



Government of Goa

GENERAL ADMINISTRATION DEPARTMENT

Tel No: 0832-2419784/472

Secretariat, Porvorim, Goa -- 403521

Email - usga1-sect.goa@nic.in

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CIRCULAR

Sexual harassment results in violation of the fundamental right of woman to equality, right to life and to live with dignity and right to practice any profession. Protection against sexual harassment and right to work with dignity are universally recognized human rights. Thus, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has come into force from 23.04.2013 and the Rules have been notified on 09.12.2013. A copy of the Act and Rules is available at the website https://doe.gov.in/files/inline-documents/DoE_Prevention_sexual_harassment.pdf

In order to ensure a safe and secure working environment to women, effective implementation of the Act needs to be done.

All the Heads of Departments in the State/ Organizations/ Undertakings/ Industrial Establishments and Educational Institutions, are therefore, hereby requested to ensure constitution/ renewal of Internal Complaints Committee as mandated in the Act, with no further delay.

Also, a copy of the ICC Order issued is required to be sent to the Collector(North) and (South), being the Nodal Officer.


(Shreyas Dsilva)
Under Secretary(GA-I)

To,

1. The Director, Directorate of Women & Child Development, Panaji - Goa.
2. The Collector (North), Office of Collector (North), Panaji - Goa.
3. The Collector (South), Office of Collector (South), Margao - Goa.
4. All Heads of Departments/ Offices.
5. All Secretariat Departments,
6. All Autonomous Bodies/ Corporations,
7. The Labour Commissioner, Panaji.
8. Guard file.

With a request to ensure that the Internal Complaints Committees are constituted in all the Offices/ Organisations/ Undertakings/ Industrial Establishment/ Educational Institutions etc. under their administrative control, as mandated under the Act.