

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

Sub : 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 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 funds provided directly or indirectly by the Central Government, Union territory administration or the State Government, are required 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 have accordingly decided to constitute an ICC comprising the following :

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| a. | Smt. Nutan Kapoor Mahawar, JS | - Presiding Officer |
| b. | Dr. Nivedita Ray, Director(Research) | - Member |
| c. | Shri Harcharan Singh Sandhu, Sr. AO | - Member |
| d. | Ms. Shashi Rawat, Semi Professional | - Member |
| e. | Ms. Manju Rathore, Semi Professional | - Member |

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


(Rajesh Lal)
Under Secretary(ICWA)
3.05.2019