Indian Council of World Affairs
Sapru House, New Delhi

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No. ICWA/586/7/2011 20.03.2026

Office Order

Subject: **Prevention of Sexual Harassment of Women at Workplace**

Necessary guidelines have been issued regarding constitution of Internal Complaints Committee on prevention, prohibition and redressal of the sexual harassment of women at workplace vide Para-4, Chapter-II of the Ministry of Law & Justice's Notification of Act No.14 of 2013 [Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013].

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. It has accordingly, been decided to re-constitute the ICC of ICWA comprising the following members :-

i.	Dr. Nivedita Ray, Dir. (Research), ICWA	-Chairperson
ii.	Smt. Aparna Bhat, Lawyer	-Member
iii.	Dr. Athar Zafar, SRF, ICWA	-Member
iv.	Smt. Shashi Rawat, Assistant (Library), ICWA	-Member

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

(N. J. Gangte)
Acting Deputy Director General

Copy to :-

i. Dr. Nivedita Ray, Dir. (Research), ICWA
ii. Ms. Aparna Bhat, Lawyer
iii. Dr. Athar Zafar, SRF, ICWA
iv. Smt. Shashi Rawat, Assistant (Library), ICWA

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ii. JS (Admn.), ICWA
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iv. IT Section – for uploading on website