Regulation 7(2)(ii) of the GSICC obligates that the GSICC will organize programmes for the Gender Sensitisation of the Supreme Court community through workshops, seminars, posters, film shows, debates, displays etc. The GSICC continues to conduct seminars and workshops to further the aim and object of the “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” with “The Gender Sensitisation and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013”.

Judgments/Orders

1. **S Vijikumari v. Mowneshwarachari C, 2024 INSC 732**

Protection of Women from Domestic Violence Act, 2005 is a piece of Civil Code which is applicable to every woman in India irrespective of her religious affiliation

In the judgment dated 10 September 2024, the Division Bench comprising **of Justice B.V. Nagarathna and Justice N Kotiswar Singh** held that the Protection of Women from Domestic Violence Act, 2005 is a piece of Civil Code under Section 59 of the Act of 2013. Further, the expression 'rectification', under Section 59 of the Act of 2013, connotes something that ought to have been done but, by error, was not done, or what ought not to have been done but was done, requiring correction and thus the phrase 'sufficient cause' in Section 59 of the Act of 2013 is to be tested in relation to the statutory mandate thereof, i.e., anything done or omitted to be done in contravention of the Act of 2013 or the Rules framed thereunder. Notably, Section 59 provides the procedure to be followed when the name of a person in the register of members of a company is omitted without any 'sufficient cause'. The court exemplified that the exercise of power under Section 59 of the Act of 2013 is to be undertaken in right earnest by examining the material, evidence, and facts on record, which the NCLT did not do in the present case. Code which is applicable to every woman in India irrespective of her religious affiliation and/or social background for a more effective protection of her rights guaranteed under the Constitution and in order to protect women victims of domestic violence occurring in a domestic relationship. The Court laid down that the scope of Section 25(2) of the Act is broad enough to deal with all nature of orders passed under the Act, which may include orders of maintenance, residence, protection, etc. Further, the Court noted that the Magistrate while exercising his discretion under Section 25(2) of the Act has to be satisfied that a "change in the

circumstances" has occurred, requiring to pass an order of alteration, modification or revocation which includes a pecuniary change in the income of the respondent or an aggrieved person. Thus, the phrasing of the provision is wide enough to cover factors like the cost of living, income of the parties, et cetera. Further, a change in the circumstances need not just be of the respondent but also of the aggrieved person. The Court further noted that an order for alteration, modification or revocation operates prospectively and not retrospectively. Thus, the exercise of jurisdiction under sub-section (2) of Section 25 of the Act cannot be for setting aside of an earlier order merely because the respondent seeks setting aside of that order, particularly when the said order has attained finality by its merger with an appellate order unless a case for its revocation is made out.

2. Janaki Chaudhry and Anr. v. Ministry of Women and Child Development and Ors., W.P.(C) No. 796/2024

In this public interest litigation, a Division Bench of the Supreme Court, comprising **Justices Surya Kant and Ujjal Bhuyan**, issued a notice to the Union of India seeking responses from the Ministry of Women and Child Development, the Ministry of Corporate Affairs, and the National Commission for Women. The petition seeks to protect Internal Complaints Committee (ICC) members at private workplaces from potential arbitrary and retaliatory actions arising from decisions made during sexual harassment inquiries.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (the Act) mandates the constitution of ICCs at every workplace with more than ten employees. While public sector ICC members are often afforded protections such as fixed tenure and immunity from arbitrary termination, similar safeguards are notably absent for their private sector counterparts. The petition seeks to address this disparity and advocate for implementing measures to protect ICC members in the private sector from potential reprisals. This includes considering the provision of fixed tenure, immunity from arbitrary termination, and other appropriate safeguards to ensure their independence and impartiality in handling sexual harassment complaints.

3. Aureliano Fernandes v. The State Of Goa And Ors., SC Order dated 22.10.2024

The Bench of the Supreme Court of India comprising of **Justice B.V. Nagarathna and Justice N Kotiswar Singh** issued an order on October 22, 2024, to ensure

the effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The order, though related to the case of Aureliano Fernandes vs. The State of Goa and Ors., primarily focuses on improving the mechanisms for addressing sexual harassment complaints. The Supreme Court directed the establishment of a user-friendly digital initiative “SHe-Box Portal” to facilitate the registration of complaints and track their progress in cases as this will provide women with easy access to the redressal mechanism. It also mandated that the National Legal Services Authority and State Legal Services Authorities assist victims in registering complaints and accessing legal aid. Furthermore, the Ministry of Labour was directed to ensure the constitution of Internal Committees at workplaces and provide training on sexual harassment and women’s rights. The Supreme Court further emphasised the duty and obligation of all concerned institutions and committees under the Act to ensure that the Internal Complaints Committee is duly constituted in governmental, public and private sectors. The Supreme Court underscored that no woman should be compelled to give up her job due to sexual harassment.

4. Aureliano Fernandes v. The State Of Goa and Ors., Diary No. 22553-2023 & Aureliano Fernandes v. The State Of Goa, Through The Chief Secretary State of Goa., MA 1688/2023 in C.A.No. 2482/2014 & Initiatives For Inclusion Foundation and Anr. v. Union of India And Ors., W.P.(C) No. 1224/2017

The Supreme Court (on December 3, 2024) passed comprehensive directions for the effective compliance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The Court particularly emphasised “decentralising” the POSH Act to take on board the private sectors, which the Union also pointed out is a “red flag” because they have been “very hesitant” in implementing the POSH Act, especially in constituting Internal Complaints Committee for hearing complaints pertaining to allegations of sexual harassment. A bench of **Justices B.V. Nagarathna and N Kotiswar Singh** passed further orders in addition to the orders passed by this Court on May 12, 2023, and October 22, after it had observed that there were “serious lapses” in the implementation of the POSH Act.

Designed by
Design Team, Judges Library

Supreme Court of India
Tilak Marg, New Delhi-110001