To
All ACC(HQ)/ACC(Zones), Director(PDNASS),
All RPFC/OIC in-charge of RO/ZTI/ASD-HO/DO.

विषय: Internal Complaints Committee (ICC) under Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal ) Act, 2013.

संदर्भ: (i) Circular No.HR/AVS/II/NZ/75/I.GHC&WH/2013/4997 dated 29.05.2014.

Madam/Sir,

Attention is invited to above referred circulars dated 29.05.2014 and 08.07.2019 issued by Head
Office with direction to constitute Internal Complaints Committee as per the provisions of the Sexual
Harassment of Women at Workplace (Prevention, Prohibition and Redressal ) Act, 2013. Reference was
also made to Section 26 of the said Act wherein it is stipulated that if the employer fails to constitute an
Internal Committee, he shall be punishable with fine which may extend to Rs.50,000/- in the first instance.

2. However, confirmation has been received from only certain offices regarding constitution of the
Committee as per provisions of the 2013 Act ibid.

3. Therefore, it is again requested to constitute Internal Complaints Committee, if not already done,
strictly in accordance with the provisions of the 2013 Act and send compliance report within 15 days of
issue of this circular.

Yours faithfully,

(Your Name)

(उमा मंडल)
अपर केंद्रीय भ.नि. आयुक्त (मा.सं.प्र)