

ICWA/586/7/2011
Indian Council of World Affairs
Sapru House, New Delhi

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Subject: Prevention of Sexual Harassment of Women at Workplace

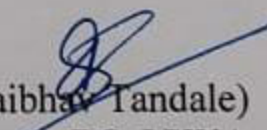
In terms of Ministry of Law & Justice's Notification of Act No.14 of 2013 necessary guidelines have been issued regarding prevention, prohibition and redressal of the Sexual Harassment of Women at Workplace.

2. The law makes it mandatory for all workplaces, which are established, owned, controlled or wholly or substantially financed by the funds provided directly or indirectly by the Central Government, Union Territory administration or the State Government, to have an Internal Complaints Committee (ICC) to address grievances within a stipulated period.

3. The competent authority of the Indian Council of World Affairs has accordingly decided to re-constitute an ICC comprising the following :-

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| i. | Smt. Nutan Kapoor Mahawar, JS, ICWA | -Chairperson |
| ii. | Smt. Aparna Bhat, Lawyer | -Member |
| iii. | Shri Vaibhav A. Tandale, DS, ICWA | -Member |
| iv. | Smt. Nivedita Ray, Dir. Research, ICWA | -Member |

4. This issues in supersession of all previous orders on the subject.


(Vaibhav Tandale)
DS, ICWA
23.12.2021