

**Minutes of the Meeting of the Complaints Committee on Sexual Harassment held on October 13, 2015 at 3.00 PM in Room No. 109, C-Wing, Shastri Bhawan, New Delhi, under the Chairpersonship of Joint Secretary(HE) & Chairperson of the Complaints Committee.**

-----

The 13<sup>th</sup> Meeting of the Committee on Sexual Harassment of Ministry of Human Resource Development was held on 13.10.2015 in the Chamber of Ms. Ishita Roy, Joint Secretary(HE) & Chairperson of the Committee. The Meeting was attended by Ms. Joyti Pahwa, Under Secretary, Department of School Education & Literacy as a Member and Dr. (Mrs.) Reny Jacob, Social Activist as a Member and Mr. Vijay Kumar, Under Secretary (Vig) as Member Secretary. List of the participants is at **Annexure-I**.

2. At the outset, Joint Secretary(HE) & Chairperson welcomed all the participants of the Meeting.

3. The Committee noted that no complaint of sexual harassment against any officers of the Ministry of Human Resource Development (MHRD) has been received.

4. The Committee emphasized that in order to create awareness and continuous sensitization for the employees, it is essential to put up banners/posters/notices in conspicuous places in the workplace defining sexual harassment, and also about the composition and contact information of the members of the Complaints Committee. This can be done through fixing attractive posters/banners around the offices and especially at places where the employees will obviously read the posters/banners, for examples, in rooms, near cafeteria, water cooler, coffee machines, washrooms, photocopier machines, etc. The matter to be printed on the banners/posters is at **Annexure-II**.

5. The Committee also emphasized that (i) "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013", (ii) Constitution of the Committee, and (iii) details of the Members of the Complaints Committee such as name, phone number, address etc., needs to be uploaded on MHRD portal at a prominent place. Also, from now onwards the Minutes of the Complaints Committee Meeting will be uploaded in the MHRD portal.

6. The Committee stressed the need to increase awareness amongst the employees on how the rules have been amended to prevent instances of harassment of women employees. The Committee favoured inclusion of this subject in training programmes run by ISTM and more and more employees need to be put through gender sensitization programmes. The Chairperson desired that a letter from her to

the Director, ISTM, regarding conducting of gender sensitization programme for the employees of MHRD, should be written.

7. The Chairperson expressed her thanks to all participants and the members agreed that the Committee will meet every quarter on a regular basis or earlier, if need be.

8. The meeting ended with vote of thanks to the Chair.

\* \* \* \* \*

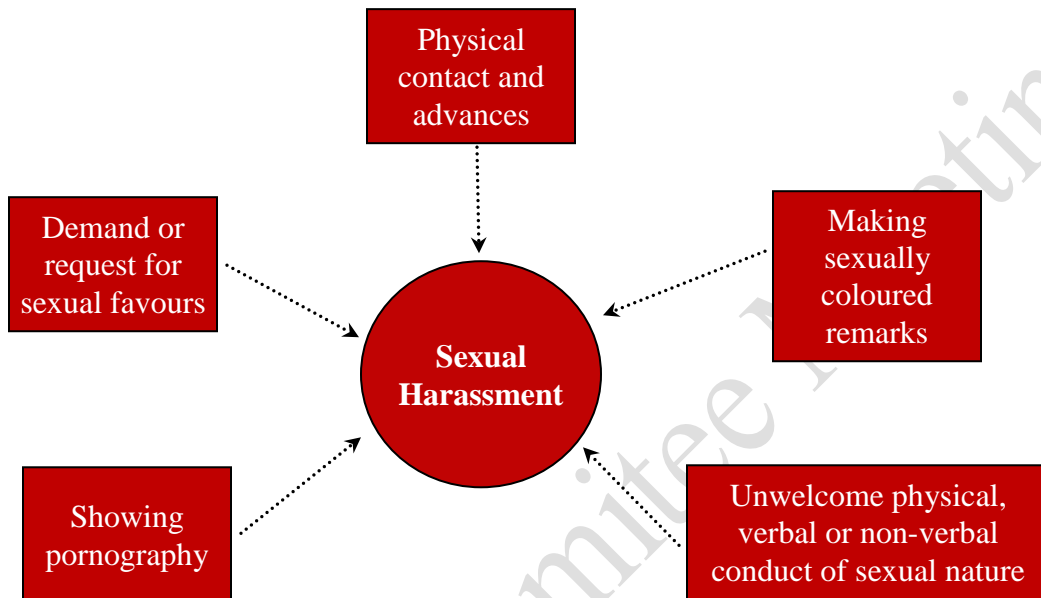
**List of Participants**

1. Ms. Ishita Roy, Joint Secretary (HE), D/o HE – Chairperson
2. Ms. Joyti Pahwa, Under Secretary, D/o SE&L – Member
3. Dr. (Mrs.) Reny Jacob, Social Activist – Member
4. Mr. Vijay Kumar, Under Secretary (Vig), D/o HE – Member Secretary

In attendance

1. Mrs. Bhuvaneswari Umashankar, Assistant

**"Sexual Harassment" under the new law**



**Circumstances Considered as Sexual Harassment**

- Implied/explicit promise of preferential treatment in employment
- Implied/explicit threat of detrimental treatment in employment
- Implied/explicit threat about her present or future employment status; or
- interference with her work or creating an intimidating/offensive/hostile work environment for her; or
- humiliating treatment likely to affect her health or safety

## **Annexure-II**

“Sexual harassment” at workplace includes any one or more of the following acts or behaviour, (whether directly or by implication), namely:-

- (i) physical contact and advances; or
- (ii) demand or request for sexual favours; or
- (iii) sexually coloured remarks; or
- (iv) showing any pornography; or
- (v) any other unwelcoming physical, verbal, non-verbal conduct of a sexual nature.

The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:-

- (i) implied or explicit promise of preferential treatment in employment; or
- (ii) implied or explicit threat of detrimental treatment in employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

\* \* \* \* \*