

HIMACHAL PRADESH STATE ELECTRICITY BOARD LIMITED
(A State Govt. undertaking)



**आज़ादी का
अमृत महोत्सव**

Registered office : Vidyut Bhawan, HPSEBL, Shimla-171004(H.P)
GST No. : HPSEBL 02 AACCH4894EHZB
Telephone Number : 0177-2803600,2801675(Office), 2813563(Fax)

Corporate Identity Number : U40109HP2009SGC031255
Website address : www.hpseb.in
Email : md@hpseb.in & dirf@hpseb.in

No.HPSEBL(Sectt.)R&E/Misc. Sexual Harassment /2021-73866-886 Dt. 21/1/2021

From:-

Executive Director (Personnel)
HPSEBL Vidyut Bhawan,
Shimla-4.

To

1. All the Chief Engineers,
In HPSEB Ltd.
2. ✓ The S.E (IT) HPSEBL,
Shimla for uploading,
the HPSEBL Website.
3. All the Dy. /Under Secretaries,
In Board Secretariat HPSEBL,
Shimla.

Subject:- Implementation of Sexual Harassment of Women at Work Place
(Prevention, Prohibition and Redressal) Act, 2013. Annual report of
internal Committees for the year 2020-2021.

Sir,

I am directed to refer to Director Women & Child Development Himachal Pradesh office letter No.14450-568 dated 20.12.2021 on the subject cited above.

Therefore, you are requested to furnish the requisite Annual Report regarding sexual harassment of women at work place for the year 2020-2021 in respect of your wing as a whole on prescribed proforma which is enclosed herewith immediately please.

"Treat It Most Urgent"

Yours faithfully,


(Rajneesh Sharma)
Under Secretary (R&E)
HPSEBL, Vidyut Bhawan,
Shimla-4.

No: - 6-10/87-Wel-WW-12-14450-568
Directorate of Women & Child Development
Himachal Pradesh, Shimla

To

1. All the Heads of the Departments
2. All the MDs of Boards and Corporations
3. All the Vice Chancellors of Universities in Himachal Pradesh.

Dated 20/12/21 Shimla-1,

Implementation of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013

Subject: -

Sir/Madam,

Kindly refer to this office No- WCD/SH-3/2019-Instruction dated 22/3-2021 on the subject cited above vide which it has been requested that **Internal Committees** may be reconstituted in case the Chairperson or members are transferred and trainings may be provided to the chairperson/members(copy enclosed for ready reference).

In this context, it is requested that **consolidated annual report of Internal Committees (ICs)** for the year 2020-21 by the Department/ Board/ Corporation/Universities may kindly be provided to this Directorate on the following prescribed format :

1. **Details of Internal Committees (ICs) constituted under the Act (copy of notification/notifications may also be enclosed):**

S N	Name of the Districts	ICs Established Y/N	Name of Chairperson and members alongwith Official address and contact details

2. **Details of cases registered under the Act:**

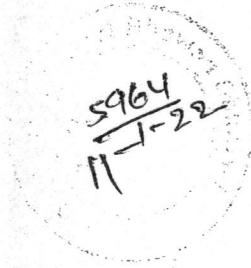
S. No.	Name of the District	Total number of complaints received	Number of cases disposed off	No of cases pending more than 90 days

Yours sincerely,


(Rakhil Kahlon)

Director,
Women & Child Development
Himachal Pradesh.

R&E Dairy No. 1675
Dated 14.01.2022



MD
ED(P)
#USCR(E)
1022
S/C R+E
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S-FF
ED
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No. WCD/SH-3/2019-POSH - 25931-25942,
Directorate of Women and Child Development,
Himachal Pradesh, Shimla-1.

To

All the Deputy Commissioners
in Himachal Pradesh.

Dated: 27/03/2021 Shimla-1.

Subject:

**The Sexual Harassment of Women at Workplace (Prevention,
Prohibition and Redressal) Act, 2013**

Madam/ Sir,

It is informed that Dr. Rajuben. L. Desai, Hon'ble Member, National Women Commission during her visit to Shimla has raised some issues regarding no or less training session for chairperson and members and display of constitution of Local Complaint Committees (LCCs) at prominent place of the respective offices under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Directorate of WCD has also taken-up these issues with the District from time to time also. The section 19 (and Rule 13 and 14) of the Sexual harassment Act, 2013 depicts that employer shall:

- (a) Formulate and widely disseminate an internal policy or charter or resolution or declaration for prohibition, prevention and redressal of sexual harassment at workplace intended to promote gender sensitive safe space and remove underlying factors that contribute towards a hostile work environment against women;
- (b) Carry out orientation programmes and seminars for the members of the internal and local complaint committees;
- (c) Carry out employee awareness programmes and create forum for dialogues;
- (d) Conduct capacity building and skill building programmes for the members of the internal committee and local complaint committees;
- (e) Declare the names and contact details of all the members of the internal committee and local complaint committees on notice board;

The internal and local complaint committees may be reconstituted in case the Chairperson or members are transferred. Further, the constitution of LCCs may be displayed at prominent places. The training session for chairperson and members of LCCs may be conducted to generate awareness about their roles and responsibilities under POSH Act.

Further, it is also informed that the Govt of India has also formulated Sexual Harassment electronic Box (SHe-Box) to provide a single window access to every woman, irrespective of her work status, whether working in organised or unorganised, private or public sector, to facilitate the registration of complaint related to sexual harassment. Therefore, any woman facing sexual harassment at workplace can register their complaint through this portal: <http://www.shebox.nic.in>. User name and password have already been shared with the District

It is also informed that as per Chapter III section 6(2) under the said Act, the District Officer shall designate one nodal officers in every block, taluka and Tehsil in rural or tribal area and ward or municipality in the urban area to receive complaints. It is therefore, requested that nodal officers may also be notified in the above mentioned areas as per the provisions of the Act please.

Yours faithfully,



Director,

Women and Child Development,
Himachal Pradesh.

Dated Shimla-1. 28/03/2021

Endst. No. Even - 25943-25956
Copy to:

1. The Additional Chief Secretary (SJ&E) to the Government of H.P. for information please.
2. The Member Secretary, State Women Commission, Himrus Bhawan, Near Himland, Shimla-1
3. All the District Programme Officers, Women & Child Development for information and necessary action.



Director,