

No. 15011/168/2018-SC/ST-W

Government of India
Ministry of Home Affairs
Women Safety Division

2nd Floor, MDC National Stadium
India Gate, New Delhi
Dated: 12 Dec, 2018

1. The Chief Secretaries of all State Governments and UTs


2. Administrators of D&D, D&NH, Lakshadweep and Chandigarh.

Subject: Constitution of Internal Committee for Prevention Of Sexual Harassment at Work Place –reg

Sir/Madam,

I am directed to state that sexual harassment at workplace is a violation of women's right to gender equality, life and liberty. It creates an insecure and hostile work environment, which discourages women's participation in work, thereby adversely affecting their economic empowerment and the goal of inclusive growth.

2. To implement the directions passed by Apex Court in Vishaka v. State of Rajasthan & Ors. (JT 1997 (7) SC 384), Government of India (GOI) has enacted the Protection of Women from Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013, with the aim to provide safe and secure work environment to women. The Act upholds women's fundamental right to equality as guaranteed under Article 14 and 15 of the Constitution of India, right to live with dignity under Article 21 and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe working environment free from sexual harassment as provided under Article 19 (1) (g) of the Constitution.



3. The Act covers all women, irrespective of their age or employment status and protects them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized. The domestic workers are also included under the ambit of the Act.

4. In view of the above, the State Government / UT Administration is requested to look into this matter and issue suitable directions to police departments to ensure that Internal Complaint Committee (ICCs) under the Sexual Harassment at Work Place Act, 2013 are immediately constituted and notified to all the members of the police departments. The police authorities may also be advised to use the training material available on the website of the Ministry of Women and Child Development to sensitize their staff as well as members of the ICCs.

Yours faithfully,



(Sudhir Kumar Gupta)
Deputy Secretary to the Govt of India
Tel: 2307-5293

Copy to,

- 1. The Director General of Police of all States/UTs**
- 2. The Commissioner of Police in all States/UTs**
- 3. So (IT) for uploading in the website of MHA**