

Lower
**DATE BOUND
SUPREME COURT MATTER**

MD/HSIIDC/HID.No 3010

Dated 15/02/18

From

Director
Women & Child Development Department
Haryana, Panchkula.

To

✓ All Heads of the Department/Board/Corporation/Commissions
In the State.

Memo No. 1332-44A-2/WW/WCD/2018 Dated: 12/2/18

md/hs
HSIIDC
Diary No. 606
Dated. 13.2.18

MD (P&A)
MD (T&A)
Let to be immediately please
15/2/18
Ms (12/2)
Subject: **Writ Petition (Civil) 1224 of 2017 Initiatives for Inclusion Foundation & Anr Versus Union of India and Ors for the implementation of Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013.**

As you are aware that Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013 is in force since 09 December, 2013. In this regard, I would like to draw your kind attention towards this department D.O Letter no.302 dated 06-01-2015 and D.O. letter No. 213-39 dated 30.07.2015 vide which you were requested to constitute "**Internal Complaints Committee**" under sub-section 1 of section-4 of the said Act.

Further it is intimated that Writ Petition (Civil) 1224 of 2017 titled as Initiatives for Inclusion Foundation & Anr Versus Union of India and Ors has been filed in the Hon'ble supreme Court of India in which it has been prayed by the petitioner that Union of India/States and UTs to implement the provisions of the said Act & Rules without any further delay. **The case was heard on 09.02.2018** in the Hon'ble Supreme Court and the Hon'ble Court has directed the States and UTs to submit the status report within 2 weeks.

Therefore, keeping in view, the orders of Hon'ble Apex Court you are requested to direct the concerned officers to send the information on following points so that information can be compiled for onwards submission to Hon'ble Apex Court:-

1. Constitution of Internal Complaint Committee under section-4.
2. Annual report as per section 21 containing information on No. of cases filed and their disposal are consolidated and the reports are published and put in public domain for the year 2014-15,2015-16,2016-17.
3. Report regarding publicity to the Act & Rules if any.
4. Displaying gist of important provision of the Act at all working places.

It is further intimated that if Internal Complaint Committee (ICC) is not constituted than the employer shall be punishable with fine which may extent to Rs. 50,000/- under Section-26 of the Act. The copy of the said Act & Rules is available at the www.wcdhry.gov.in.

I shall be grateful if you could personally monitor to ensure the constitution of an "**Internal Complaints Committee**" in your Department and **send information on above points before 15.02.2018** on Email-wcd.dwc@gmail.com enabling this department to file affidavit in the Hon'ble Apex Court well in time.

for Director
Women & Child Development Department
Haryana, Panchkula.