



सत्यमेव जयते

भारत सरकार

GOVERNMENT OF INDIA

कौशल विकास एवं उद्यमशीलता मंत्रालय

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

प्रशिक्षण महानिदेशालय/Directorate General of Training

क्षेत्रीय कौशल विकास एवं उद्यमशीलता निदेशालय

REGIONAL DIRECTORATE OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

हेहल, संयुक्त प्रशिक्षण भवन (राजकीय मॉडल आई.टी.आई. के सामने)

Hehal, Joint Training Building (In Front of Model Govt. ITI)

राँची, झारखण्ड-834005./ Ranchi, Jharkhand

URL: rdsdejharkhand.dgt.gov.in

Phone No. 0651-2910853

E-mail: rdsde-jhr-msde@gov.in

File No. RDSDE/A-RD/Office Order/2023-24/Estt/1615

Dated: 22.12.2023

OFFICE MEMORANDUM

Subject: Reconstitution of Internal Complaints Committee against Sexual Harassment of Women at Workplace in the RDSDE, Ranchi, Jharkhand.

In compliance with guidelines on sexual harassment cases of working women issued in the light of judgement of Hon'ble Supreme Court in the Writ Petition No. 666-70 of 1992 (Vishaka & others Vs State of Rajasthan cases), the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted wherein it was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women. Accordingly, in pursuance of direction conveyed vide email dated 19.12.2023, 02:15 PM received from DGT, Establishment-II, Section, New Delhi, it has been decided to constitute Internal Complaints Committee (ICC) in this Directorate with the complaints of sexual harassment of women at work place with following composition:

S. No.	Name of Members	Position
1.	Shri. B. K. Singha, HOD, Mob.90517433818, Email: rdsde-jhr-msde@gov.in	Chairperson
2.	Shri. Binod Kumar Dubey, Joint Director/HOO, NSTI, Jamshedpur, Mob.8986624847 Email: nsti-jamshedpur@dgt.gov.in	Member
3.	Shri. P. K. Madavi, Deputy Director/HOO, RDSDE, Ranchi, Jharkhand. Mob. 9444647519 Email: pk.madavi@gov.in	Member
4.	Shri. Himanshu, Assistant Director/DDO, RDSDE, Ranchi, Jharkhand. Mob. 7484808729 Email: himanshu.98@dgt.gov.in	Member
5.	Smt. Snehlata, Principal In-charge, Govt. ITI for Women, Hehal, Ranchi. Mob. 9431395812. Email-online2snehlata@gmail.com, witiprincipal@yahoo.co.in	Member
6.	Smt. Nirmali Bardalai, Instructor, National Career Service Center for SC/ST, Ranchi. Mob. 9678843509. Email: nirmali.bardalai@gov.in / nirmali1989@gmail.com	Member

2. The Committee will consider the complaints from women employee of this Directorate only relating to sexual harassment. The work "Sexual Harassment" will include such unwelcome sexually determined behavior, whether directly or otherwise such as;

- I. Physical contact and advance;
 - II. Demand or request for sexual favors;
 - III. Sexually colored remarks;
 - IV. Showing any pornography; or
 - V. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
3. The committee will provide, where necessary, a special counselor or other support service including maintenance of confidentiality of the complaints and ensure time bound treatment and Redressal of complaints made by women employees.
4. The guidelines of Supreme Court in this regard as issued vide DoPT's O.M. dated 13.02.1998 are enclosed for the use of Members of the Committee.
5. As per the guidelines, the Committee shall meet at least once in every quarter even if no live case is available, to review the preparedness and fulfil the requirements of the apex Court's judgement in Vishaka case. The committee shall be responsible for appropriate action in this regard.



(B. K. Singha)

Regional Director/HOD

Encl.: Supreme Court guidelines as issued by DoPT vide OM dated 13.02.1998.

Copy to:

1. All Members of the Committee.
2. All Sections of RDSDE, Ranchi, Jharkhand.
3. Notice Board, office.
4. RDSDE's website.



(B. K. Singha)

Regional Director/HOD