

GOVERNMENT OF ASSAM  
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM  
KAHILIPARA \*\*\*\*\* GUWAHATI-19.

Dated Kahilipara the 1<sup>st</sup> October /2019.

No.PC/HE/Misc/106/2019/21

From : Smti. G. Phukan, ACS  
Director of Higher Education, Assam  
Kahilipara, Guwahati-19.

To, 1. The Registrar,  
Gauhati University, Guwahati/ Dibrugarh University, Dibrugarh/ Bodoland University,  
Kokrajhar/ Cotton University, Guwahati/ Kumar Bhaskar Varma Sanskrit & Ancient Studies  
University, Nalbari/ Bhattadev University, Bajali./Madhabdev University, Narayanpur/ Kabi  
Guru Rabindra Nath Tagore University, Hojai.  
✓2. The Principal (all),  
Govt. and Provincialised Colleges of Assam.

Sub: Regarding constitution of Internal Committee as per provision of Sexual Harassment of Women at  
Workshop (Prevention, Prohibition and Redressal) Act., 2013.

Ref. Govt. letter No.AHE.439/2018/18, dtd.12/09/2019.

Sir,

In inviting a reference to the Govt. letter on the subject cited above, I would like to request you to  
constitute Internal Committee in your institution as per provision of the Sexual Harassment of Women at  
Workplace(Prevention, Prohibition and redressal) Act,2013.

You are also requested to take necessary action as well as implementation of the recommendation at  
point No.3 of the letter D.O.No.WW-12016/2/2019-WW(II) enclosed herewith.

Yours Faithfully,

  
Director of Higher Education, Assam  
Kahilipara, Guwahati-19.  
Dated Kahilipara the 1<sup>st</sup> October /2019.

Memo No.PC/HE/Misc/106/2019/21-A

Copy to :-

1. The Joint Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.
2. Smti. Chinmoyee Talukdar, Deputy Director is entrusted as Nodal Officer and for Internal Committee of  
this Directorate.

Director of Higher Education, Assam  
Kahilipara, Guwahati-19

অসম চৰকাৰ  
Adminitrati



सत्यमेव जयते

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मंत्री  
महिला एवं बाल विकास और वस्त्र  
भारत सरकार  
नई दिल्ली

Minister  
Women & Child Development and Textiles  
Government of India  
New Delhi

Chief Minister  
Assam

OFFICE OF THE CHIEF MINISTER  
DISPUR  
252937/2019  
04/07/19

D.O. No. WW-12016/2/2019-WW (II)

17<sup>th</sup> June, 2019

HRP/SWD  
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Aadarniya Sarbananda Sonowal ji,

I would like to draw your kind attention to the importance of maximizing the participation of women in our country's economic activity in a conducive work environment. However, possibilities and fear of sexual harassment of women at workplace remains a concern till date.

2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 [The SH Act] had been brought in force six years ago to provide legal and administrative mechanism to deal with this menace. Under this Act, women, whether employed or not, who suffer sexual harassment at workplace, are all covered. All workplaces, including a dwelling place or a house and the places visited by an employee arising out of or during the course of her employment (including transportation provided by the employer for undertaking such journey), are covered. Further, all workplaces with ten or more employees are necessarily required to have Internal Committees and all districts are required to have Local Committees as prescribed in the Act. All districts are also necessarily mandated to be provided with notified District Officers who shall further designate nodal officers at sub-district levels to receive complaints under this Act. Widespread training, awareness and environment building initiatives are to be carried out. Discharge of prescribed duties by employers (in relation to providing of safe working environment for women at their workplaces) and for action/ outcome related disclosures (pertaining to this Act) by companies and employers, are to be ensured. And, most importantly, time bound support, inquiry and redressal for aggrieved women are to be ascertained.

3. Unfortunately, very often it has been observed that the implementation of the SH Act is lacking in many of the afore-mentioned critically important aspects. I would like to request you to kindly ensure its strong and effective implementation with special focus on the following issues:

- i. Constitution of Internal Committees or ICs at all workplaces by employers through written orders as per Section 4 of the Act.
- ii. Constitution of Local Committees or LCs in all districts to receive complaints from organizations having less than 10 workers or if the complaint is against employer himself, as prescribed u/s 6 & 7 of the Act.

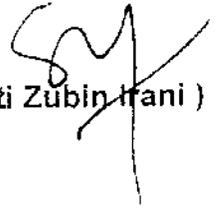
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- iii. Notification of District Officers u/s 5 and designation of nodal officers u/s 6(2) in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area all across your State.
- iv. Regular monitoring of the progress of action on the grievances under this Act.
- v. Ensuring display at conspicuous points in all workplaces of the penal consequences of sexual harassment of women at workplace and the details of LCs and related ICs/.
- vi. Ensuring extensive training, sensitization and awareness exercises for all stakeholders on regular and ongoing basis, including induction training for all new entrants to workforce.
- vii. Any other steps or approaches which you may consider required and suitable for achieving these goals.

I shall be grateful for your intervention and support towards effective implementation of The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 which I am sure will go a very long way in providing safe and secure workplaces to women and in promoting women empowerment in our country.

With regards.

Yours Sincerely

  
(Smriti Zubin Irani)

Shri Sarbananda Sonowal,  
Hon'ble Chief Minister of Assam,  
CM Block, Janata Bhawan,  
Dispur-781006