

No-EDN-U-(E-IV)/Sexual Harassment/2018/- 2117-18  
Office of the Deputy Director of Higher Education  
Una District Una (HP) Tel: 01975223850  
Email: [ddheuna@rediffmail.com](mailto:ddheuna@rediffmail.com)  
Dated: Una the 04-08-23

To

**The All the Principals/Headmasters  
Of Govt/Private Sen.Sec.School/High School in Una District**


Subject-

Implementation of (ICC) under sexual Harassment of Women at Workplace ( Preventing, Prohibition and Redressal (POSH) Act, 2013 in Schools/ Coaching Institutions-reg.

Memo:


With reference to the Worthy Deputy Commissioner office letter no. DCU/MA-I/SH (Women)/2022-6515-18 dated 24-07-23 on the subject cited above.

In this regard, you are directed to constitute Internal Complaint Committee (ICC) in your institution under sexual Harassment of women at workplace (Preventing, Prohibition and Redressal (POSH) Act, 2013 , as per the direction of National Commission for women ( Copy of the same is enclosed for your ready reference).

  
Deputy Director Higher Education,  
Una District Una (HP)

Copy to: -

1. The Deputy Commissioner Una District Una for information please.
2. The District Programme Officer (ICDS) Una for information please.

  
Deputy Director Higher Education,  
Una District Una (HP)

**Office of the Deputy Commissioner Una District Una (H.P.)**

e-mail [misc-una-hp@nic.in](mailto:misc-una-hp@nic.in) PhNo. 01975-223213

No.DCU/MA-I/SH(Women)/2022- 6515-18

To.

- ✓ 1. The Deputy Director of Higher Education Una (H.P.)
2. The Deputy Director of Elementary Education Una (H.P.)
3. The Principal, DIET Una.

Dated Una, the

27<sup>th</sup> July, 2023


**Subject:- Implementation of (ICC) under Sexual Harassment of Women at Workplace ( Prevention, Prohibition and Redressal) (POSH)Act,2013 in Schools/Coaching Institutions-reg.**

Sir,

Reference is made to the National Commission for Women office letter No. DOWCD/E/2022/03298 dated 18.07.2023 on the subject cited above. A copy of same is enclosed for your ready reference.

In this regards, it is intimated that National Commission for Women requested to ensure that all schools( government, aided, or private) and coaching institutions in your jurisdiction are made fully compliant with the POSH Act and have functional ICs in place.


Therefore, you are requested to constitute ICC as per the direction of National Commission for Women and submit report to the District Programme Officer(IDCS) Una under intimation to this office.

  
Assistant Commissioner to  
Deputy Commissioner  
Una District Una (H.P.)

Dated .07.2023

Endst No. As above

A copy is forwarded to DPO(ICDS) Una with remarks to ensure the compliance of above direction, monitor the progress and submit compliance report to the Commission as directed.

  
Assistant Commissioner to  
Deputy Commissioner  
Una District Una (H.P.)

E-IV

Res  
28/7/23

Easier saving paper than planting trees

DDHS





मीनाक्षी नेगी

MEENAKSHI NEGI

सदस्य सचिव

Member Secretary



सत्यमेव जयते

भारत सरकार  
राष्ट्रीय महिला आयोग  
प्लॉट नं. 21, जसोला इस्टीट्यूशनल एरिया  
नई दिल्ली-110 025

GOVERNMENT OF INDIA  
NATIONAL COMMISSION FOR WOMEN  
PLOT NO.-21, JASOLA INSTITUTIONAL AREA  
NEW DELHI-110 025  
Website : www.ncw.nic.in  
E-mail : ms-ncw@nic.in

File No. DOWCD/E/2022/03298

Dated, the 18<sup>th</sup> July, 2023

Dear Sir/Madam,

Subject: Setting up of Internal Complaints Committee (ICC) under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013 In Schools/ Coaching Institutions- reg.

The National Commission for Women (NCW) has a wide mandate of protecting, promoting and furthering the interests of women, and plays a crucial role in safeguarding the rights and dignity of women across the country. In this regard, the Commission would like to emphasize the importance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013. The Act makes it mandatory to set up Internal Complaints Committee (ICC) now renamed as the Internal Committee (IC), in all educational institutions, like schools, colleges, universities etc including coaching institutions.

2. It is imperative to ensure the effective implementation of the Act in order to create a safe environment for women in the districts across the country. The IC serves as an essential mechanism to address complaints of sexual harassment promptly and sensitively.

3. To underscore the gravity of this issue, I would like to bring to your attention a recent case of sexual harassment in a coaching centre in Delhi, where a young student was subjected to harassment by one of the faculty members. In a similar situation, a woman staff faced molestation by the Director of a coaching institute in Mumbai. These incidents had a severe impact on the survivors' mental and emotional well being which highlights the urgent need for robust preventive measures and the strict enforcement of the POSH Act.

4. In light of the aforementioned concerns, I request you to ensure that all schools (government, aided, or private) and coaching institutions in your district are made fully compliant with the POSH Act and have functional ICs in place. I further urge you to conduct periodic reviews and submit a compliance report to this Commission to monitor the progress in this regard. I look forward to your cooperation and swift action in the matter.

Warm Regards

Yours sincerely,

(Meenakshi Negi)

To,  
All Deputy Commissioners/District Magistrates of all the States/UTs (as per list enclosed).

Copy to:

Chief Secretaries of all states/UTs  
Secretary, Department of Women and Child Development of All-States/UTS and  
Secretary, Department of Social Welfare of All States/UTs (as per list enclosed).