

DFSS/19(1)/2015-Pt. 1614  
Government of India  
Ministry of Home Affairs  
Directorate of Forensic Science Services

Block No. 9,8th Floor,  
CGO Complex Lodi Road,  
New Delhi-110003.  
Dated the July 9, 2019.

Office Order

Sub : Constitution of Internal Complaint Committee for the Sexual harassment of Women at Workplace-reg.

In pursuance to judgement of the Hon'ble Supreme Court in the *Vishakha* case and as per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, an internal Complaints Committee comprising of the following officers/officials is hereby constituted for DFSS HQ and office of CFSL, Pune/Bhopal/Assam for the purpose:

1. Dr.(Smt.) Seema Srivastava, AD, CFSL, Hyderabad-**Chairman**
2. Dr. Shivani Sharma, JSO, CFSL, Chandigarh-**Member**
3. Shri Ajay Aggarwal, UDC, DFSS, New Delhi-**Member**
4. One member from NGO or Associations Committed to the cause of Women or a person familiar with the issues relating to Sexual Harassment -**Member**.

2. To prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committees should associate third party, either an NGO or some other body which is familiar with the issue of sexual harassment. To fulfil this condition, it has been decided that third party will be involved before the conduct of inquiry in complaints of sexual harassment and it will be from the place where the Complainant is posted.

Definition of Sexual Harassment:

- A) "Sexual harassment" includes any one or more of the following acts or behaviour (whether direct or by implication), namely:-
- i) Physical conduct and advances, or
  - ii) Demand or request for sexual favours; or
  - iii) Sexually coloured remarks; or
  - iv) Shown any pornography; or
  - v) Any other unwelcome physical, verbal, non-verbal conduct of a sexual nature
- B) The following Circumstances, among other circumstances, in relation to or connected with any act or behaviour of Sexual harassment may amount to Sexual harassment:-
- i) Implied or explicit promise of preferential treatment in employment; or
  - ii) Implicit or explicit threat of detrimental treatment in employment; or
  - iii) Implicit or explicit threat about her present or future employment status ; or
  - iv) Interference with her work or creating an intimidating or offensive or hostile work environment for her ; or
  - v) Humiliating treatment likely to affect her health or safety.

3. The Complaint Committee constituted above under its power may recommend action to be taken against complainant, if the allegation is malicious, or the complainant knows it to be false, or has produced any forged or misleading document and also recommend action against any witness if such witness has given false evidence or produced any forged or misleading document.