



WEST DISTRICT LEGAL SERVICES AUTHORITY

INTERNAL COMPLAINTS COMMITTEE (ICC)

Are You Being Sexually Harassed?

If you are an employee of NALSA, 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, then 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 includes unwelcome sexual behavior (of direct or implied nature), such as:-

- Physical contact and advances;
- Requests for sexual favors;
- Sexually colored 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, dates, 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 WEST DLSA (ROOM NO. 295, SECOND FLOOR, TIS HAZARI COURTS, DELHI); or
- Send an EMAIL to - icc.westdlsa@gmail.com



COMPOSITION OF INTERNAL COMPLAINTS COMMITTEE (ICC), CENTRAL DLSA

S.No.	Name of the Officer	Designation	Contact Number
1.	Ms. Tapasya Aggarwal, Secretary, Central DLSA	Presiding Officer	7620594942
2.	Ms. Rajni Bisht, LDC, West DLSA	Member	9958715155
3.	Ms. Nidhi Sohanpal, JJA, West DLSA	Member	9711510915
4.	Ms. Rupa Singh, Gender Activist, Care Village Foundation	Member	9205010588

SEXUAL HARASSMENT IS NO JOKE.