



No. RDSDE/A22015/01/202/Estt/13

Date: 30.09.2020

OFFICE MEMORANDUM

Sub: Constitution of Complaints Committee (ICC) against Sexual Harassment of Women at Workplaces in the NSTIw/RDSDE Kerala-reg.

In supersession of earlier OM of even No. dated 15.09.2020 and in compliance of guidelines on sexual harassment cases of working women issued in the light of judgment of Hon'ble Supreme Court in the Writ Petition No. 666-70 of 1992 (Vishakha & other Vs. State of Rajasthan), the sexual harassment of women at workplace (Prevention, Prohibition & 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, it has been decided with the approval of the Competent Authority to constitute Internal Complaints Committee (ICC) in the Regional Directorate of Skill Development & Entrepreneurship Kerala to deal with the complaints of sexual harassment of women at workplaces with the following composition.

S.No.	Name Shri./Ms.	Designation	Office Address	Contact No./Email Id	Position
01.	R Eswari	Deputy Director/ Principal	NSTIw, Trivandrum	9840540125 esh.rajana@gov.in	Chairperson
02.	Gurdeep Kaur	Secretary	Expressions India Society Gowreeshapattom Trivandrum	9446700490 Kourvenu@gmail.com	Member
03.	D Meneksh Prasad	Joint Director	Directorate of Training, Vikas Bhavan, Trivandrum	9447528187 meneksh@gmail.com	Member
04.	R K Bhattacharyya	Training Officer	NSTIw, Trivandrum	9495625766 rajatrvti@yahoo.com	Member
05.	S S Jayasree	Vocational Instructor	NSTIw, Trivandrum	9846762584 Sreejay82@gmail.com	Member

2. The committee will consider the complaints from women employees in the Office relating to sexual harassment only. The word 'sexual harassment' will include such unwelcome sexually determinate behavior, whether directly or otherwise, such as:

- (i) Physical contact and advance
- (ii) Demand or request for sexual favors
- (iii) Sexually coloured remarks
- (iv) Showing any pornography, or
- (v) Any other unwelcome physical, verbal or nonverbal conduct of sexual nature.

3. The committee will provide, where necessary, a special counselor or other support/service including maintenance of confidentiality of the complaint and ensure time-bound treatment and redressal of complaints made by women employees.

4. The guideline of the Hon'ble Supreme Court in this regard as issued vide DOPT's OM dated 13.02.1998 is enclosed for information of the Members of the Committee.

5. As per the guidelines, the Committee shall meet at least once in every quarter even if no live cases are available, to review the preparedness and fulfill the requirements of the Court Order. The Committee shall be responsible for appropriate action in this regard.


(S MATHIVANAN)
Regional Director I/c/HoD
RDSDE Kerala

Copy to: 01. The Director of Training, Directorate of Training, Labour Complex, Vikas Bhavan PO, Trivandrum:695033 for kind information & needful action.

✓ 02. HOO/Principal, NSTIw/RDSDE, Trivandrum

03. All Members of the Committee

04. Ms. Sulabha P A, VI for displaying this OM on the RDSDE/NSTIw website.


Regional Director I/c/HoD
RDSDE Kerala
Regional Director of Skill
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