

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

Registered office Vidyut Bhawan, HPSEBL, Shimla-171004(H.P)
Number (CIN) U40109HP2009SGC031255
GST No: HPSEBL 02 AACCH4894EHZB
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No. HPSEBL (SECTT)/R&E/Sexual Harassment/2024-25:-2576-34 Dated:- 12.08.24
To,

All Chief Engineers,
(i.c)MD BVPCL, HPSEBL.

Subject:- Regarding Civil Appeal No. 2482 of 2014 Aureliano Vs. State of Goa and others in the Supreme Court of India and Writ petition(Civil) No. 1224 of 2017 Initiative for inclusion Foundation & Anr Vs Union of India & Ors thereof.

Sir,

Your kind attention is invited towards the letter No.WCD-H(F)-28/2023-Court-9303-9400 dated 22.07.2024 even no. 13.06.2023 vide which action taken report of directives in the Civil Appeal No. 2482 of 2014 of the Hon'ble Supreme Court of India had been sought. Now in the Writ Petition (Civil) No. 1224 of 2017 Initiative for inclusion Foundation & Anr Vs Union of India & Ors, the Hon'ble Supreme Court of India has again issued directions for implementing the provisions of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act,2013.

Now we may requesting to nominate the Nodal Officers under their Jurisdictions and to provided the details (phone, address and email) along with district wise chart of the nodal officers and their contact in respect of yours Zones/Wings, so that it could be uploaded in official website of HPSEBL as desired by the Director of Women and Child Development. It is requested that the action taken report of the directives of the Hon'ble Supreme Court of India may kindly be provided on the prescribed format enclosed as (Annexure A) to this office within a week time positively.

This is for your kind information and take further necessary action accordingly please.

DA:- As above.

Yours faithfully,

(Manoj Kumar)
Executive Director (Per.),
HPSEBL, Vidyut Bhawan,
Shimla-4.

Copy is forwarded to Director Women and Child Development Himachal Pradesh Shimla-1 for information with reference to his office above referred letter please.

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

Reminder-1
MOST URGENT
COURT MATTER

No: WCD-H(D)-28/2014-Court,
Directorate of Women and Child Development,
Himachal Pradesh, Shimla-1

From

The Director
Women & Child Development
Himachal Pradesh

To

1. All Head of the Departments
2. All MDs of Boards and Corporations
3. All Secretary of the Commissions
4. All Registrar of Universities
5. The Member Secretary, HP State Legal Services Authority, Shimla-9

Dated: 22/11/24 Shimla-5.

Subject:

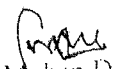
Regarding Civil Appeal No. 2482 of 2014) Aureliano Vs. State of Goa and others in the Supreme Court of India and Writ petition(Civil) No. 1224 of 2017 Initiative for inclusion Foundation & Anr Vs Union of India & Ors thereof.

Madam/ Sir,

Kindly refer to this office letter of even no. 13-6-2023 and 14-11-2023 vide which action taken report of directives in the Civil Appeal No. 2482 of 2014 of the Hon'ble Supreme court of India had been sought. Now in the Writ petition(Civil) No. 1224 of 2017 Initiative for inclusion Foundation & Anr Vs Union of India & Ors, the Hon'ble Supreme Court of India has again issued directions for implementing the provisions of the Sexual Harassment at Workplace(Prevention, Prohibition and Redressal) Act, 2013.

It is again requested that the action taken report of the directives of the Hon'ble Supreme Court of India may kindly be provided to this office on the format enclosed by 29-7-2024 positively.

Yours faithfully,


(Mohan Datt)
Additional Director,
Women and Child Development,
Himachal Pradesh.

R & E Dally No. 48
30-7-24

Directions/ Judgment passed by Hon'ble Court	Action to be taken	Annexure-A Detail of action taken by the organization on the direction of Hon'ble Court
B I Appointment of Public Authorities Thereafter, a circular/bulletin containing names of all district officers, and their contact details (phone, address, and email), along with a district wise chart of the various nodal officers and their contact details, must be uploaded on the department's website (or in the absence of one, on the main State government website) in a conspicuous location, along with a compiled version of the Act, Rules, and simple charts/explainers on the basics of the Act, within 6 weeks from the date of this judgment.	Contact details (phone, address, and email), along with a district wise chart of the various nodal officers and their contact to be uploaded in official website of District alongwith with a compiled version of the Act, Rules, and simple charts/explainers	
II The directions (iv) and (v) passed in <i>Aureliano Fernandes v. State of Goa & Ors.</i> ²⁸ (supra) cover specifically the direction to authorities, management and employers to familiarize the members of the ICCs and LCs of their duties and detailed step-wise manner in which an enquiry ought to be conducted on receiving a complaint of sexual harassment; conduct orientation programmes, workshops, seminars, awareness programmes, etc. and to educate women employees and women groups about the Act, Rules, and regulations are reiterated. The modules prepared by NALSA [as per direction (vi) in <i>Aureliano Fernandes</i>] to conduct workshops and organize awareness programmes to sensitise authorities, managements, employers could be used in this regard	Matter may be taken-up District Legal Services Authorities (detail at Annexure-B) to conduct orientation programmes, workshops, seminars, awareness programmes, etc.	
III It is relevant to add here that the Ministry of Women and Child Development, Government of India, has prepared a Handbook for implementation of POSH Act, which serves as a useful guide for not just employees seeking information, but also more pertinently those who are nominated or appointed as members of the ICs. It is hereby directed that a targeted effort be made to share this information with employers who constitute their own ICCs. (https://wcd.nic.in/act/handbook-sexual-harassment-women-workplace ; https://wcd.nic.in/sites/default/files/SASTM-Training%20Module%20To%20be%20uploaded.pdf)	A targeted effort to be made to share this information with employers who constitute their own ICCs.	
IV Directions are hereby made to hospitals, nursing homes, sports institutes, stadiums, sports complex, or competition or games venues (as defined in Section 2(o)(iii) and (iv)) to establish ICs and report compliance as per the duties under this Act.	Constitution of Internal Committee in hospitals, nursing homes, sports institutes, stadiums, sports complex, or competition or games venues.	

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MOST URGENT
COURT MATTER

No: WCD-H(F)-28/2023-Court. - 8811 - 8890
Directorate of Women and Child Development,
Himachal Pradesh, Shimla-1.

To

1. All the Head of the Departments
2. All the M.Ds of Boards and Corporations
3. All the Vice Chancellors of Universities
4. All the Deputy Commissioners
in Himachal Pradesh.

Dated: 13/6/23 Shimla-1.

19/6/23
MD(HRSEB)
Subject:

Regarding the CIVIL APPEAL NO. 2482 of 2014 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Madam/ Sir,

On the forgoing subject it is submitted that in the CIVIL APPEAL NO. 2482 of 2014 of the Hon'ble Supreme court of India, the following directions have been issued by the SUPREME COURT OF INDIA to all States/UTs:

- (i) All the State Governments are directed to undertake a time bound exercise to verify as to whether all the concerned Ministries, Departments, Government organizations, authorities, Public Sector Undertakings, institutions, bodies, etc. have constituted LCs/ICs, and that the composition of the said Committees are strictly in terms of the provisions of the PoSH Act, 2013.
- (ii) It shall be ensured that necessary information regarding the constitution and composition of the ICCs/ LCs/ ICs, details of the e-mail IDs and contact numbers of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the concerned Authority/Functionary/Organisation/Institution/Body, as the case may be. The information furnished shall also be updated from time to time.
- (iii) A similar exercise shall be undertaken by all the Statutory bodies of professionals at the Apex level and the State level (including those regulating doctors, lawyers, architects, chartered accountants, cost accountants, engineers, bankers and other professionals), by Universities, colleges, Training Centres and educational institutions and by government and private hospitals/nursing homes.
- (iv) Immediate and effective steps shall be taken by the authorities/managements/employers to familiarize members of the ICCs/LCs/ICs with their duties and the manner in which an inquiry ought to be conducted on receiving a complaint of sexual harassment at the workplace, from the point when the complaint is received, till the inquiry is finally concluded and the Report submitted.
- (v) The authorities/management/employers shall regularly conduct orientation programmes, workshops, seminars and awareness programmes to upskill members

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- of the LCs/ICs and to educate women employees and women's groups about the provisions of the Act, the Rules and relevant regulations.
- (vi) State Legal Services Authorities (SLSAs) shall develop modules to conduct workshops and organize awareness programmes to sensitize authorities/managements/employers, employees and adolescent groups with the provisions of the Act, which shall be included in their annual calendar.
- (vii) State Judicial Academies shall include in their annual calendars, orientation programmes, seminars and workshops for capacity building of members of the LCs/ICs established in the High Courts and District Courts and for drafting Standard Operating Procedures (SOPs) to conduct an inquiry under the Act and Rules.

It is therefore, requested that the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 may kindly be implemented strictly as per the provisions of the Act in your offices and the same is made available to all the field offices of your department in the State so that female employees of your department/organization could approach the Chairperson/ District Officers/Nodal Officers of the committee for redressal of the complains /grievances if any. The directives (i to vii) may kindly be implemented and action taken thereof may be conveyed to this office for filing of the affidavit for reporting compliance on priority please.

Yours faithfully,


(Ekta Kapta)
Additional Director,

Women and Child Development,
Himachal Pradesh.

Dated Shimla-1.

13/6/23

Endst. No. Even

8891

Copy to

The Secretary (SJ&E) to the Government of H.P. for information please.


Additional Director,
Women and Child Development,
Himachal Pradesh.

MOST URGENT
COURT MATTER

No: WCD-H(F)-28/2023-Court. -8892-8970
Directorate of Women and Child Development,
Himachal Pradesh, Shimla-1.

To

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

Dated: 13/6/23 Shimla-1.

Subject:

Regarding the CIVIL APPEAL NO. 2482 of 2014 of the Sexual
Harassment of Women at Workplace (Prevention, Prohibition and
Redressal) Act, 2013

Madam/ Sir,

On the forgoing subject it is submitted that in the CIVIL APPEAL NO. 2482 of 2014 of the Hon'ble Supreme court of India, the State has to file affidavit under PoSH Act, 2013. It is therefore, conveyed that the copy of the latest notification of the Internal Committee is required for filing of affidavits as per table given below:

Details of Internal Committees (ICs) constituted under the Act

Name of Deptt/ Boards / Corporations/Universities	ICs Established Y/N	Copy of the latest notification notification of IC committee may be enclosed

The requisite information may kindly be communicated to this
office latest by 17-6-2023 on email : wcd-hp@nic.in.

Yours faithfully,

(Ekta Kapta)

Additional Director,

Women and Child Development,
Himachal Pradesh.