

No. 5/1/98-4G.S.III

From

Chief Secretary to Government Haryana

To

1. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions.
2. The Registrar,  
Punjab and Haryana High Court, Chandigarh.
3. All Deputy Commissioners and Sub-Divisional Officers (Civil) in Haryana

Dated, Chandigarh the 6.10.2005

Subject:- Complaints Committee constituted for sexual Harassment of women at work place.

Sir,

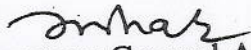
I am directed to refer to Haryana Government's circular letter No. 18/3/97-4G.S.III, dated 5.10.99, on the subject noted above wherein it has been laid down that the findings of the complaints committee are to be followed by charge-sheet /disciplinary action and no other preliminary enquiry is to be held by the competent authority and the complaints committee will adopt its own methodology for conducting an enquiry into a complaint as speedily and discreetly as possible and also that in particular it would ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment and that confidentiality is ensured.

Now Hon'ble Supreme Court of India in Writ Petition (Criminal) No.173-177 of 1999 – Medha Kotwal Lele and other versus Union of India and others has passed following orders :-


“Complaints Committee as envisaged by the Supreme Court in its judgement in Vishaka's case, 1997 (6) SCC 241 at 253, will be deemed to be an inquiry authority for the purpose of Central Civil Services (Conduct) Rules, 1964 (hereinafter called CCS Rules) and the report for the complaints 'Committee shall be deemed to be an inquiry report under the CCS rules. Thereafter the disciplinary authority will act on the report in accordance with the rules. Similar amendments shall also be carried out in the Industrial Employment (Standing Order) Rules”.

In the wake of the judgement of the Hon'ble Supreme Court, while reiterating the Government instructions under reference, I am also to request you that suitable clauses may kindly be inserted in the orders/notification etc. constituting the departmental complaints Committee accordingly without any further delay.

Yours faithfully,

  
Deputy Secretary General Administration,  
for Chief Secretary to Government Haryana

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A copy is forwarded to all the Financial Commissioners & Principal Secretaries/Commissioners & Secretaries to Government Haryana for information and necessary action.

  
Deputy Secretary General Administration,  
for Chief Secretary to Government Haryana


To

All the Financial Commissioners & Principal Secretaries/Commissioners & Secretaries to Government Haryana.

U.O.No. 5/1/98-4GSIII

Dated, Chandigarh, the

A copy each is forwarded to the Principal Secretary/Additional Principal Secretary-I/ Additional Principal Secretary-II/OSD-I/OSD-II/Sr. Special Private Secretaries/Sr. Private Secretaries/Private Secretaries to Chief Minister/Deputy Chief Minister/Ministers for the information of Chief Minister/Ministers.

  
Deputy Secretary General Administration,  
for Chief Secretary to Government Haryana

To

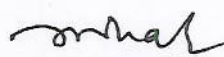
The Principal Secretary/Additional Principal Secretary-I/ Additional Principal Secretary-II/OSD-I/OSD-II/Sr. Special Private Secretaries/Sr. Private Secretaries/Private Secretaries to Chief



Endst. No. 5/1/98-4GSIII

Dated, Chandigarh, the

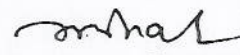
A copy is forwarded to the Secretary, Haryana Public Service Commission, Chandigarh for information and necessary action.

  
Deputy Secretary General Administration,  
for Chief Secretary to Government Haryana

Endst. No. 5/1/98-4GSIII

Dated, Chandigarh, the

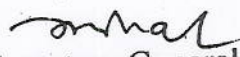
A copy is forwarded to the Secretary, Haryana Staff Selection Commission, Chandigarh for information and necessary action.

  
Deputy Secretary General Administration,  
for Chief Secretary to Government Haryana

Endst. No. 5/1/98-4GSIII

Dated, Chandigarh, the

A copy is forwarded to the Member Secretary, Haryana Bureau of Public Enterprises, Chandigarh with the request to bring these instructions to the notice of all the Boards/Corporations and Public Undertakings for information/necessary action and strict compliance.

  
Deputy Secretary General Administration,  
for Chief Secretary to Government Haryana

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[ Extract from Haryana Government Gazette, dated the 21st March, 2006 ]

**HARYANA GOVERNMENT**  
**GENERAL ADMINISTRATION DEPARTMENT**

**Notification**

The 14th March, 2006

No. 5/1/2001-4GSIII.—Pursuant to the judgement of the Hon'ble Supreme Court of India in Writ Petition (Criminal) Nos. 666-670 of 1992 with Civil Misc. Petition Nos. 7021-31 of 1992-Vishaka and others V/s State of Rajasthan and others and the proceedings dated 17th January, 2006 of the Apex Court in Writ Petition (Criminal) No. 173-177 of 1999-Medha Kotwal Lele and others V/s Union of India and others, the Governor of Haryana is pleased to appoint Director, Women and Child Development Department as Nodal Officer for dealing with issues concerning protection to women from Sexual Harassment in places of work. The Nodal Officer will collect the details and give suitable directions whenever necessary. He/She will also coordinate the steps taken in this regard.

**MEENAXI ANAND CHAUDHRY,**  
Chief Secretary to Government, Haryana.

40586—C.S.—H.G.P., Chd.

[ Extract from Haryana Government Gazette, dated the 13th June, 2006 ]

**HARYANA GOVERNMENT**  
**GENERAL ADMINISTRATION DEPARTMENT**

**Notification**

The 2nd June, 2006

**No. 5/2/2004-4GS-III.**—In partial modification of Haryana Government, Notification No. 5/1/98-4GS-III, dated 23rd December, 1998, the Governor of Haryana is pleased to appoint Shri V. P. Gupta, Joint Legal Remembrancer, Law and Legislative Department, as member of the State Level Sexual Harassment Complaints Committee, in place of Shri G. S. Kotla, Joint Legal Remembrancer, Law and Legislative Department (since retired).

**PREM PRASHANT,**  
Chief Secretary to Government, Haryana.

41034—C.S.—H.G.P., Chd.

[ Extract from Haryana Government Gazette, dated the 27th March, 2007 ]

**HARYANA GOVERNMENT**  
**GENERAL ADMINISTRATION DEPARTMENT**

**Notification**

The 19th March, 2007

**No. 5/2/2004-4GS-III.**—In partial modification of Haryana Government Notification No. 5/1/98-4GS-III, dated 23rd December, 1998, the Governor of Haryana is pleased to appoint Mrs. Dheera Khandelwal, Special Secretary to Government Haryana, Political and Services Department as member of the State Level Sexual Harassment Complaints Committee, in place of Smt. Manju Gupta, IAS, who has since retired from service.

**PREM PRASHANT,**  
Chief Secretary to Government, Haryana.

42218—C.S.—H.G.P., Chd.



[ Extract from Haryana Government Gazette, dated the 24th July, 2007 ]

**HARYANA GOVERNMENT**  
**GENERAL ADMINISTRATION DEPARTMENT**

**Notification**

The 17th June, 2007

**No. 5/2/2004-4GS-III.**—In partial modification of Haryana Government, Notification No. 5/2/2004-4GS-III, dated 2nd June, 2006, the Governor of Haryana is pleased to substitute the following as member of the State Level Sexual Harassment Complaints Committee, in place of Shri V. P. Gupta, Addl. Legal Remembrancer and Special Secretary to Government Haryana, Law and Legislative Department :—

Representative of Legal Remembrancer,

Law and Legislative Department.

(not below the rank of Deputy L. R.)

**PREM PRASHANT,**  
Chief Secretary to Government of Haryana.

42798—C.S.—H.G.P., Chd.

**Haryana Government  
General Administration Department  
Notification**

**Dated Chandigarh, the 28<sup>th</sup> March, 2008**

*1. Secy A*  
*8/28/3*  
*SGS III*  
*28/3*  
*UGS III*

No. 5/2/2004-4GS-III - In partial modification of Haryana Government Notification No. 5/2/2004-4GS-III, dated 5<sup>th</sup> May, 2005, the Governor of Haryana is pleased to appoint Smt. Firoza Mehrotra, IAS, Financial Commissioner & Principal Secretary to Government Haryana, Home Department as Chairperson of the State Level Sexual Harassment Complaints Committee in place of Smt. Promilla Issar, IAS who has since retired from service.

**DHARAM VIR**

Chief Secretary to Government Haryana.

No. 5/2/2004-4GSIII

Dated Chandigarh, the

A copy is forwarded to the Controller, Printing and Stationery Department, Haryana, Chandigarh for publishing this notification in the next issue of Haryana Government Gazette. He is also requested to supply 50 spare printed copies thereof to this department immediately.

*sel*  
**Superintendent General Services-III,  
for Chief Secretary to Government Haryana**

No. 5/2/2004-4GSIII

Dated Chandigarh, the

A copy is forwarded to Smt. Firoza Mehrotra, IAS, Financial Commissioner & Principal Secretary to Government Haryana, Home Department for information.

*sel*  
**Superintendent General Services-III,  
for Chief Secretary to Government Haryana**

No. 5/2/2004-4GSIII

Dated Chandigarh, the

A copy each is forwarded to all the Members of the State Level Sexual Harassment Complaints Committee for information and necessary action.

*Subhash Chugh*  
**Superintendent General Services-III,  
for Chief Secretary to Government Haryana**