

**OFFICE OF THE DIRECTOR OF HIGHER AND TECHNICAL EDUCATION
MEGHALAYA :: :: :: :: SHILLONG**

No. DHTE / ESTT / MISC / 42 / 2019 / 99

Dated Shillong, the 11th September, 2023

From: Smti. A. Ali (Nagi),
Addl. Director of Higher & Technical Education (T),
Meghalaya, Shillong.

To,

1. All Registrar (Universities),

2. All Principal (Colleges/Polytechnics),

Sub: Compliance to Judgement Dated 12.05.2023 passed by the Hon'ble supreme Court in Civil Appeal No.2482/2014 – Effective Implementation of the Sexual Harassment Act-Regarding.

Sir/Madam,

With reference to the subject cited above, I am to forward herewith the letter No. Dev.35(II)3/SHW(C)/2017/Vol.I/86, dated.5th September, 2023 alongwith enclosures received from the Deputy Commissioner (Dev), East Khasi Hills District, Shillong which is self explanatory for favour of your information and necessary action.

Further, you are requested to submit the status report directly to Deputy Commissioner (Dev), East Khasi Hills District, Shillong with a copy to the undersigned.

Yours faithfully,

(Encl:- As Stated)


Addl. Director of Higher & Technical Education (T),
Meghalaya :: :: :: :: Shillong.

Memo No. DHTE / ESTT / MISC / 42 / 2019 / 99 - 'A'

Dated Shillong, the 11th September, 2023

Copy to:-

1. The Deputy Commissioner (Dev), East Khasi Hills District, Shillong for information.
2. The Joint Secretary to the Govt. of Meghalaya, Social Welfare Department for information.
3. The Deputy Secretary to the Govt. of Meghalaya, Personnel & A.R. (A) Department for information.
4. The Director of Social Welfare, Meghalaya, Shillong for information.

Addl. Director of Higher & Technical Education (T),
Meghalaya :: :: :: :: Shillong.

**GOVERNMENT OF MEGHALAYA
OFFICE OF THE DEPUTY COMMISSIONER: EAST KHASI HILLS DISTRICT
SHILLONG**

No.Dev.35(II)3/SHW(C)/2017/Vol I/86

Dated Shillong, the 05th September, 2023.

To,

✓ The Director of Higher & Technical Education,
Meghalaya, Shillong.

The District School Education Officer,
East Khasi Hills District, Shillong.

Subject: - Compliance to Judgment Dated 12.05.2023 passed by the Hon'ble Supreme Court in Civil Appeal No.2482/2014 – Effective Implementation of the Sexual Harassment Act - regarding.

Sir/Madam,

With reference to subject cited above, please find enclosed herewith Govt Letters No.PER.38/2023/72 dt 31.08.2023 received from The Deputy Secretary to the Govt. of Meghalaya, Personnel & A.R. (A) Department.

In this connection, you are requested to kindly ensure constitution of Internal Complaint Committee (ICC) under the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013" in Universities, Colleges, Training Centre and Educational Institutions located in East Khasi Hills in due compliance to Directives in **Paras 77 (ii) & (iii)** of Judgement Dated 25.08.2023 passed by Hon'ble Supreme Court in Civil Appeal No.2482/2014.

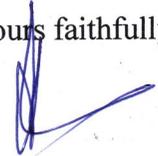
An extract of the concerned Directives passed by Hon'ble Supreme Court is enclosed herewith for your reference

A status report may kindly be provided to this office within 3 (three) working days upon receipt of this Letter for onward transmission to Government.

This is for favour of your information and necessary action.

Enclosed: As stated

Yours faithfully,


Deputy Commissioner (Dev),
East Khasi Hills District,
Shillong.

Memo.No.Dev.35(II)3/SHW(C)/2017/Vol I/86-A
Copy to: -

Dated Shillong, the 05th September, 2023.

1. The Joint Secretary to the Govt. of Meghalaya, Social Welfare Department, for favour of information.
2. The Deputy Secretary to the Govt. of Meghalaya, Personnel & A.R.(A) Department w.r.t. Letter No. PER.38/2023/72 dt; 31.08.2023
3. The Director of Social Welfare, Meghalaya, Shillong

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Deputy Commissioner (Dev),
East Khasi Hills District,
Shillong.

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76. However salutary this enactment may be, it will never succeed in providing dignity and respect that women deserve at the workplace unless and until there is strict adherence to the enforcement regime and a proactive approach by all the State and non-State actors. If the working environment continues to remain hostile, insensitive and unresponsive to the needs of women employees, then the Act will remain an empty formality. If the authorities/managements/employers cannot assure them a safe and secure work place, they will fear stepping out of their homes to make a dignified living and exploit their talent and skills to the hilt. It is, therefore, time for the Union Government and the State Governments to take affirmative action and make sure that the altruistic object behind enacting the PoSH Act is achieved in real terms.

O. DIRECTIONS

77. To fulfil the promise that the PoSH Act holds out to working women all over the country, it is deemed appropriate to issue the following directions :

(i) The Union of India, all State Governments and Union Territories are directed to undertake a timebound exercise to verify as to whether all the concerned Ministries, Departments, Government organizations, authorities, Public Sector Undertakings, institutions, bodies, etc. have constituted ICCs/LCs/ICs, as the case

may be and that the composition of the said Committees are strictly in terms of the provisions of the PoSH Act.

- (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.

"HASTY"

"PRIORITY"

COURT MATTER
MOST URGENT

No.PER.38/2023/72
Government of Meghalaya
Personnel & A.R.(A) Department

Dated: Shillong, the 31st August, 2023

From : Shri. C. Diengdoh,
Deputy Secretary to the Govt. of Meghalaya.

To : The Deputy Commissioner, East Khasi Hills/West Khasi Hills/South West Khasi Hills/Eastern West Khasi Hills/Ri-Bhoi/West Jaintia Hills/East Jaintia Hills/West Garo Hills/North Garo Hills/East Garo Hills/South West Garo Hills/South Garo Hills District

Subject : Compliance to Judgement Dated 12.05.2023 passed by the Hon'ble Supreme Court in Civil Appeal No.2482/2014 – Effective Implementation of the Sexual Harassment Act - Regarding

Sir/Madam,

With reference to the subject cited above, I am directed to forward herewith a copy of Letter No.SW (S)54/98/1044, dtd. 25.08.2023, from Social Welfare Department, along with its enclosures including a copy of the above-mentioned Judgement of the Hon'ble Supreme Court in C.A. No.2482/2014, for favour of your information and urgent necessary action on the directions issued by the Hon'ble Court at Paras 77 (i),(ii),(iii), (iv) & (v).

An 'Action Taken Report' on compliances to the said directions may be urgently furnished for further necessary action from this end.

This has the approval of the Competent Authority.

Yours faithfully,

Deputy Secretary to the Govt. of Meghalaya,
Personnel & A.R.(A) Department

Memo.No.PER.38/2023/72-A,

Copy to:-

The Joint Secretary to the Govt. of Meghalaya, Social Welfare Department, for information.

Dated: Shillong, the 31st August, 2023.

By order, etc.,

OFFICE OF DEPUTY COMMISSIONER
WEST KHASI HILLS DISTRICT, SHILLONG

Recd. No. 2642

Date 31/8/23

Deputy Secretary to the Govt. of Meghalaya,
Personnel & A.R.(A) Department

48A

**URGENT
COURT MATTER**

**GOVERNMENT OF MEGHALAYA
SOCIAL WELFARE DEPARTMENT**

No. SW(S) 54/98/1044

Dated Shillong, the 25th August, 2023

From; Smti. S.B. Marak, MCS
Joint Secretary to the Govt. of Meghalaya,
Social Welfare Department.

To,

All Administrative Departments.

Sub: Judgement dated 12.05.2023 passed by the Hon'ble Supreme Court
in Civil Appeal No. 2482/2014.

Sir/Madam,

I am directed to forward herewith a copy of D.O. No. 16/3/2023-WW, dated 14th August, 2023 along with a copy of the Judgement dated 12.05.2023 passed by the Hon'ble Supreme Court in Civil Appeal No. 2482/2014 received from the Secretary to the Govt. of India, Ministry of Women & Child Development which is self-explanatory for information and necessary action and to request you for compliance of the directions of the Hon'ble Supreme Court and to submit the Action Taken Report to this Department for informing the Ministry.

This has the approval of the '**Competent Authority**'.

Yours faithfully,


Joint Secretary to the Govt. of Meghalaya,
Social Welfare Department

Memo. No. SW(S) 54/98/1044-A, Dated Shillong, the 25th August, 2023
Copy to:-

The P.A. to the Commissioner & Secretary to the Govt. of Meghalaya,
Social Welfare Department for kind information of Commissioner & Secretary.

Personal & Adm. Reforms (A) Dept. of Social Welfare
By/For No. 78302/2023
Date 30/08/2023
Duty Officer TM

By order, etc.,

/

Joint Secretary to the Govt. of Meghalaya,
Social Welfare Department