

INTERNAL COMPLAINTS COMMITTEE (ICC) DELHI HIGH COURT LEGAL SERVICES COMMITTEE

Are You Being Sexually Harassed ?



If you are an employee of DHCLSC or an empanelled Legal Aid Counsel of DHCLSC, who is facing sexual harassment at work place/ Department or if you know of any such person who is being sexually harassed at work place

and want to help the victim, read on :

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 came into effect on 9th December, 2013

What constitutes sexual harassment ?

It include unwelcome sexual behaviour (of direct or implied nature), such as :

- Physical contact and advances ;
- Sexually coloured remarks ;
- Showing pornography ; and
- Unwelcome physical, verbal, or non-verbal sexual conduct.



Punishment prescribed under IPC for Sexual Harassment



▪ Making sexual advances/ explicit sexual overtures or demanding sexual favors or showing pornography to a woman is punishable with rigorous imprisonment for a term which may extend to 3 years, or with fine, or with both.

▪ Making sexually coloured remarks is punishable with imprisonment of either description for a term which may extend to one year, or with fine or with both.

How to prepare a complaint ?

- Write exactly what happened with details i.e., date, name of witnesses & documents, if any.
- Be specific about the incident (s).
- Be honest, as false complaints can invite penalties.
- File a complaint of sexual harassment within three months of the incident(s).



How to file a complaint ?



Submit the complaint :

- Directly to Internal Complaints Committee (ICC) at the office of the DHCLSC (33-38, Lawyers Chamber, Block-I, Delhi High Court, New Delhi-110503) or
- Send an EMAIL to : hclsthebest@yahoo.co.in Telephone : 011-23383418

COMPOSITION OF INTERNAL COMPLAINTS COMMITTEE (ICC), DHCLSC

S. No.	Name of the Officer / Employee/ Social Worker	Designation
1	Ms. Jyoti Maheshwari Secretary-II, Central DLSA, Rouse Avenue Courts, Delhi	Presiding Officer
2	Dr. Surbhi Singh, Founder & President, Sachhi Saheli, Mayur Vihar, Delhi	Member
3	Ms. Preeti Sharma, Judicial Assistant, DHCLSC	Member
4	Mr. Shyam Singh, Judicial Assistant , DHCLSC	Member

**SEXUAL HARASSMENT IS NO JOKE.
SPEAK UP – SAVE DIGNITY & SAVE LIVES !**