

A TRUE TRANSLATION FROM MARATHI TO ENGLISH

URGENT

OFFICE OF THE DISTRICT WOMEN AND CHILDREN

DEVELOPMENT OFFICER

117, Opp. B.D.D. Chawl, In the vicinity of Dr. Ambedkar Hostel, Worli, Mumbai
– 400018

Fax No.: 022 – 24922484

E-mail: dwcdmcity@yahoo.com

Outward No.:

Dwbvams/kms@13/a/2019-2020/1610

Date: 23/3/2017

To,

All Office Chiefs,

Govt. / Semi Govt. / Private sector, Enterprises

Co.op. Societies, Sports complex, Halls, Malls,

Non Govt. Organizations, trusts, hospitals,

Welfare centres, sports organizations, commercial,

Educational, industrial offices, Mumbai City.

Sub.: In respect of appointing committee as per The Sexual Harrassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and rules dated 9.12.2013 at the place of work

Ref.:

1. At the place of work, The Sexual Harrassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013
2. Govt. Decision no. MKC / 2013 / matter no. 63 / MKK dated 19.6.2014

It is submitted with respect in the above said subject and reference that, at the place of work, the Sexual Harrassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013 and rules dated 9.12.2013, has been notified. Under this act, under section 4 (i) there is provision for appointing complaint committee. Under this act, in Chapter I of Section 2 as per the explanation mentioned at every Govt. / Semi Govt., office, organization, corporation, establishment, society branch, similarly, in private sector, organization or private undertaking / institute, enterprises, non Govt. Institutes, societies, trusts, producer, supplier and distributors and commercial place of sale,

industrial, educational, entertainment, industrial, health services or financial units, supplier of services, hospitals, welfare centres, sports, societies, halls, sports complex, etc. all such establishments / in offices, it is necessary to appoint committee. How to establish the committee is mentioned under The Sexual Harrassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and rules therein and as per Govt. Decision dated 19.6.2014, for your information, the same is attached. Therefore, in your establishment, if there are 10 or more than 10 workers, then appoint committee and in the prescribed format, the report of committee is to be submitted in this office immediately.

The Sexual Harrassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 at the place of work and U/s. 26 (i) (c) the appointment of committee if not done, then employer will be liable for the penalty of Rs. 50,000/- as it is the provision. Thereafter, if it is informed again and again even then, committee is not appointed, then whatever Govt. Machinery will be applicable according to that, the license of your office or the business for conducting further activities may be stopped, for which take note.

Therefore, as per the Act, appoint the committee in prescribed format and submit report in this office prior to 20.07.2019.

Encl.:

1. The Sexual Harrassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013
2. Govt. Decision no. MKC / 2013 / matter no. 63 / MKK dated 19.6.2014
3. Prescribed form A (Format of appointment of committee)

Sd/- not eligible
PRAVIN M. BHAVSAR
Mumbai City

Copy forwarded for information:

1. The Hon'ble Dy. Commissioner (Women Development, Women and Children Development Commissioner office), Pune.
2. The Hon'ble Divisional Dy. Commissioner, Women and Children Development, Konkan Division, Mulund, Mumbai