

**OFFICE OF THE DISTRICT LEGAL SERVICES AUTHORITY,
EAST SINGHBHUM AT JAMSHEDPUR**

OFFICE ORDER No. 94 / DLSA/2025 Date: 10/7/25

Constitution of Internal Committee (IC) for Redressal of Complaints of Sexual Harassment at Workplace

In the light of the judgment passed by the Hon'ble Supreme Court of India in *Vishaka and Others v. State of Rajasthan and Others* [(1997) 6 SCC 241], and in compliance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, an **Internal Committee (IC)** is hereby constituted in the office of the **District Legal Services Authority, Jamshedpur / Sub-Division Legal Services Committee, Ghatsila**, to inquire into complaints of sexual harassment at workplace and to recommend appropriate action.

I. a) Composition of the Internal Committee at DLSA, Jamshedpur

Sl. No.	Name	Designation	Position in Committee
1	Sri. Dharmendra Kumar	Secretary, DLSA, Jamshedpur	Chairperson
2	Ms. Suggi Murmu	Panel Advocate	Member
3	Ms. Ranjana Kumari	Asst. LADCs	Member
4	Ms. Ramya S.	PLV	Member
5	Ms. Purabi Paul	Chief functionary, Sharamajivi Mahila Samity, Jamshedpur	Member

I. b) Composition of the Internal Committee at SDLSC, Ghatsila

Sl. No.	Name	Designation	Position in Committee
1	Sri. Dinesh Bauri	Secretary, S.D.L.S.C, Ghatsila	Chairperson
2	Ms. Deepti Singh	Panel Advocate	Member
3	Ms. Suprity Adhikari	Panel Advocate	Member
4	Ms. Duli Hembrom	PLV	Member
5	Ms. Supriti Murmu,	Secretary, Sari Sarjome Lagchar Akhra, Ghatsila	

II. Functions of the Internal Committee

1. **Receive and Examine Complaints** of sexual harassment at the workplace from any aggrieved woman employee, intern, or visitor.
2. **Conduct Inquiry** in a fair, unbiased, and confidential manner, adhering to principles of natural justice.
3. **Submit Findings and Recommendations** to the competent authority for action, within the time prescribed by law.
4. **Facilitate Conciliation**, if requested by the complainant before initiating the inquiry, subject to legal provisions.
5. **Ensure Confidentiality** of all proceedings and the identities of parties involved.
6. **Promote Awareness** about sexual harassment, workplace conduct, and grievance redressal mechanisms.
7. **Submit Annual Report** detailing number of cases received, disposed of, and actions taken, to the District Officer and Higher authorities.

All concerned are directed to extend full cooperation to the Internal Committee as and when required.

Inform all concerned.

Awina *10/08/2024*

Principal District & Sessions Judge cum
Chairman District Legal Services Authority,
East Singhbhum at Jamshedpur