



Wadia Institute of Himalayan Geology, Dehradun
(An Autonomous Institution under Department of Science & Technology, Govt. of India)
33, GMS Road, Dehradun-248001

No. 18/365/2016-Estt.

Dated 12.02.2024

ORDER

Subject: Sexual harassment of Women Workers at Workplaces (Prevention, Prohibition and Redressal) Act-2013 – Internal Complaint Committee of WIHG.

In supersession of this office earlier order ibid No. Dated 29.05.2023 on the subject mentioned above, with the approval of the competent authority, the Internal Complaint Committee (ICC) in the Wadia Institute of Himalayan Geology (WIHG), Dehradun, is reconstituted with immediate effect as under with mandate given in para-2 below, till further order(s):

Sl. No.	Name and Designation	Telephone Numbers and Emails
1	Prof. Meenal Mishra, IGNOU, New Delhi (Presiding Officer)	9953984268 presidingofficericc@wihg.res.in
2	Dr. Koushik Sen Scientist 'E', WIHG (Member)	9837654307 koushik@wihg.res.in
3	Dr. Sameer Tiwari Scientist 'D', WIHG (Member)	9557626795 sameer@wihg.res.in
4	Dr. Hirelya Chauhan Scientist 'C', WIHG (Member)	9899808690 hirelya@wihg.res.in
5	Dr. Vandana, Scientist 'C', WIHG (Member)	9045684316 vandanaghangas@wihg.res.in

2. Mandate of the Committee:

- The Committee will function in terms of the judgment delivered by the Hon'ble Supreme Court in matter relating to sexual harassment in work place, which has since been included in the CCS (Conduct) Rules, 1964 as Rule 3 C.

- The Committee will review the programmes and monitor implementation of development schemes for women in accordance with the guidelines suggested by the National Commission for Women.
 - The Committee will look into all complaints of sexual harassment to prevent or deter the commission of acts of sexual harassment in terms of guidelines and norms laid by the Hon'ble Supreme Court in *Vishakha and Others versus the State of Rajasthan and Others* [(JT1997(7)SC 3847] and Sexual Harassment of Women Workers at Workplaces (Prevention, Prohibition and Redressal) Act, 2013 {SHWW (PPR) Act}.
 - The word “sexual harassment” includes any one or more of the following unwelcome acts or behaviour, whether directly or otherwise:
 - i). Physical contact and advances
 - ii). Demand or request for sexual favours
 - iii). Sexually coloured remarks
 - iv). Showing pornography
 - v). Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
 - DoPT's OM No. - 430/5/2012 - Estt. A, OM No.-13020/2/2016- Estt. (L) dated 14.07.2016 and OM No. 11012/5/2016-Estt. A- III dated 02.08.2016 may be referred to while dealing with the matter related to sexual harassment of women at work place.
3. The Chairperson and every Member of the Committee shall hold office for such period, not exceeding three years, from the date of their nomination.
4. The Non-official Member shall be paid such fees or allowances for holding the proceedings of ICC, by the employer as may be prescribed.

E. K. Srivastava
12-02-2024
(Administrative Officer)

Distribution:-

1. All concerned Officer.
2. All Activity-in-charge, WIHG.
3. PA to Director, WIHG for information of the Director.
4. PA to Registrar, WIHG for information of the Registrar.
5. Assistant Finance & Accounts Officer, WIHG.
6. All Notice Boards, WIHG/Website of the Institute.
7. Guard File.