



भारत सरकार

Government of India

कौशल विकास एवं उद्यमशीलता मंत्रालय

Ministry of Skill Development & Entrepreneurship

प्रशिक्षण महानिदेशालय / Directorate General of Training

राष्ट्रीय कौशल प्रशिक्षण संस्थान / National Skill Training Institute

राजकीय पॉलिटेक्निक परिसर, आदित्यपुर / Govt. Polytechnic Campus, Adityapur

जमशेदपुर, झारखण्ड - 832109 / Jamshedpur, Jharkhand - 832109

दूरभाष : 0657-2383470 / 2383461 / Tele.: 0657-2383470/2383461

Website: nstijamshedpur.dgt.gov.in

Email: nsti-jamshedpur@dgt.gov.in

No. D-33014/1/NSTI-JSR/2022/(E-55623) 635

Dated: 21.12.2023

OFFICE MEMORANDUM

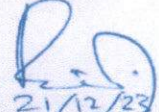
Sub: Reconstitution of Internal Complaints Committee against Sexual Harassment of Women at Workplace in the National Skill Training Institute, Jamshedpur - reg

In compliance with guidelines on sexual Harassment cases of working women issued in the light of judgement of Hon'ble Supreme Court in the Writ Petition No. 666-70 of 1992 (Vishaka & others Vs. State of Rajasthan cases), the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted wherein it was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women. Accordingly, in pursuance of direction conveyed vide email dated 19.12.2023 02:25 PM received from DGT, Establishment-II Section, New Delhi, it has been decided to constitute Internal Complaints Committee (ICC) in this Institute with the complaints of sexual harassment of women at work place with following composition:

| Sl. No. | Name of Members | Position |
|---------|---|-------------|
| 1. | Shri B. K. Singha, HOD, Mob. 9051743818, Email: rdsde-jhr-msde@gov.in | Chairperson |
| 2. | Dr. Binod Kumar Dubey, Joint Director/HOO, Mob. 8986624847, Email: nsti-jamshedpur@dgt.gov.in | Member |
| 3. | Shri P. K. Madavi, Deputy Director, Mob. 6289174452, Email: pk.madavi@gov.in | Member |
| 4. | Shri Gopal Jee, ASK, Mob. 9430113008, Email: gopal.jee67@dgt.gov.in | Member |

Contd.P/2

2. The committee will consider the complaints from women employee of this Institute only relating to sexual harassment. The work "Sexual Harassment" will include such unwelcome sexually determined behavior, whether directly or otherwise such as;
- I. Physical contact and advance;
 - II. Demand or request for sexual favours;
 - III. Sexually coloured remarks;
 - IV. Showing any pornography; or
 - V. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
3. The committee will provide, where necessary, a special counselor or other support service including maintenance of confidentiality of the complaints and ensure time bound treatment and Redressal of complaints made by women employees.
4. The guidelines of Supreme Court in this regard as issued vide DOPT's O.M. dated 13.02.1998 are enclosed for the use of Members of the Committee.
5. As per guidelines, the Committee shall meet at least once in every quarter even if no live case is available, to review the preparedness and fulfill the requirements of the apex Court's judgment in Vishaka case. The committee shall be responsible for appropriate action in this regard.


21/12/23
(B. K. Singha)
Regional Director/HOD

Encl: Supreme Court guidelines as issued by DOPT vide OM dated 13.02.1998

Copy to:

1. All Members of the Committee
2. All Sections of NSTI, Jamshedpur - 832109.
3. Notice Board, Office / Workshop.
4. Institute's Website.