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D4-126196/2014
Police Headquarters
Thiruvananthapuram
Dated. 3 .07.2015

Circular.No.24/2015

Sub: Complaints Redressal Committee against sexual harassment
of women at work places – Instructions issued.
Ref: 1.PHQ Order No.U5/10598/2000 dtd 08/03/2001
2.PHQ Order No.T8/49523/2013 dtd 11/12/2013
3.The Sexual harassment of Women at Work place
(Prevention,prohibition and Redressal) Act 2013
dtd 22nd April 2013

The rights of women employee at work place need to be safe guarded and women are to be treated equal to men with dignity and by providing congenial working conditions. Govt of India in "the Sexual harassment of Women at Work place (Prevention, Prohibition and Redressal) Act 2013 referred 3rd cited issued certain direction to State Government to lay down specific guide lines and norms to ensure the prevention of sexual harassment at work place through administrative means. (copy enclosed).

1. It is directed to strictly follow up the guide lines and furnish the action taken report on the implementation of different provision of the Act especially on the implementation of the provisions in Section 4,19,21 of the Act and Rules 13 & 14 of the Sexual harassment women at work place (Prevention, Prohibition and Redressal) Rule 2013.
2. The provision in Section 4 of the Act shall be implemented strictly by re-constituting the committees at all administrative units or offices as provided under Sub section(1) and (2) of Section 4 of the Act and renaming them as 'Internal Complaints Committee'.
3. Internal Complaints committee is required even for the smallest unit. Hence it is directed to constitute the committee to all sub-ordinate offices under

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your control.

The Internal complaints Committee must make an annual report to the State Police Chief of the complaints received and action taken by them.

[Handwritten Signature]
State Police Chief
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To

All Officers in list 'B'

The ADGP, SCRIB for publishing the Act on the web site.

CAs to all officers in PHQ

Stock file/Circular Book/Operation Cell

CoB TELE PHQrs.
Sir, Copy Received for Tx only (Except Local Delivery)
07 JUL 2015
Time: 1545 Sign: <i>[Signature]</i>