

Sexual Harassment Committee

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It helps the female staff of the office of working place to address their grievances regarding violence & harassment cases, if any.

The Prevention Sexual Harassment cell is committed to

- Observing the law on Sexual Harassment
- Sensitizing the community on gender issues
- Assisting internal Complaint Committee
- Addressing complaints from victims

The law on sexual harassment

The Central government has enacted a law in 2013 for providing safe environment for women at workplace and addressing the cases of sexual harassment at workplace. The Act may be called as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and it extends to whole of India. The District Court Meerut has taken view of the Act and used to follow all the necessary provisions in spirit.

According to the Section 2(n) of the Act the term “sexual harassment” includes any one or more of the following acts:

- Physical contact and advances; or
- A demand or request for sexual favors: or
- Making Sexually coloured remarks; or
- Showing pornography: or
- Any other unwelcome physical, verbal or non- verbal conduct of sexual nature
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

In view of mandatory provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 following procedure is used to be followed whenever any case of harassment is reported in the District Court Meerut:

- There shall be an internal complaints committee which shall consist of a presiding officer and such other members as the employer appoints from time to time. However, the presiding officer shall be a woman and other members must have experience in social work or legal knowledge.
- The aggrieved woman may make a complaint in writing regarding sexual harassment to the internal committee. However, if a woman is not able to make a complaint, her legal heirs and any other person on her behalf can make a complaint.
- The complaint committee before initiating an enquiry may resolve the matter through conciliation at the request of the woman.
- Where settlement has been arrived through conciliation, the committee records the settlement and forwards the same to the employer. In such a case, no further inquiry is required.
- In case the conciliation process has not been worked out, the committee shall proceed with the inquiry as per the service rules applicable to him or if a prima facie case exists, forward the complaint to the police.
- For the purpose of conducting the inquiry, the principles of natural justice shall be observed.
- On the completion of inquiry, if the respondent is found responsible, the employer may take any or both of the following actions against him:
 - Take action for sexual harassment as a misconduct in accordance with the service rules applicable to him.
 - To deduct from the salary of the respondent such amount as the committee considers appropriate and shall be paid to the victim.

**Internal Complaint Committee constituted under
Prevention of Sexual Harassment**

क्र०सं०	नाम	पदनाम	समिति में स्थिति
1.	श्रीमती संदीप चौहान, मो0- 9412783852	अपर जिला एवं सत्र न्यायाधीश / विशेष न्यायाधीश (पॉक्सो) न्यायालय संख्या-02, मेरठ	सदस्य
2.	श्रीमती अन्जू गुप्ता मो०- 9837789753	तृतीय श्रेणी कर्मचारी, जनपद न्यायालय , मेरठ	सदस्य
3.	श्रीमती गौरी गुप्ता मो0-8449489191	चतुर्थ श्रेणी कर्मचारी ,जनपद न्यायालय , मेरठ	सदस्य
4.	श्रीमती अन्जू पाण्डेय मो0-8791617598	सदस्य, बेटियों फाउण्डेशन शास्त्रीनगर, मेरठ	सदस्य

Any query/ Complaints under Prevention of Sexual Harassment write email to

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