

S U P R E M E C O U R T O F I N D I A
RECORD OF PROCEEDINGS

MISCELLANEOUS APPLICATION Diary No.22553/2023

[Arising out of impugned final judgment and order dated 12-05-2023 in C.A. No.2482/2014 passed by the Supreme Court of India]

AURELIANO FERNANDES

Petitioner(s)

VERSUS

STATE OF GOA & ORS.

Respondent(s)

WITH

MA No.1688/2023 in C.A. No.2482/2014 (III)

(IA No.131628/2023 - CLARIFICATION/DIRECTION; IA No.114246/2024 - EXEMPTION FROM FILING O.T.; and, IA No.248631/2023 - EXTENSION OF TIME)

W.P.(C) No.1224/2017 (PIL-W)

(IA No.74098/2019 - EARLY HEARING APPLICATION; IA No.127408/2022 - EXEMPTION FROM FILING O.T.; IA No.107538/2022 - EXEMPTION FROM FILING O.T.; IA No.95766/2018 - EXEMPTION FROM FILING O.T.; IA No.29686/2018 - EXEMPTION FROM FILING O.T.; and, IA No.12835/2018 - INTERVENTION/IMPLEADMENT)

Date : 21-05-2025 These petitions were called on for hearing today.

CORAM :

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HON'BLE MR. JUSTICE SATISH CHANDRA SHARMA

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UPON hearing the counsel the Court made the following
O R D E R

Pursuant to our previous orders dated 28.08.2023, 09.04.2024, 13.08.2024, 24.09.2024, 22.10.2024, 03.12.2024, 11.02.2025, 25.03.2025, 22.04.2025, 14.05.2025, the respective States and Union Territories have filed their affidavits indicating the compliances that have been made vis-a-vis the directions issued by us.

2. Learned Amicus Curiae has submitted a Status Report with regard to the details of compliance of the orders dated 03.12.2024 and 22.04.2025 passed by this Court.

Having regard to the detailed Status Report in respect of each of the States and Union Territories compiled by the learned Amicus Curiae by taking into consideration the affidavits filed by the States and Union Territories, we think it appropriate to annex the entire Status Report as an Annexure to this order and relevant portions are extracted as under:

"4. The Compliance Status by respective States may be summarized as follows on following parameters-

a. Appointment of District Officers- The said Direction has been complied by every State.

b. Local Complaint Committee- Most of the States have constituted the LCCs. However, the Affidavits of the following States reveal that while directions have been for the constitution of Local Complaints Committees (LCCs), however, the extent of actual compliance remains unclear-:

i. Delhi

ii. Haryana- Details not provided for 3 Districts (Jind, Karnal and Nuh)

iii. Jharkhand- State says LCCs have been constituted in 22 Districts. However, there are total 24 Districts.

iv. Kerala

c. Internal Complaint Committee- Most States have issued appropriate directions for the constitution and re-constitution of Internal Complaints Committees (ICCs). States and Union Territories such as Andaman & Nicobar Islands, Chhattisgarh, Goa, Gujarat, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Mizoram, Rajasthan, Uttar Pradesh, and West Bengal have conducted, and continue to conduct, extensive surveys that include private

institutions. Some States, including Bihar, Manipur, and Uttarakhand, have carried out surveys primarily in respect of government institutions.

However, concerns regarding the accuracy or completeness of the data have been noted in the remarks column corresponding to each of these States. Several other States have failed to furnish any information regarding the district-level survey, as directed by this Hon'ble Court on multiple occasions.

The States and Union Territories may be directed to conduct an extensive Survey as to the constitution of ICCs in all the Government and Private institutions within every district of the State in a time bound manner. The States and Union Territories may follow the format with regard to the Survey as adopted by the State of Maharashtra.

- d. Nodal Officers- Most of the States have appointed Nodal Officers specifically under Section 6 (2) of the POSH Act, 2013 except some of the States for which there is no clarity as to whether Nodal officers have been appointed or Nodal Officers said to be appointed have been so appointed under Section 6 (2) of the POSH Act, 2013. A clarity is required for the following States/Uts-:

- i. Chandigarh
- ii. Department of Women and Child Development, Government of NCT of Delhi
- iii. Goa
- iv. Haryana
- v. Himachal Pradesh
- vi. Jammu & Kashmir
- vii. Jharkhand
- viii. Rajasthan
- ix. Sikkim"

3. Learned Amicus Curiae pointed out that paragraph 4 (a) to (d) of the Status Report and submitted that as far as the appointment of District Officers are concerned, the States and Union Territories have indeed complied with the directions and District Officers have been

designated/appointed in every Districts of the States and Union Territories.

4. Insofar as the constitution of the Local Complaints Committee (LCC) is concerned, learned Amicus Curiae submitted that as far as the States of Delhi, Haryana, Jharkhand and Kerala are concerned, there is no clear picture. Therefore, the said States may be directed to file an additional affidavit before this Court informing about the compliance of our orders vis-a-vis the constitution of Local Complaints Committee.

5. Insofar as the Internal complaint committee is concerned, learned Amicus Curiae submitted that most of the States have issued appropriate directions for the constitution of the ICCS; that extensive surveys have also been conducted and are in the process of being completed at the behest of the States insofar as private institutions are concerned. In the case of the States of Bihar, Manipur and Uttarakhand, the surveys have also been concluded. However, there are concerns regarding accuracy and completeness of the data and therefore she sought for a direction to be issued to the States with regard to the States which have not yet completed the survey but have submitted incomplete data and to other States also to conclude the survey as to the constitution of the ICCS in all the Government and private institutions within every district of the States in a time-bound manner. Similar directions may be issued to the Union Territories also.

6. As far as the appointment of Nodal Officers are concerned, the submissions of learned Amicus Curiae is that a clarity is required insofar as the following States and Union Territories are concerned:

S.NO.	STATES/UNION TERRITORIES
1.	Arunachal Pradesh
2.	Chhattisgarh
3.	Dadra and Nagar Haveli and Daman & Diu
4.	Haryana
5.	Jammu & Kashmir (Filed on 24.03.2025 but not compiled in Paperbook)
6.	Jharkhand
7.	Ladakh
8.	Madhya Pradesh
9.	West Bengal

7. Learned Amicus further pointed out that insofar as the survey is concerned, the States with regard to the constitution of the ICCS, the method adopted by the States of Maharashtra and Gujarat are effective and therefore the other States may also consider the same method. In this regard, our attention was drawn to internal pages 63 to 66 of the Status Report as far as State of Gujarat is concerned and internal pages 70 to 71 as far as the State of Maharashtra is concerned. Therefore, the submission of learned Amicus was that for compliance of the aforesaid aspect of the matters, some time may be granted to the States and Union Territories.

8. Learned senior counsel appearing for the petitioner has indicated certain compliance to be made by the

respondent-States and Union Territories, a copy of the same has been submitted and also has been handed over to the learned Amicus.

9. We, therefore request the learned Amicus to peruse the short note furnished by learned senior counsel for the petitioner in light of the Status Report which has been prepared by her keeping in mind the affidavits filed by the States and Union Territories and bring to our notice the aspects regarding the further implementation of Act that is required, by the next date of hearing, in the form of a Submission note to be filed by her.

10. We have extracted the entire Status report dated 21.05.2025 filed by learned Amicus above. At this stage itself we place on record our sincere appreciation of the efforts made by learned Amicus in seeking to implement the provisions of the 2013 Act.

11. So far as the compliances in terms of what is stated above *vis-à-vis* the States and Union Territories which have not complied till date, we think it necessary to adjourn the matter to 12.08.2025 and also grant time for conclusion of the survey in each State as well as Union Territory.

12. Learned Amicus next submitted that list of the District Officers appointed under Section 5 of the Act dated 21.05.2025 has also been filed indicating the District Officers who have been designated as the District Officers under the Act and including the details of their names, designation, landline numbers, email IDs etc. She

submitted that this list has been prepared on the basis of the material available on the respective website of the States and Union Territories.

13. We request the learned counsel appearing for the respective States and Union Territories to verify the list pertaining to them respectively and to indicate whether any changes have to be made and if so to give the correct names of the District Officers to the learned Amicus Curiae within the period of one week from today. On receipt of the said information learned Amicus shall make the necessary changes in the said list and handover a copy of the said list to learned counsel for NALSA so that NALSA could publish the said list on their website and also to give a hyperlink of the said list to the States' Legal Services Authorities. The respective States and Union Territories could also to publish the said list on the website of the Department of Women and Children. The said exercise shall be completed within a period of four weeks from today.

(Radha Sharma)
ASTT. REGISTRAR-cum-PS

(DIVYA BABBAR)
COURT MASTER (NSH)

IN THE SUPREME COURT OF INDIA
MISCELLANEOUS APPLICATION DIARY NO. 22553 OF 2023

IN THE MATTER OF:

AURELIANO FERNANDES

...APPELLANT

VERSUS

STATE OF GOA AND OTHERS

...RESPONDENTS

NOTE FOR HEARING DATED 21.05.2025

**STATUS REPORT ON BEHALF OF THE AMICUS CURIAE WITH REGARD TO
COMPLIANCE OF THE ORDER DATED 03.12.2024 AND 22.04.2025 PASSED BY THIS
HON'BLE COURT**

Dated: 21.05.2025

New Delhi

Padma Priya

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STATUS REPORT ON BEHALF OF THE AMICUS CURIAE WITH REGARD TO COMPLIANCE OF THE ORDERS DATED 03.12.2024 AND 22.02.2025 PASSED BY THIS HON'BLE COURT

Most respectfully showeth:

1. That the present Status Report is being filed pursuant to the Orders dated 03.12.2024, 11.02.2025 and 22.04.2025 passed by this Hon'ble Court in the captioned matter so as to compile and collate the status of compliance of the directions passed, by various States, Union Territories and the Central Government.
2. That vide the Order dated 03.12.2024 (at Page 16 thereof), *inter alia*, the following directions were passed:

“For the purpose of conducting a survey by the District Officer as notified above, the said survey shall be conducted and the report shall be submitted to this Court on or before 31.03.2025 on behalf of every State/Union Territory. Thus, the following directions –

(1) The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.

(2) The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.

(3) The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025.

(4) Similarly, Union of India/Central Government, shall take steps to constitute or re-constitute, as the case may be, the Internal Complaints Committee in respect of a work place, wherever the same has not yet been accomplished on or before 31.01.2025 in respect of its Departments, instrumentalities and agencies.

(5) The respective States/Union Territories to file the affidavits in compliance of these directions and copies of the said affidavits shall be e-mailed to learned ASG, learned Amicus Curiae, learned AOR for the petitioner(s) in W.P. No. 1224/2017. The said affidavits shall be filed in the first week of February, 2025 indicating the compliance of the aforesaid directions.

(6) The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached.”

3. Further, vide Order dated 22.04.2025, this Hon'ble Court was pleased to direct as under:

“In the circumstances, we direct the State Governments and Union Territories to file follow-up affidavits, so as to indicate that there has been compliance of the directions issued by this Court on 03.12.2024 inasmuch as pursuant to the communications made by the State Governments to the local authorities, there has been constitution of the Internal Complaints Committee at the work places and further the provisions of the Act have been complied with. The said affidavits shall be filed on or before 09.05.2025.

Further, the Union of India shall also file its respective affidavits with regard to compliance of the directions issued on 03.12.2024...”

4. The Compliance Status by respective States may be summarized as follows on following parameters-

- a. Appointment of District Officers-** The said Direction has been complied by every State.
- b. Local Complaint Committee-** Most of the States have constituted the LCCs. However, the Affidavits of the following States reveal that while directions have been for the constitution of Local Complaints Committees (LCCs), however, the extent of actual compliance remains unclear:-
 - i. Delhi**
 - ii. Haryana-** Details not provided for 3 Districts (Jind, Karnal and Nuh)
 - iii. Jharkhand-** State says LCCs have been constituted in 22 Districts. However, there are total 24 Districts.
 - iv. Kerala**
- c. Internal Complaint Committee-** Most States have issued appropriate directions for the constitution and re-constitution of Internal Complaints Committees (ICCs). States and Union Territories such as Andaman & Nicobar Islands, Chhattisgarh, Goa, Gujarat, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Mizoram, Rajasthan, Uttar Pradesh, and West Bengal have conducted, and continue to conduct, extensive surveys that include private institutions. Some States, including Bihar, Manipur, and Uttarakhand, have carried out surveys primarily in respect of government institutions.

However, concerns regarding the accuracy or completeness of the data have been noted in the remarks column corresponding to each of these States. Several other States have failed to furnish any information regarding the district-level survey, as directed by this Hon’ble Court on multiple occasions.

The States and Union Territories may be directed to conduct an extensive Survey as to the constitution of ICCs in all the Government and Private institutions within every district of the State in a time

bound manner. The States and Union Territories may follow the format with regard to the Survey as adopted by the State of Maharashtra.

d. Nodal Officers- Most of the States have appointed Nodal Officers specifically under Section 6 (2) of the POSH Act, 2013 except some of the States for which there is no clarity as to whether Nodal officers have been appointed or Nodal Officers said to be appointed have been so appointed under Section 6 (2) of the POSH Act, 2013. A clarity is required for the following States/UTs:-

- i. Chandigarh
- ii. Department of Women and Child Development, Government of NCT of Delhi
- iii. Goa
- iv. Haryana
- v. Himachal Pradesh
- vi. Jammu & Kashmir
- vii. Jharkhand
- viii. Rajasthan
- ix. Sikkim

5. STATUS OF COMPLIANCE AS IT EMANATES FROM AFFIDAVITS FILED BY VARIOUS STATES AND UTs:

A. STATES WHO HAVE COMPLIED WITH THE DIRECTIONS DATED 03.12.2024

1.	UNION TERRITORY OF ANDAMAN & NICOBAR ISLANDS (Affidavit filed on: 06.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Deputy Commissioners of the three Districts of South Andaman, North & Middle Andaman and Nicobar have been notified as District Officers under POSH Act, 2013.	Notification no. 4-100/DSW/SHWV/P/2013 dated 12.12.2014 [Annexure: RA-2. (Page Nos. 24-25)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	The District Officers have constituted the Local Complaints Committee in terms of section 17(1) of POSH Act, 2013	Order no. 125 dated 22.01.2025 Order no. 60 dated 28.05.2024 and Order no. 214 dated 26.09.2023 [Annexure: RA-3. (Page Nos. 26-29)]	Complied

		District Officers have appointed one Nodal Officer each in the three Districts of South Andaman, North & Middle Andaman and Nicobar in every Block, Taluka and Tehsil in rural or tribal area and Municipality in urban area	[Annexure: RA-4. (Page Nos. 30-32)]	
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>The District Officers have been directed to survey the number of Organizations, both public sector as well as private within the District which have already constituted the ICC and seek information in that regard.</p> <p>Further, wherever the ICC have not been constituted the District Officer to take steps to ensure that such Committees are constituted by sending necessary advisories.</p> <p>The details of ICC of all departments have been uploaded in the website of the Social Welfare Department.</p>	<p>Letter no. B/34/2023/WO(W)/SW-SW_AN/237 dated 22.01.2025</p> <p>[Annexure: RA-5. (Page No. 14)]</p>	<p>Information furnished through follow up Affidavit dated 05.05.2025.</p> <p>(The same has been dealt with in latter part of the present report)</p>
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		<p>Additional Information provided:</p> <p>Andaman & Nicobar Administration is accessing the electronic box (SHe Box Portal) at the State Level instituted by the Union of India and updating the details/ relevant information in compliance with the provisions of the Act.</p> <p>UT Administration of Andaman & Nicobar has been organizing awareness programs on the POSH Act from time to time by involving the Local NGOs. So far a total number of 62 awareness programs have been organized over the last three years and 2743 number of participants have attended the programs. The awareness programs will be continued over the years</p>		All Nodal Officers have been appointed

2.	STATE OF ANDHRA PRADESH(Affidavit filed on: 10.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks

1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The Collectors and District Magistrates have been notified as District Officers for every district to exercise powers or discharge functions under POSH Act	Government order dated 20.08.2014 bearing G.O.Ms. No. 24 [Annexure: R-1 (Page Nos. 6-7)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees have been constituted in 26 Districts. Names of all district officers and their contact details (phone, address and email) are uploaded on the website of Women Development and Child Welfare Department, Government of Andhra Pradesh. Directions have been issued to 26 District Collectors and 26 Executive Officers of Department of Women & Child Welfare in the State in order to spread awareness on the existence of Local Committees, and make them approachable for the unorganized sector	[Annexure: R-2 (Page Nos.8-15)] [Annexure: R-3 (Page Nos.16-39)] Letter No. WDC02/25022/26/DVC/2023	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	A total of 6912 Internal Committees have been constituted by the instrumentalities in the State of Andhra Pradesh. Amongst these instrumentalities, 88 are Government Departments/Institutions and 22 are private Institutions. Directions have been issued to all administrative units/depts through DM for constitution of ICCs in the district where no ICC has been constituted. In compliance of Section 26 of the POSH Act, directions have been issued to various institutions for constituting Internal Committees.	[Affidavit dated 12.05.2025]	Unclear as to whether the remaining Departments, instrumentalities, agencies and PSUs have complied.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Head of Departments and Secretariat Departments are approaching the Women Development and Child Welfare Department for advice in respect of grievance redressal. The Legal & Social counsellors of Domestic Violence cells, One Stop Centers & Andhra Pradesh Women Commission are participating as members in grievance redressal process.		

5.				Nodal officers have been appointed.
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3.	STATE OF ARUNACHAL PRADESH (Affidavit filed on: 08.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	State has notified all Deputy Commissioners as District Officers under the POSH Act, 2013.	Notification No. SW0518/2001 [Annexure A-1 (Page No. 5)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	LCCs have been constituted in all the 25 districts of the State.	[Annexure A-2 (Page No. 6-30)]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	State has constituted Internal Complaint Committees in all its government departments.	[Annexure A-3 (Page No. 31-88)]	No information furnished for private establishments.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		Additional Information: Stated has appointed Smt. T.W. Thongon as the State Nodal Officer, and all Deputy Directors (ICDS) and CDPOs (Headquarters) of the respective districts as Nodal Officers. The details are indicated on the SHe-Box Portal.	[Annexure A-4 (Page No. 89-90)]	All Nodal Officers appointed

4.	STATE OF ASSAM (Affidavit filed on: 10.02.2025 and 19.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks

1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The Government of Assam has appointed the District Magistrates of each district as the District Officers.	Notification No. E-308086/84 dated 09.06.2023 [Annexure: R-1. (Page No. 7)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	<p>a. Every District Officer in Assam has been directed to constitute a Local Complaints Committee (LCC) in their respective districts.</p> <p>b. The Local Complaints Committees are functioning as per their designated responsibilities, ensuring that complaints are received, processed, and addressed as per the provisions of the Act. The Composition of the Local Complaints Committee is in furtherance of Section 7 of the POSH Act, 2013.</p> <p>c. A total of 36 Local Committees (LCs) have been constituted across the State to address cases where an Internal Complaints Committee (ICC) is not available.</p>	Notification No. SWD.199/2014/34 dated 02.07.20216 [Annexure: R-2. (Page No. 8)]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>a. The Chief Secretary of Assam convened a meeting on 02.06.2023 to discuss compliance measures related to the POSH Act, 2013.</p> <p>b. Notification E-308086/67 dated 08.06.2023 outlines the directives issued by the Hon'ble Supreme Court, including the mandatory constitution of Internal Complaints Committees (ICCs), and Local Committees (LCs). It also emphasizes the importance of providing updated information regarding the constitution and composition of these committees, along with the necessary contact details, complaint procedures, and regulatory frameworks on their respective websites.</p> <p>c. Compliance reports confirming the formation of ICCs from various administrative departments have been received but not furnished alongwith affidavit citing voluminous nature of the compliance reports.</p> <p>ICCs have been constituted in all Government offices where the number of employees is more than ten, as per compliance reports received from the various Departments. Further, advisories have been issued to all Departments to constitute or re-constitute the Internal Complaints</p>	Notification E-308086/67 dated 08.06.2023 [Annexure: R-3. (Page No. 9-11)]	Complied

		Committees, and to the District Officers to constitute or re-constitute the Local Complaints Committees, as required.		
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Legal Services are rendered through a structured institutional framework comprising the Assam State Legal Services Authority (hereinafter referred as “ASLSA”) at the State level, 35 District Legal Services Authorities (hereinafter referred as “DLSAs”) at the district level, and Taluk Legal Services Committees functioning at the sub-district (Taluk/Circle) level.		
5.		<p>ADDITIONAL INFORMATION PROVIDED: RE SHE-BOX PORTAL</p> <p>a. Directives sent to all District Commissioners for the implementation of the She-Box portal, an online grievance redressal mechanism launched by the Ministry of Women and Child Development on 29.08.2024. The portal serves as a central repository for monitoring complaints and ensuring prompt action under the POSH Act.</p> <p>b. District Commissioners have been instructed to designate a Nodal Officer (preferably an Assistant Commissioner) responsible for logging into the She-Box portal and monitoring complaints, ensuring that necessary steps are taken to address grievances effectively. In addition, authorities, management, and employers across the State are actively conducting orientation programmes, workshops, seminars, and awareness programmes to upskill members of the Internal Complaints Committees (ICCs) and Local Committees (LCs).</p> <p>She-Box portal is already fully operational with a State Nodal Officer and District Nodal Officers notified in all 35 districts.</p> <p>State Government has designated Nodal Officers under Section 6(2) in every Block, Taluka, and Tehsil in rural and tribal areas, and in every Ward and Municipality in urban areas across the State of Assam</p>	<p>Notification No. E-308086/346 dated 26.09.2024 and 27.09.2024</p> <p>[Annexure: R-4. (Page No. 12 to 13)]</p>	Nodal Officers appointed

5.	STATE OF BIHAR (Affidavit filed on: 07.02.2025 and 09.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	All District Magistrates have been appointed as 'District Officer'.	Notification No. 15053 dated 08.11.2016. (GAD, Bihar)	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees have been formed in all districts as per the Act. Details of LCs and ICs have been uploaded on SHe Box portal of ministry of WCD Govt. Of India. Recently new Members have been inducted in these Committees. After constitution of the Committees orientation, and training to the stakeholders was regularly conducted by the 'Nodal Agency' at extensive scale. Training and activities along with Seminars etc still are going on.		Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	It has been informed to all government/private establishments to form internal committees All departments and districts have been informed by WCDC Bihar about the formation of internal committees in their respective government/private establishments through a series of letters. Internal Committees have been constituted in all the Government Departments and the details of the same have been updated on the SHe-Box Portal. Bihar Chamber of Commerce and Labour Department have been informed by WCDC Bihar about the formation of internal committees in their respective registered establishments	Advertisement number IPRD PR 002946/23-24. Advertisement has been published on 23th Feb 2024 in Hindi Newspaper; Hindustan, Prabhat Khabar & Dainik Jagaran For constitution of Internal Committee at each workplace. On 29.08.2024 advertisement content has been provided to IPRD through letter no. 3234/24 for newspaper ad on POSH. A list of the Internal Committee constituted in various government departments is annexed herewith and marked as Annexure R-1 of Affidavit dated 13.05.2025 (pg. 6-21)	Complied for all Govt. departments

4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	State legal services authority has been informed to provide legal assistance at state, district & sub-division level. A link 'SHe-Box' has been made available to register online complaints on the web-site of the Women and Child Development Corporation, the Nodal Agency and directions also have been issued accordingly		
5.		Nodal Officers in every Block, Taluka, and Tehsil in rural or tribal areas and wards or municipalities in urban areas have been notified. The list of the notified Nodal Officers has been updated on the SHe-Box portal.		Nodal Officers appointed

6.	UNION TERRITORY OF CHANDIGARH (Affidavit filed on: 04.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Deputy Commissioner, U.T., Chandigarh has been designated as District Officer.	Notification No. Misc. IH(4)/2013/220234 dated 12.12.2013. [Annexure R-1 (Page No. 5)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaints Committee has been constituted by Deputy Commissioner.	Notification No. DC/EA/F-247/2024/9220 dated 01.08.2024. [Annexure R-2. (Page No. 6)]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Internal Complaint Committees have been constituted by all the Heads of Department under the control of Chandigarh Administration. Request has been made to the Deputy Commissioners, U.T., Chandigarh for compliance of the directives of Hon'ble Supreme Court of India regarding survey of organisations in government as well as public and private sector which have already constituted IC and seek information for record.		Complied
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Nodal Officer on Departmental level has been appointed by all respective Departments of U.T., Chandigarh to ensure registering of complaint on SHe-Box and the details of Nodal Officers of all Departments and Internal Complaint Committee respectively under the control of Chandigarh Administration have been uploaded on the SHe-Box Portal.		

		<p>Training program for the same has also been conducted for all Nodal Officers by the Department of Social Welfare on 25.11.2024.</p> <p>The Member Secretary, State Legal Services Authority, U.T., Chandigarh has informed that an aggrieved woman can approach State Legal Services Authority, U.T., Chandigarh for seeking legal assistance to make a complaint under POSH Act. She can also seek legal assistance by calling National Helpline Number 15100. The District Legal Services Authority, U.T., Chandigarh and State Legal Services Authority, U.T., Chandigarh will provide necessary assistance as and when an aggrieved woman approaches these Authorities to make a complaint under the provisions of POSH Act, 2013.</p> <p>That, it is further submitted that the State Legal Services Authority, U.T., Chandigarh and Hub for Empowerment of Women have been regularly conducting awareness programmes on POSH Act, 2013 in U.T., Chandigarh. Approximately 70 awareness programmes have been conducted till date.</p> <p>Department of Social Welfare is also running Women Helpline toll free number-181 to support women in distress and is accessible through any mobile or landline. Moreover, the National Helpline No. 15100 has been circulated to all the units/homes for effective implementation of POSH Act.</p>		
5.		<p>Additional Information:</p> <p>State Nodal Officer and District Nodal Officer have been designated to oversee the functioning of the Sexual Harassment electronic-Box (SHe-Box) in U.T., Chandigarh.</p>		<p>Nodal Officers appointed and information uploaded, but not clear as to whether Nodal Officers under Section 6(2) of the Act have been appointed</p>

7.	STATE OF CHHATTISGARH (Affidavit filed on: 20.04.2025)
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S. No.	Direction	Status of Compliance	Document/Page No.	Remarks																																																																																																								
1	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	<p>District Collectors/Additional Collectors of all the districts have been appointed as District Officers</p> <p>State has instructed all the district officers to designate one nodal officer in every block, Taluka and Tehsil in rural or tribal areas and ward or municipality in the Urban area</p> <p>Nodal Officers have been appointed in all districts of the State of Chhattisgarh.</p>	<p>Notification No. F 6- 4 /2006IWCD/50, dated 05.09.2014</p> <p>[Annexure A/1 Page Nos. 11-13]</p> <p>Letter dated 09.12.2014 [Annexure A/2 Page Nos. 14-23]</p> <p>[Annexure A/3 Page Nos. 24-129]</p>	Complied																																																																																																								
2	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	<p>Local Complaints Committee (LCC) have been constituted in all the 33 districts.</p> <table><thead><tr><th>S. No.</th><th>District</th><th>Date of LCC Appointment</th><th>No. of Members</th></tr></thead><tbody><tr><td>1.</td><td>Balod</td><td>10.12.2024</td><td>8</td></tr><tr><td>2.</td><td>Balodabazar-Bhatapara</td><td>31.03.2023</td><td>5</td></tr><tr><td>3.</td><td>Balrampur-Ramanujganj</td><td>08.08.2024</td><td>5</td></tr><tr><td>4.</td><td>Bastar-Jagdaldur</td><td>20.12.2022</td><td>5</td></tr><tr><td>5.</td><td>Bemetara</td><td>16.12.2024</td><td>5</td></tr><tr><td>6.</td><td>Bijapur</td><td>18.03.2024</td><td>7</td></tr><tr><td>7.</td><td>Bilaspur</td><td>11.04.2025</td><td>5</td></tr><tr><td>8.</td><td>Dakshin Bastar Dantewada</td><td>07.02.2025</td><td>5</td></tr><tr><td>9.</td><td>Dhamtari</td><td>23.12.2022</td><td>6</td></tr><tr><td>10.</td><td>Durg</td><td>04.10.2024</td><td>7</td></tr><tr><td>11.</td><td>Gariyaband</td><td>08.11.2024</td><td>5</td></tr><tr><td>12.</td><td>GaurelaPendraMarwahi</td><td>12.02.2025</td><td>5</td></tr><tr><td>13.</td><td>JanjgirChampa</td><td>11.07.2022</td><td>5</td></tr><tr><td>14.</td><td>Jashpur</td><td>22.12.2020</td><td>5</td></tr><tr><td>15.</td><td>Kanker</td><td>27.08.2024</td><td>5</td></tr><tr><td>16.</td><td>Kabeerdham</td><td>20.07.2023</td><td>5</td></tr><tr><td>17.</td><td>KhairagarhChhuikhadanGandai</td><td>21.06.2024</td><td>6</td></tr><tr><td>18.</td><td>Kondagaon</td><td>09.07.2024</td><td>5</td></tr><tr><td>19.</td><td>Korba</td><td>22.10.2024</td><td>5</td></tr><tr><td>20.</td><td>Korea</td><td>17.04.2024</td><td>5</td></tr><tr><td>21.</td><td>Mahasamund</td><td>10.10.2024</td><td>6</td></tr><tr><td>22.</td><td>Manendragarh-Chirmiri-Bharatpur(M C B)</td><td>22.02.2024</td><td>5</td></tr><tr><td>23.</td><td>Mohla-Manpur-Ambagarh Chouki</td><td>04.09.2024</td><td>5</td></tr><tr><td>24.</td><td>Mungeli</td><td>03.03.2025</td><td>5</td></tr><tr><td>25.</td><td>Narayanpur</td><td>06.01.2025</td><td>5</td></tr></tbody></table>	S. No.	District	Date of LCC Appointment	No. of Members	1.	Balod	10.12.2024	8	2.	Balodabazar-Bhatapara	31.03.2023	5	3.	Balrampur-Ramanujganj	08.08.2024	5	4.	Bastar-Jagdaldur	20.12.2022	5	5.	Bemetara	16.12.2024	5	6.	Bijapur	18.03.2024	7	7.	Bilaspur	11.04.2025	5	8.	Dakshin Bastar Dantewada	07.02.2025	5	9.	Dhamtari	23.12.2022	6	10.	Durg	04.10.2024	7	11.	Gariyaband	08.11.2024	5	12.	GaurelaPendraMarwahi	12.02.2025	5	13.	JanjgirChampa	11.07.2022	5	14.	Jashpur	22.12.2020	5	15.	Kanker	27.08.2024	5	16.	Kabeerdham	20.07.2023	5	17.	KhairagarhChhuikhadanGandai	21.06.2024	6	18.	Kondagaon	09.07.2024	5	19.	Korba	22.10.2024	5	20.	Korea	17.04.2024	5	21.	Mahasamund	10.10.2024	6	22.	Manendragarh-Chirmiri-Bharatpur(M C B)	22.02.2024	5	23.	Mohla-Manpur-Ambagarh Chouki	04.09.2024	5	24.	Mungeli	03.03.2025	5	25.	Narayanpur	06.01.2025	5		Complied
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3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>Government of Chhattisgarh has issued a letter all the District collectors instructing them to collect, regularly maintain and monitor details of the Internal Complaints Committee, as well oversee the preparation of the annual report of the Local Complaints Committee.</p> <p>All State Departments have been communicated to form the ICC at the State/District level. It has been consistently directed that every workplace in the State of Chhattisgarh with ten or more employees must form an ICC by the Answering Respondent.</p> <p>A total of 1247 Internal Complaints Committee (ICC) have been reported to be formed.</p>	Annexure A/4 Page Nos. 130-137]	Extent of compliance not clear																																
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.																																		
5.		<p>Additional Information provided:</p> <p>1. As per the mandate of the Section 27 of the 2013 Act, Directorate of Women & Child Development Department, Government of Chhattisgarh has directed all the District Collectors to submit their annual reports for the purpose of providing grass root data regarding the application and implementation of the 2013 Act with information of sexual harassment complaints filed, disposed of, and pending.</p> <p>2. To ensure that the employees are aware of the mechanism for the reporting of sexual harassment complaints, the details of the local complaints committee with the members have been directed to be displayed in a conspicuous place in all the District offices.</p>	Letter No. 131/MBAVI/SAVI/ 16-77, dated 27.04.2016Annexure A/5 Page Nos. 138-145]																																	

		<p>Also, all offices have been instructed to display the list of their Internal Complaints Committee (ICC) members in a conspicuous place at the workplace to ensure transparency and accessibility</p> <p>3. The name of the nodal officers in respective departments of the State of Chhattisgarh along with name of the nodal officers in sub-districts, district has been updated on the 'SHeBox'portal.</p> <p>4. A Letter has been issued to update the information of Internal Complaints Committee (ICC) to all the State Nodal Officers of head of department and their subordinate offices at the district level on the 'SHe-Box'portal. As of date, information of the Nodal officers of 30 heads of department is made available, they have been provided with a User-ID, password and user-manual to update their department and their subordinate offices Internal Complaints Committee (ICC) on the said portal.</p> <p>5. State has made allocations towards workshops for the ICC to all the districts. It is pertinent to note that 25 districts have sent their reports and photographs after organizing the workshops. Further, the allocation has been provided to the remaining 8 districts for organizing workshops in the financial year 2024-2025.</p> <p>6. State has been organizing annual training-cum-workshops. These workshops on Sexual Harassment of women at the workplace have been held regularly for all committee members at both the District and State levels at various departments.</p> <p>7. The State has conducted the last workshop on 5th 6th & 7th February of 2025 in Raipur for representatives from all heads of the departments and the Secretariat of the State of Chhattisgarh.</p>	<p>Annexure A/6 Page Nos. 146-167]</p> <p>Letter No. 12177 /MBAVI/MASAMI/ 24-25 dated 02.01.2025</p> <p>[Annexure A/7 Page Nos. 168-178]</p> <p>Letter No. 10324/ MBAVI/ MASAMI/ 23-24 dated 25.01.2024</p> <p>[Annexure A/9 Page Nos. 184-195]</p> <p>[Annexure A/10 Page Nos. 196-205]</p>	
6.				It appears that Nodal Officers have been appointed in terms of Section 6(2) of the Act

8.	UNION TERRITORY OF DADAR AND NAGAR HAVELI AND DAMAN AND DIU (Affidavit filed on: 19.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Officers have been notified in all the three districts of this Union Territory	Annexure -I	Complied

2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaint Committees have been constituted in all the three districts.	Annexure -II	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	UT Administration has constituted Internal Complaints Committee in each district for its employees under Section 4 of the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013	Annexure -III	
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		Additional Information: Nodal Officers have been designated by District Officers of all three districts under Sub Section (2) of Section 6 of the 2013 Act.		Nodal Officers have been appointed

9.	DEPARTMENT OF WOMEN AND CHILD DEVELOPMENT, GOVERNMENT OF NCT OF DELHI (Affidavit filed on: 10.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Magistrates (DMs) of the 11 districts of the National Capital Territory of Delhi have been designated as "District Officers". Details of all 11 field officers/Nodal Officers are registered on She Box portal.	Order No. 60(198)/DWCD/ADW EC/LCC/2014-15/46636-653 dated 17.02.2016 [Annexure-I. (Page No. 5)]	Complied Two officers/officials of the Department of WCD have been designated for effective coordination with District Magistrates and other Departments of GNCTD to ensure proper implementation of the POSH Act and also for monitoring and assistance for SHe-Box-2.0. [Annexure-III (Page No. 12-13)]

2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	The Department of Women and Child Development (DWCD), (GNCTD) is regularly issuing Advisories and Instructions to all the District Magistrates being the District Officers to establish and constitute/re-constitute Local Committees (LCs).	Communication dated 29.01.2025, 08.01.2025 and 05.06.2023 [Annexure-II (Page Nos.6-11)]	Extent of implementation not clear
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>Department of Women and Child Development (DWCD) has issued several communications to all Government departments, Universities, Autonomous Bodies and other relevant Organizations directing them to constitute Internal Committee (IC) .</p> <p>As to the direction to survey the number of organizations both public sector as well as private which have constituted the Internal Complaint Committee and wherever the same have not been constituted and also to take step to ensure that such committees are constituted, the Government states that the same will be taken after Model Code of Conduct is lifted after elections.</p> <p>Department of Women and Child Development, GNCTD has successfully logged into the SHe box portal 2.0 and updated the details of the ICs constituted by the department.</p> <p>A total of 45 Departments have submitted their details till date and they have been successfully registered in SHe- Box Portal.</p>	<p>Communication dated 29.01.2025, 08.01.2025 and 05.06.2023 [Annexure-II (Page Nos.6-11)]</p> <p>Communication dated 23.05.2023 [Annexure-IV (Page Nos. 14-15)]</p> <p>Annexure-V [Page Nos. 16-22]</p>	Extent of implementation not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Specific information not provided		

10.	STATE OF GOA (Affidavit filed on: 07.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The direction has been complied and two District Nodal Officers are appointed for the districts of North Goa and South Goa respectively	[Annexure: A-4. (Page No. 11)]	Complied

2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	The direction has been complied and two Local Complaints committee has been constituted for North Goa District and South Goa District.	Order dated 02.01.2025 issued by the Office of the Collector and District Magistrate, South Goa district [Annexure: A-5. (Page No. 12-13)] Addendum dated 07.01.2025 and order dated 08.01.2025 issued by the Office of the Collector and District Magistrate, North Goa [Annexure: A-6. (Page No. 14)] & [Annexure: A-7. (Page No. 15)]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Directions issued on 9.12.2024 to all the concerned organizations /institutions/department, Government grant aided schools, Higher secondaries, colleges of South Goa district who have not yet constituted the internal committee under the POSH Act to constitute one before 16.12.2024. 892 institutions and organizations in the South Goa district have constituted ICCs. 170 institutions in the North Goa district have constituted ICCs.	[Annexure: A-8. (Page No. 16)] Affidavited dated 20.05.2025 Letter bearing No. 692 dated 09.05.2025 [Annexure A-5 of Affidavit dated 20.05.2025]	Extent of compliance not clear No further information as to compliance pursuant to directions issued on 09.12.2024.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Letter dated 06.12.2024 sent to Member Secretary, Goa State Legal Services Authority by Department of Law& Judiciary Law (Establishment) Division, Govt. of Goa. [Annexure A-1 @ Pg. 8] Letter dated 20.01.2025 sent by Directorate of Women and Child Development to GLSA for effective implementation of the Act [Annexure A-2 @ Pg. 9]		
5.				No information as regards appointment of Nodal Officers

11.	STATE OF GUJARAT (Affidavit filed on: 10.02.2025 and 12.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks

1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Magistrates have been notified as District Officers for their respective District.	Order dated 30.09.2013 [Annexure: R/1 (Page No.5)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	The State has directed its District Officers to constitute Local Complaints Committee in all districts by 31.01.2025 itself. Furthermore, the Nodal Officers have been directed to be appointed at Taluka level to strengthen grassroot level compliance of the provisions of the PoSH Act, 2013. LCCs have constituted across 33 Districts.	Letter dated 17.12.2024 [Annexure: R/2 (Page No.6)] Affidavit dated 12 th May 2025.	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Directions issued to all the Secretaries of the State Departments to ensure constitution and functionality of an ICC in all its and Public department Sector Undertakings.	Letter dated 17.12.2024 [Annexure: R/3 (Page No.7)]	Status of ICCs formation in the State has been informed through Affidavit dated 12th May 2025 and has been dealt with in latter part of the Status Report
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Respondent/ State has undertaken extensive efforts for legal awareness and capacity building at various levels to ensure that assistance is provided to any aggrieved woman in lodging a complaint. The State has organized various Seminars, Awareness Programmes along with allocation of separate budget towards POSH Act Awareness Scheme.	Annexure R-7 and R-8 of Affidavit dated 12 th May 2025	
5.				All Nodal Officers have been appointed

12.	STATE OF HARYANA (Affidavit filed on: 10.02.2025 and 20.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Deputy Commissioners have been notified as District Officers in their concerned district	Letter dated 09.03.2015 [Annexure F] [Annexure B]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Direction given to all the Deputy Commissioners/District officers to constitute the Local Committee under the Act.	Letter dated 15.10.2015	Compliance is incomplete No details with respect to Jind, Karnal and

		The State has furnished details with regard to LCC in 19 Districts out of the total 22 Districts in the State.	Annexure R-10A (Page No. 6-7) of Affidavit dated 20 th May 2025.	Nuh Districts.
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Directions issued to all the head of the departments, boards and commission and corporations to constitute ICC if not constituted earlier. Administrative Order issued to constitute ICC at District and Block Level [5 members at District Level and 4 members at Block Level]	Letter dated 15.09.2022 [Annexure G] Order dated 29.09.2023 [Annexure C]	Extent of implementation and compliance is not clear. In its Affidavit dated 20th May 2025, the State at Page 4 & 5 of the Affidavit provides list of ICCs for every District (something similar to LCCs). ICCs is constituted in institutions with more than 10 employees and not one ICC per District.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.				No specific information as regards appointment of Nodal Officers

13.	STATE OF HIMACHAL PRADESH (Affidavit filed on: 02.03.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	All the Deputy Commissioners of every District in Himachal Pradesh has been appointed as the District Officer.	Notification No.: SJE-A-A-(10)-5/2012 dated 22.01.2016 Annexure R-2 [Page No. 17] Letter No. WCD-H(F)-7/2024-21797-21808 Annexure R-1 [Page Nos. 14-16] Annexure R-4 [Page Nos. 26-28]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	The District Officers have constituted Local Committees in all District of the State.		Complied

3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>The Internal Complaint Committees have been constituted by the Head of Departments, Managing Director of Boards and Corporation, Commission and Universities under the supervision and control of the State Government.</p> <p>Total ICC Constituted:- i. Departments: 59 ii. Corporations: 29 iii. Commissions: 8 iv. Universities: 11 v. Boards: 9</p> <p>These District Officers were directed to conduct survey for both public and private sector in compliance of this Hon'ble Court direction in the order dated 03.12.2024.</p> <p>The name of District Nodal Officers under Local Committees, their email Ids & contact numbers have been uploaded by all the Departments, Boards, Commissions, Corporations, Universities, Deputy Commissioners, Technical Education, Medical Educations & Research, State Level Bankers Committee, Bar Council of Himachal Pradesh, Indian Institute of Architects (IIA), Northern India Regional Council Institute of Chartered Accountants of India.</p>	Annexure R-3 [Page Nos. 18-25]	Extent of implementation and compliance is not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Directions conveyed to the Member Secretary, H.P. State Legal Services Authority	Letter dated 18.12.2024	
5.		<p>ADDITIONAL INFORMATION: Nodal Department through Directorate of Women and Child Development has conducted Sensitization Training on 23.02.2023 for creating awareness about PoSH Act and duties in which 34 participants of different departments were present.</p> <p>State Govt. organized Legal awareness week from 2 Sept to 6th Sept, 2024 for capacity building on various act including POSH Act</p> <p>State has nominated the HP Institute of Public Administration (HIPA) for conducting training to the Members & Chairperson of Local committee and the manner & procedure to be followed for conducting enquiry under the PoSH Act.</p>		

		Himachal Institute of Public Administrative has been entrusted with the task of regular conducting of Orientation Programmes, Workshops, Seminars and Awareness Programmes for updating the skills and educating the members about the provision of the POSH Act & Rules.		
6.				No specific information with regard to appointment of Nodal Officers under Sec 6(2) of the Act

14.	STATE OF JAMMU AND KASHMIR (Affidavit filed on: 23.03.2025 and 06.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Additional Deputy Commissioners of their respective Districts are appointed as the District Officer for every District	Government Order No. 505-JK(GAD) of 2025 dated 21.04.2025 [Annexure P-1 (Pg No. 09) of 6 th May Affidavit]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaint Committees have been constituted in all the 20 Districts.		Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	ICCs have been constituted in all the 20 Districts.	Government Order 1529-JK(GAD) of 2022 dated 13.12.2022 [Annexure P-2 (Page No. 10 to 11)]	No exact information as to how many ICCs have been constituted in the Government and Private Sector establishments in each district.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Legal assistance is being rendered/extended to women seeking support. Legal Assistance and compensation is provided to POSH Victims, by the Legal Service Authorities at the District and Local Levels. Furthermore, circular instructions will be issued to reiterate the availability of legal aid, counseling, and representation services for affected women to ensure their access to justice.		

5.	<p>ADDITIONAL INFORMATION PROVIDED:</p> <p>Mr. Majid Khalil Drabu, IAS, Mission Director, Mission Shakti, J&K, has been nominated as the Union Territory Level Nodal Officer for the She-Box Portal.</p> <p>District-level Nodal Officers have been appointed across various districts to oversee the She-Box Portal's functionality at the grassroots level and to ensure timely resolution of complaints.</p> <p>School Education Department, Higher Education Department, all District Development Commissioners and all District Social welfare Officers have been directed to organize awareness campaigns and educational programs for female students under Beti Bachao Beti Pado (BBBP) scheme across schools and colleges in the Union Territory of Jammu & Kashmir, specifically focusing on the POSH complaints through She-Box portal.</p> <p>Nodal Officers have been nominated for She-box Portal in all the 20 Districts.</p>	<p>Government Order No. 1996-JK(GAD) dated 27.11.2024 [Annexure P-1 (Page No. 6)]</p> <p>O.M./Letter No. SWD-SH/3/2021-02 dated 10.10.2024 [Annexure P-2 (Page No. 7 & 8)]</p>	<p>It is not clear as to whether the Nodal Officers appointed are only for the purposes of coordination for She-box or for the purposes of the POSH Act.</p>
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15.	STATE OF JHARKHAND (Affidavit filed on: 18.03.2025 and 11.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The Deputy Commissioner has been appointed as District Officer in all the districts.	Notification no.438 dated 25.2.2014 [Annexure-CA/1 (Page No. 8-10) of 11 th May Affidavit]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Notification issued on 25.02.2014 to constitute Local Complaints Committee in every district of the State. 22 districts have formed the Local Complaints Committee.	Memorandum No. 438 dated 25.02.2014 [Annexure-CA/2] Informed vide Affidavit dated 11 th May 2025.	Total number of districts are 24.
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State</i>	Directions issued to all the departments of the State for the constitution of Internal Complaint Committee. 18 departments have informed about constitution of the ICCs. The Deputy Commissioner has	Letter No. 1349 dated 06.06.2023, Letter No. 2549 dated 13.09.2023, Letter No. 640 dated 27.02.2025 and Letter No. 700 dated 05.03.2025 Informed vide Affidavit dated 11 th May 2025.	Extent of compliance not clear

	<i>Governments/Union Territories by 31.01.2025</i>	been directed to conduct a survey in every district to collect information on number of such organizations who have constituted Internal Complaint Committee		
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		Additional Information: Department of Women, Child Development and Social Security has appointed Shrimati Preeti Sinha, Under Secretary, Department of Women, Child Development and Social Security as nodal officer for establishing active coordination between departments, implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 at the District Level, including but not limited to overseeing complaints and coordination with the Central Government.	Office Order No. 1913 dated 8.8.2024 [Annexure-CA/2(Page No. 11-13) of 11 th May Affidavit]	It is not clear as to whether the Nodal Officer is appointed only for the purposes of coordination for She-box or for the purposes of the POSH Act.

16.	STATE OF KARNATAKA (Affidavit filed on: 10.02.2025) (additional affidavits also filed on 28.03.2025 and 06.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Deputy Commissioner and District Magistrate of each district were notified by order dated 18.11.2015 as the District Officer for every District. All the Departments of the Government of Karnataka have appointed State level nodal officers for their departments to attend online complaints raised in the SHe-Box Portal. The details of the State level nodal officers are available in the SHe-Box Portal. All the Deputy Commissioner and District Magistrates are appointed as District Nodal Officers to attend online complaints raised in the SHe-Box Portal and the details of the District Nodal Officers are available in the SHe-Box Portal.	G.O No. WCD 28 SWC 2015 Bengaluru dated 18.11.2015 Annexure R-1 [Page No. 5-6]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	District officers have constituted Local Committees in all the 31 Districts. The details of all 31 districts local committees are available in SHe -box portal.		Complied

3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Internal Committees were constituted in all the Government departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments by notification dated 18.11.2015. Internal Committees were set up at District Level offices, Sub Division level offices, Taluk level offices and Gram Panchayath/Village Level Offices in all the districts.	Government Order No.WCD 28 SWC 2015 Bengaluru, dated: 18-11-2015 Annexure R-2 [Page Nos. 7-13] Annexure R-3 [Page Nos. 14-29]	Complied
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information available		
5.		ADDITIONAL INFORMATION: Government of Karnataka has adapted and activated the Government of India's SHe-Box online complaint management system and aggrieved woman can make a complaint under the provisions of the 2013 Act using https://shebox.wcd.gov.in/		
6.				Nodal Officers in designated and notified in every block /taluk/tribal area/ward/ municipalities and the said details are already updated in the website.

17.	STATE OF KERALA (Affidavit filed on: 10.02.2025 and 08.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Collectors of all districts have been appointed by the Government as District officers	G.O (P) No.28/2014/SJD dated 20.03.2014	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Notification has been issued by Directorate of Women and Child Development to constitute Local Committee in the districts.		Extent of implementation is not clear
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their</i>	Circulars issued to all employers in Government, quasi-government, private institutions, where 10 or more than 10 workers are employed that they shall constituted an Internal Committee.	Circular No.1556/B3/16/SJD dated 26.05.2016 and circular No. SJD-B3/65/2020/SJD dated 27.02.2020	Complied

	<i>Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>All 95 Government departments have formed 15986 ICs as per the Act and uploaded details in POSH COMPLIANCE PORTAL developed by Government of Kerala. At present 25704 offices are registered in this portal and 18624 ICs of different workplaces have been created and updated in this portal.</p> <p>Direction has been given to Labour Department and IT Department to comply with the directions of the Hon'ble Court. Direction has also given to all Departments to provide the IC information of the institutions such as Directorates, PSUs, Commissions, Welfare Boards, Devaswam Boards, Corporations, District Authorities, Co-operative organisations, other institutions, Universities, Colleges, schools, and all other applicable offices under their purview to DWCD. Offices such as Governor's Office, Kerala Government Offices in Delhi, Legislature Secretariat, State Planning Board, Advocate General's Office, Judiciary, Kerala Lokayukta, Tribunals and Kerala Public Service Commission have also been requested to ensure the constitution of ICs.</p>		
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	258 Child Development Project Officers of the department have also been appointed as Nodal Officers to assist women in unorganized sector who are subjected to Sexual Harassment. When a complaint is received by the nodal officer it is to be forwarded within 7 days under this Act to the Local Committee		
5.		<p>Additional Information:</p> <p>a. All Departments and other public/private institutions have been directed to make entries in the POSH COMPLIANCE PORTAL, so as to get annual report from establishments and organizations employing more than 10 employees and local committees. POSH COMPLIANCE PORTAL has been developed by the Women and Child Development Department of Kerala, where in LC and IC have to submit details of IC/LC details along with number of cases received each year.</p> <p>b. In order to create awareness about POSH Act, 2013 among the employees, relevant details of the law related to POSH Act were prepared in cartoon form, and 3 lakh booklets were printed and distributed through District Women and Child</p>	WCDD-B3/304/2023-WCD, dated 22.12.2023	

		<p>Development Offices of all 14 districts.</p> <p>c. A Standard Operating Procedure Hand Book developed by the Ministry of Women and Child Development, Government of India was translated to Malayalam and printed and distributed to all District Women and Child Development Offices to equip IC/LC members on procedures.</p> <p>d. Various mass media campaigns via Women and Child Development Department's Social Media Platforms in the form of posters, videos etc. were also undertaken. A short film was prepared and advertised during breaks in the Cinema theaters.</p> <p>e. During the financial year 2021-22 an online training programme for Government/Non-Government /Private Sectors organized through all District Women and Child Development Officers of the State as a whole, @Rs.10,000 per district was allotted.</p> <p>f. During the financial years 2022-23 and 2023-24 14 districts were allotted a total of Rs 3,50,000/-(Rs.25000/- for each District) to organize the POSH Act training programs to familiarize the owners and staff of shops, textile establishments and member of business association in the Districts.</p> <p>g. During 2024-25 as part of POSH week celebrations, 14 districts were allotted a total of Rs 3,50,000/-(Rs.25000/- for each district) to organize the POSH Act training programs to familiarize all employers and employees of all workplaces in the Districts.</p> <p>h. Government issued G.O(Rt)No.17/2025/WCDD dated 10.01.2025 and authorised Gender Park to impart training on POSH Act to staff of all Government, quasi-government, Govt. autonomous bodies in Thiruvananthapuram, Emakulum and Kozhikode regions .</p> <p>i. Hon. High Court of Kerala in Writ Petitions gave direction to redress the grievance and injustice faced by women in Cinema and accordingly Justice Hema Committee was constituted by government which gave recommendations</p>		
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		<p>to Government of Kerala to put in place various mechanisms to ensure that workspaces are safe and secure, providing equal opportunity for work and career advancement without fear or favour and not infringing upon the dignity of women.</p> <p>j. Women and Child Development Department submitted detailed proposal regarding implementation of the Posh Act in film industry by constituting ICs in all production and post-production houses in the film field. The steps are underway.</p> <p>k. A separate dashboard for IC updation of entertainment industry including cinema, television, theatre arts etc in POSH COMPLIANCE PORTAL. A new email ID i.e posh.wcd@kerala.gov.in has been created for registering compliance and this is also connected to POSH COMPLIANCE PORTAL.</p> <p>l. A training module of POSH ACT has been prepared for conducting training in cinema field and one training has been organized for the cinema field as such 80 participants participated. 2nd phase training of 30 persons in producers association is in the anvil.</p>		
6.				<p>258 Child Development Project Officers of the department have been appointed as Nodal Officers to assist women in unorganized sector who are subjected to sexual Harassment.</p>

18. UNION TERRITORY OF LADAKH (Affidavit filed on: 21.04.2025)				
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	<p>Administration of Union territory of Ladakh has designated the District Magistrate/Deputy Commissioners of the UT of Ladakh, as District Officer, to exercise powers or discharge functions under section 6 of the Act.</p> <p>Designation of Nodal Officer by the respective District Officer has been done in the District of Kargil and for the district of Leh, appropriate orders have been issued for designating the Nodal</p>	S.O. No. 43 dated 27.06.2023 [Annexure R-1 (Page No. 9)]	Complied

		officers		
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	LCC has been constituted for redressal of complaints related to sexual harassment of women employees in workplace within the jurisdiction of Leh District. LCC has been reconstituted in District Kargil	Notification No. SW-8(W)D /25(606) dated 20.03.2025 [Annexure R-2 (Page Nos. 10-11)] Notification No. DMK/JC-SH-Woman/23/2025 dated 12.02.2025[Annexure R-3 (Page No. 12)]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Directions has been issued to constitute ICC. Reconstitution of the ICC for the Union Territory Secretariat, UT Ladakh has been sanctioned ICCs have been constituted in all the 33 departments of the Admn. of UT of Ladakh Directions have been issued to constitute or reconstitute ICCs and submit Compliance report.	Order No. 593-LA (GAD) of 2024 dated 12.12.2024 [Annexure R-8 (Page Nos. 20-21)] [Annexure R-9 (Page Nos. 22-26)] Office Memorandum No: M/841/2023-S&TW SEC/2 dated 18.04.2025 [Annexure R-10 (Page Nos. 27-30)]	Complied
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No information furnished.		
5.		Additional Information: i. Director, Social and Tribal Welfare Department, UT has submitted an action taken report on the implementation of POSH Act, 2013. ii. Director, Social and Tribal Welfare Department, UT Ladakh has submitted the Action taken report in compliance of the directions passed by the Hon'ble Court in Order dated 03.12.2024. iii. Deputy Commissioners (District Officers) Leh and Kargil have been directed to comply with the directions of the Hon'ble Court namely to	Letter 110. DSWL/POSH/2024-25/3066 dated 04.02.2025 [Annexure R-4 (Page Nos.13-14)] Letter No. DSWL/POSH/2025-2026/145 dated 11.04.2025 [Annexure R-5 (Page Nos. 15-16)] Letter No. DSWL/POSH/2024-25/3067-69 dated 04.02.2025 [Annexure R-6 (Page Nos. 17)]	

		<p>monitor the timely submission of reports furnished by the Local Committee and ensure awareness on sexual harassment of women at workplace; to ensure that IC is also constituted in all the organizations of both the districts failing which a penalty is envisaged where an employer fails to constitute an IC; to survey the number of deputy organizations both public/private sector which have already constituted IC and seek information for record; to survey the private sector whether they have constituted IC and ensure that their details are published on District Officer's website. Additionally, the details must be uploaded on SheBox for registration of complaints immediately.</p> <p>iv. Directions issued to Deputy Commissioners to designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and to forward the same to the concerned LCC within a period of seven days from the date of receipt of such complaint; the names of the nodal officer and their designation for each Block, Taluka and Tehsil rural or tribal areas and ward or municipality in the urban areas, who would received the complaints and forward the same to the LCC shall be notified on the website of the District Officer; Additionally, the District Officers are to survey the number of organisations, both public sector as well as private, within the district, which have already constituted the ICCs and seek information in that regard and to upload the requisite details to the She-Box Portal.</p>	<p>Letter No. M/841/2023-S&TW SEC/25-28 dated 03.04.2025 [Annexure R-7 (Page Nos. 18-19)]</p>	
6.				Nodal Officers have been appointed

19.	UNION TERRITORY OF LAKSHADWEEP ADMINISTRATION (Affidavit filed on: 03.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks

1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Collector, UTL was appointed as District Officer. Lady Village Extension officers, WCD Unit in every island have been appointed as Nodal Officers to receive the complaints	Notification dated 18.09.2018	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaints Committee has been constituted.	Notification dated 08.08.2018.	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Internal Complaint Committee has been constituted in various departments under the UT Administration.		Extent of compliance no clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		ADDITIONAL INFORMATION: Lady Village Extension officers, WCD Unit in every island have been appointed as Nodal Officers to receive the complaints and forward the same to Local Complaint Committee vide notification dated 08.08.2018. Lady Social Welfare Organiser was appointed as State Nodal Officer to oversee the functioning of the SHe-Box (online complaint portal) in relation to the complaints arising in this UTL vide message dated 12.01.2017		Nodal Officers have been appointed

20.	STATE OF MADHYA PRADESH (Affidavit filed on: 20.04.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Officers are appointed in all 55 districts of the State.	Notification dated 20.01.2014, bearing F No. 11-2-2014-One-9 [Annexure CA-1 (Page No. 9)]	Complied

		State Government, Ministry of Child and Development, vide its circular dated 01.01.2016 has appointed Child Development Project Officers at each development block level and at certain wards in urban areas as nodal officers in terms of the POSH Act, 2013. Consequently, at present, 450 nodal officers have been appointed in all the 5 development blocks and urban areas of the State in terms of POSH Act, 2013.	[Annexure CA-2 (Page No. 10-31)]	All Nodal Officers also appointed
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees in all 55 districts of the State and all of them are functioning at present.		Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Women and Child Development Department, Madhya Pradesh issued a notification dated 22.07.2019, directing every employer of all workplaces to constitute an ICC in every office. The Answering Respondent further clarified that the Chairperson of each ICC should be the senior most female officer and the committee should be composed of at least half female members and at least 01 male member. District Officers were directed to monitor the formation of ICC at the District level and to obtain and compile information regarding the formation of the ICC and send it to the State.	Notification dated 22.07.2019 bearing no. M.B.V/2019/730 [Annexure CA-3 (Page No. 32-39)] Notification dated 27.01.2021 bearing no. 225/234/2021/50-2[Annexure CA-4 (Page No. 40-45)]	No further information provided as to how many ICCs have been constituted.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No information furnished.		
5.		Additional Information provided: In terms of Section 24(b) of the POSH Act, 2013, Online Webinar on POSH Act, 2013 was organized by the department in support of Sangini organization on 15.03.2019, 27.02.2019, 28.02.2019 and 29.05.2020. In addition to Women and Child Welfare Department officials, participants of the webinars included Hotel Owners and Universities. State Women Commission of the		

		<p>State of Madhya Pradesh organized training of ICC committee members of various departments with the technical support 7 from UN Women in 2 divisions of Bhopal and Indore on 26.06.2023 and 04.08.2023 respectively.</p> <p>On 20.12.2023, a session on POSH Act, 2013 of 80 officials, consisting of AD's, DPO's and CDPO's was conducted by Women and Child Welfare Department from support from UNFPA.</p>		
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21.	STATE OF MAHARASHTRA (Affidavit filed on: 13.03.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	<p>District Collectors and/or Deputy Collectors in 36 Districts have been notified as District Officers.</p> <p>The details such as email IDs and contact numbers of the designated persons (Nodal Officers) are uploaded and made available on SHe-Box portal.</p>	Exhibit No.1. [Page No. 8-9]	<p>Complied</p> <p>Nodal Officers have been appointed and information uploaded</p>
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	District Officers of concerned district have constituted Local Complaint Committee (LCC) in all 36 Districts of the State. The said LCC is duly constituted and properly functioning in each district.	Exhibit No. 2 [Page No. 10-11]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>The district officers have identified 13152 Government departments, instrumentalities and agencies of the State Government and public Sectors establishments having 10 and/or more than 10 staff members till 31.12.2024 in 36 districts of State of Maharashtra. There are total 11594 ICCs and directions for constitution of ICCs has been given to remaining 1558 establishments.</p> <p>There are total 13,152 public and 2,42,781 private establishments hence total 2,55,933 establishments were identified till 15.01.2025. Out of the said establishment's, 70,310 establishment's (11,594-Public sector and 58,716-Private establishments) constituted Internal Complaint Committees and direction are issued to remaining 1,85,623 establishments to constitute and/ or re-constitute Internal Complaint Committees in their respective establishments.</p>	Exhibit No.3. [Page No. 12-13]	Complete implementation is yet to be achieved

4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		<p>ADDITIONAL INFORMATION:</p> <p>State Government has notified District Officers as Nodal Officers for the concerned district.</p> <p>State has made available the facility of filing online complaint and/or grievance in respect of sexual abuse committed against women at workplace on the She-Box portal</p> <p>District Officers have notified 661 names of Nodal Officers and their designation for each block /taluka or municipality and updated the said information on on "She-Box" portal.</p>		Nodal Officers under Section 6(2) of the Act have been appointed

22.	STATE OF MANIPUR (Affidavit filed on: 22.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Deputy Commissioners of all the Districts have been appointed as District Officers.	Letter No. CUC-101 (2)/5/2-23-SW-SW dated 31.01.2025 [Annexure A-1 (Page No. 19)]	Complied
		i.		
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaints Committees have been constituted in all the 16 (sixteen) districts.	Annexure A-3 [Page No. 21]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>Majority of the departments have constituted the Internal Complaint Committee. The e-mails, contact numbers of the designated persons have already been uploaded on the official website of the concerned department</p> <p>ICC has been constituted in following departments:</p> <p>i. Office of Deputy Commissioner, Imphal East</p> <p>ii. Office of Deputy Commissioner, Bishnupur</p> <p>iii. Office of Deputy Commissioner,</p>	<p>Annexure A-4 [Page No. 22] and Annexure A-5 [Page No. 23]</p> <p>Annexure A-6 [Page No. 24]</p>	<p>Information with regard to ICC in:</p> <p>i. Office of Deputy Commissioner, Thoubal is not specifically clear.</p> <p>ii. Office of Deputy Commissioner, Tamenglong district, is not furnished. Only directions to constitute ICCs have been issued.</p> <p>iii. Fishery Department-</p>

		<p>Churachandpur</p> <p>iv. Office of Deputy Commissioner, Pherzawl District</p> <p>v. Office of Deputy Commissioner, Thoubal</p> <p>vi. Office of Deputy Commissioner, Noney</p> <p>vii. Office of Deputy Commissioner, Kanqokpi District</p> <p>viii. Office of Deputy Commissioner, Senapati District</p> <p>ix. Office of Deputy Commissioner, Chandel</p> <p>x. Autonomous District Council, Chandel</p> <p>xi. Office of Sub-Divisional Officer, Chandel</p> <p>xii. Office of Sub-Divisional Officer, Chakpikarong</p> <p>xiii. Office of Joint Director, District Veterinary Officer, Chandel</p> <p>xiv. Office of the District Agriculture Officer, Chandel</p> <p>xv. Office of Deputy Commissioner, Kamjong District</p> <p>xvi. Manipur State Commission for Women</p> <p>xvii. Directorate of Social Welfare</p> <p>xviii. Vigilance and Anti Corruption Department</p> <p>xix. Consumer Affairs Food and Public Distribution</p> <p>xx. Manipur State Power Company Limited</p> <p>xxi. Manipur Development Society</p> <p>xxii. Secretariat: Finance Expenditure</p> <p>xxiii. Secretariat: Horticulture and Soil Conservation Department</p> <p>xxiv. Directorate of Art & Culture Palace Compound: Imphal</p> <p>xxv. Secretariat: Tourism Department</p> <p>xxvi. Directorate of Health Services</p> <p>xxvii. Directorate of Prosecution</p> <p>xxviii. Directorate of SCERT</p> <p>xxix. Directorate of Environment & Climate Change</p> <p>xxx. Loktak Development Authority</p> <p>xxxi. Secretariat Planning Department</p> <p>xxxii. Department of Information Technology</p> <p>xxxiii. Directorate of Treasuries & Accounts</p>	<p>Annexure A-7 & 8 [Page Nos. 25-26]</p> <p>Annexure A-9 [Page No. 27]</p> <p>Annexure A-13 [Page No. 31]</p> <p>Annexure A-14 [Page No. 32]</p> <p>Annexure A-15 [Page No. 33]</p> <p>Annexure A-16 [Page No. 34]</p> <p>Annexure A-19 [Page No. 38]</p> <p>Annexure A-21 [Page No. 40]</p> <p>Annexure A-22 [Page No.41]</p> <p>Annexure A-23 [Page No.42]</p> <p>Annexure A-24 [Page No.43]</p> <p>Annexure A-25 [Page No. 44]</p> <p>Annexure A-29 [Page No.48]</p> <p>Annexure A-33 [Page No. 52]</p> <p>Annexure A-35 [Page No.. 56]</p> <p>Annexure A-36 [Page No. 57]</p> <p>Annexure A-37 [Page No.58]</p> <p>Annexure A-38 [Page No.59]</p> <p>Annexure A-39 [Page No.60]</p> <p>Annexure A-40 [Page No.61]</p>	<p>Information with respect to ICC is missing in the Annexure</p> <p>iv. Secretariat: Social Welfare Department- Directions issued for Constituting ICC in public and private sector units</p> <p>Complete implementation is yet to be achieved</p>
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		<p>xxxiv. Health Department</p> <p>xxxv. Directorate of Family Welfare Services</p> <p>xxxvi. General Administration Department</p> <p>xxxvii. Principal Chief Conservator of forests & HoFF</p> <p>xxxviii. Directorate of Transport</p> <p>xxxix. Secretariat: OBC & SC Department</p> <p>xl. Secretariat: Finance Department</p> <p>xli. Higher & Technical Education Department</p> <p>xlii. Directorate of Univ.& Higher Education</p> <p>xlili. Directorate of Minority Affairs</p>	<p>Annexure A-41 [Page No.62-63]</p> <p>Annexure A-42 [Page No.64]</p> <p>Annexure A-43 [Page No. 65]</p> <p>Annexure A-44 [Page No. 66-67]</p> <p>Annexure A-45 [Page No. 68-69]</p> <p>Annexure A-47 [Page No. 72]</p> <p>Annexure A-50 [Page No.76]</p> <p>Annexure A-51 [Page No.77-88]</p> <p>Annexure A-52 [Page No.81-82]</p> <p>Annexure A-54 [Page No.85]</p> <p>Annexure A-56 [Page No.88]</p> <p>Annexure A-57 [Page No.89]</p> <p>Annexure A-58 [Page No. 90]</p> <p>Annexure A-59 [Page No. 91]</p> <p>Annexure A-61 [Page No. 94]</p> <p>Annexure A-63 [Page No. 97]</p> <p>Annexure A-64 [Page No. 98-100]</p> <p>Annexure A-66 [Page No. 103]</p> <p>Annexure A-68 [Page No.106]</p> <p>Annexure A-69 [Page No. 107]</p> <p>Annexure A-71 [Page No. 112]</p>	
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4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		<p>ADDITIONAL INFORMATION:</p> <p>Various programmes have been conducted by the One Stop Centre (OSC), District Programme Officer, District Social Welfare Officer and District Protection Unit at different work places/institutions from time to time</p> <p>The Social Welfare Department is regularly deliberating with all the State Departments seeking Action Taken Reports, from all the Administrative Secretaries with respect to the constitution of Internal Complaints Committee (ICC) and Local Complaints Committee (LCC)</p>		
6.				Nodal Officers under Section 6(2) of the Act have been appointed

23.	STATE OF MEGHALAYA (Affidavit filed on: 10.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	<p>District Officers were first notified on 16.06.2015.</p> <p>Later on, the Deputy Commissioners (District Magistrates) of all the eleven districts of the State were renotified as District Officers of their respective Districts.</p> <p>District Officer were further notified for newly constituted Eastern West Khasi Hills District</p>	<p>Notification No. S W(S) 54/98/67 dated 16.06.2015</p> <p>Notification No. SW(S) 54/98/671 dated 07.08.2019</p> <p>Notification No. SW(S) 54/98/843 dated 19.04.2022</p>	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	District Officers have appointed the Local Complaints Committees in their respective jurisdictions		Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public</i>	State of Meghalaya, in compliance with the provisions of Section 4 of the Act has constituted Internal Complaints Committees (ICCs) in all of its Departments. Moreover, the companies, agencies, organizations functioning under the aegis of various departments of the Government of Meghalaya or working under their administrative		Complied

	<i>sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	or financial control also have their own Internal Complaints Committees in place.		
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	Government of Meghalaya has notified a Standard Operating Procedure (SOP) for filing, registering, processing and disposing of the complaints, including appeals, made in the POSH Act.		
5.		ADDITIONAL INFORMATION: Regular training of officers and officials of the Government of Meghalaya on provisions of the POSH Act, 2013 and rules thereof is being conducted through the Meghalaya Administrative Training Institute. In the year 2023 training programmes have been conducted for 231 officers in separate batches		
6.				Nodal officers have also been appointed by the District Officers in their respective jurisdictions

24.	STATE OF MIZORAM (Affidavit filed on: 08.02.2025 and 10.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Deputy Commissioners/Deputy Magistrates have been appointed as the "District Officer" of the respective districts (11). State has uploaded all the details of the District Officers (D.O.) including the name of all the District Officers appointed; the contact details such as the mobile number and the email-id of the District Officers.	Notification bearing no. C.19018/1/2013-SWD dated 17.10.2013 [Annexure: A-1. (Page No. 9)] [Annexure: A-1. (Page No. 11) of 10 th May Affidavit]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	LCCs have been constituted and formed in all 11 districts. Details of the Local Committees in all the eleven 11 districts of the State of Mizoram with the names of the Chairperson heading the Local Committees (L.C.) and the contact details in form of email id and phone numbers of the Local Committee on the online portal She -box portal,	Vide Annexure A-3 (Pg. 13-14) of the 10 th May Affidavit.	Complied.
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the</i>	a. All the Administrative Head of Department have been notified to constitute ICC in every workplace wherein, the requisite number of members(i.e. workforce) in	Letter No. A. 14011/7/2017-SWD dated 09.02.2023 [Annexure: A-3. (Page Nos. 11-13)]	Extent of compliance not clear

	<i>2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>the organization exceeds 10 in number.</p> <p>b. The letter further stated, wherein, the ICC had been already constituted and the Presiding Officers have held the office for the period of three years, then the ICC be reconstituted.</p> <p>c. Presently, a total of 697 (i.e. including both public 536 and private- 161 sectors) ICC has been constituted or re-constituted across the State of Mizoram.</p>	Notification No. B.14011/51/2022-SWD dated 31.08.2022 [Annexure: A-4. (Page No. 14)]	
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		<p>ADDITIONAL INFORMATION:</p> <p>State has constituted State Level & District Level Implementation Committee under “Mission Shakti”. These committees have been established for monitoring the safety and the security of the women and further implementation and observation of the varied provisions of the Scheme.</p> <p>The “Mission Shakti” programme is a consolidated scheme for the purpose of safety and security of women which is inclusive of the POSH Act, 2013. The State under the Mission Shakti established “SANKALP”: District Hub for Empowerment of Women (DHEW)”. In every District Programme Offices, survey activities were carried in the Public & Private establishments in relation to the constitution of the ICC and further, survey indicated that all eligible establishments in the public and private sector are complying with the directions.</p>	Notification No. B.14011/51/2022-SWD dated 31.08.2022 [Annexure: A-4. (Page No. 14)]	
6.				Nodal Officers have been appointed and details uploaded on SHe-box portal (ANNEXURE A-2. [Pg. 12 of Affidavit dated 10.05.2025]).

25.	STATE OF NAGALAND (Affidavit filed on: 06.02.2025 and 13.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks

1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	All the District Commissioners have been notified as District Officers in their respective Districts in the State of Nagaland.	Notification No.SW/GEN-2/12/14(PT.) dated 19.11.2024 [Annexure: R-2. (Page No. 9)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Deputy Commissioners of all Districts in the State were directed to constitute Local Complaints Committee. 16 Local Committees have been constituted, 16 District Nodal Officers and 13 Sub-District Nodal Officers have been nominated by the respective District Commissioners. Information and details supplied by the respective District Commissioners have been uploaded in the She-Box portal which is functioning in the State	Communication dated 29.8.2022 [Annexure: R-1. (Page No. 8)]	Complied It appears that Nodal Officers have been appointed
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	The Internal Complaints Committee has been constituted in respect of Government Departments, instrumentalities and agencies of the State Government and public sector units coming under the supervision and control of the State Government. There are 51 Departments in the State Secretariat, and a 'Secretariat Level Internal Complaints Committee', has been constituted vide Notification dated 14.4.2025. At present 10 Departments in the Secretariat have formed and notified ICC, however, in four Departments member from NGO is yet to be appointed. At the Directorate level 35 offices have notified and constituted Internal Complaints. However, in 18 ICC, member from amongst non-governmental organization or associations working in the State has not been appointment due to unavailability of such candidates.	[Annexure: R-7. (Page Nos. 14-18)] Notification dated 14.4.2025 [Annexure R/2] of Affidavit filed on 13.05.2025 [Annexure R/3] of Affidavit filed on 13.05.2025 [Annexure R/4] of Affidavit filed on 13.05.2025	The Annexure contains details with respect to certain departments only and the extent of implementation is not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	The concerned Department has issued communication dated 27.1.2025 to the Member Secretary Nagaland Legal Services Authority requesting the Authority to facilitate any aggrieved seeking to register complaint.	Communication dated 27.1.2025 [Annexure: R-8. (Page No. 19)]	
5.		ADDITIONAL INFORMATION: She-Box Portal available to provide one stop solution for lodging of complaint and for seeking all the necessary information		

26.	STATE OF ODISHA (Affidavit filed on: 08.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Collector of each district has been notified as the District Officer to exercise powers & discharge functions under the POSH Act. Nodal officers in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area have been appointed	Department Notification No.23399 dated 7.12.2013 [Annexure 1 (Page Nos. 5-6)] [Annexure 3 (Page Nos. 17-35)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees have been constituted.	[Annexure 2 (Page Nos. 7-16)]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	The Department of W&CD, Govt. of Odisha had issued correspondence to all Departments to constitute Internal Complaints Committee.	Letter No.9308 dated 24.4.2024 [Annexure 4 (Page Nos. 36)]	Extent of compliance not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>			
5.			[Annexure 5 (Page Nos. 37-41)]	Nodal Officer have been appointed in every block, Taluka and Tahasil in rural or Tribal area and ward or Municipality in the Urban area to receive complaints in She-Box portal.

27.	UNION TERRITORY OF PUDUCHERRY (Affidavit filed on: 25.02.2025 and 13.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The District Collectors have been notified to be the District Officers.	G.O.M No. 19/2015-16-WCD(SW-IV) dated 22.10.2015 [Annexure 1 (Page No. 4)]	Complied

2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaint Committee has been constituted in establishment where ICCs have not been constituted.	DCK/A1/325/2024 dated 31.12.2024 [Page No. 6]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Internal Complaint Committees have been constituted in various Departments/Institution/Establishment. 204 Government Departments and their Sub-offices, Divisional Offices, including Public Sector Undertakings/Corporations and 472 Private Organisations have constituted Internal Complaints Committee.	Page No. 7-15 Affidavit filed on 13 th May 2025	Complied
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	This Hon'ble Court's directions have been forwarded to the Member Secretary, UTPLSA, Puducherry; Chairman, District Legal Service Authority, Puducherry Authority; and Chairman, District Legal Service Authority, Karaikal.		

28.	STATE OF PUNJAB (Affidavit filed on: 10.02.2025 and 09.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Additional Deputy Commissioners (G) of all the Districts have been designated as District Officers. The District Officers under POSH Act, 2013 have been directed to designate nodal officers in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area.	No.11/05/2015-1wcd/587274/1 dated 11.09.2015 [Annexure - R/ 1 of 9 th May Affidavit] SoP with vide Letter No. SRCW/POSH/2024/11616-38, dated 16.04.2024 Annexure -R/1 [Page Nos. 7-10]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees under POSH Act, 2013 have been established/ constituted in each district of the State of Punjab.	[Annexure -R/ 1 of 9 th May Affidavit]	Complied

3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>Directions issued to all the departments of State of Punjab, authorities, Public Sector Undertaking, private sectors, industries, institutions, bodies etc. to constitute the in ICCs their respective departments/institutions/organizations in accordance with the chapter II, section-4 of the Act, 2013.</p> <p>Directions were issued for the re-constitution of ICs to all the Public Sector Undertaking, private sectors.</p> <p>Directions issued the re-constitution of ICs to all the Public Sector Undertaking, private sectors.</p> <p>146 ICCs have been constituted in District offices/institutions of Punjab. Centrally Sponsored Scheme, Hub for Empowerment of women (HEW) in being implemented in Punjab, under which hubs have been established in each 23 districts of Punjab.</p>	<p>Memo No. 11/51/2015-1 WCD/1160739/1-14 dated 07.02.2018</p> <p>Annexure R-2 [Page No. 11]</p> <p>Letter bearing No. SRCW/POSH/2023/28215-415 dated 14.08.2023</p> <p>Annexure R-3 [Page No.12]</p> <p>Letter bearing No. SRCW/POSH/2024/ 22680-93, dated 07.11.2024 [Annexure R-4 (Page No. 13)]</p>	Extent of compliance not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	<p>SoP has been issued by the State to assist an aggrieved woman to make a complaint under POSH Act.</p> <p>One Stop Centres (OSCs) have been set up in districts to provide free services; medical, legal, police aid, psychological/ counseling and temporary shelter to needy women. OSCs shall also assist an aggrieved woman to make a complaint.</p>	<p>SoP with vide Letter No. SRCW/POSH/2024/11616-38, dated 16.04.2024</p> <p>Annexure -R/1 [Page Nos. 7-10]</p>	
5.		<i>Additional Information Provided:</i>		
		Training workshops are being organized/conducted by the various departments for the members of the constituted Committees and women groups to upskil members of ICCS/LCs/ICs and to educate women employees and women's groups about the provisions of the Act, the Rules and relevant regulations. Department would also coordinate with the State Legal Service Authorities (SALSA) to develop modules to conduct workshops and organize awareness program to sensitize authorities/management/employer/employees and adolescent groups with the provisions of POSH Act.		
6.				Nodal Officers under POSH Act, 2013 have also been designated at District, Block and Circle level

S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	All the District Collectors and District Magistrates have been notified as District Officers to exercise the powers and perform the duties under the POSH Act, 2013 for their respective districts.	Gazette Notification dated 17.01.2014. [Annexure: A-1. (Page Nos. 15-16)]	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	<p>All 41 districts of the State have their respective Local Committees in place under Section 6 (1) of the 2013 Act and the same have already been uploaded on the SHe-Box portal too.</p> <p>Details of the committees are continuously being uploaded on SHe-Box Portal. Currently, 46 departments have added their respective nodal officers.</p> <p>Most of the concerned ministries, departments, government organizations, authorities, public sector undertakings, institutions, bodies, etc have constituted ICCs/ICs (as the case may be) and the composition or the said Committees are strictly in terms of the provisions of the PoSH Act.</p> <p>The Directorate of Women Empowerment, Government of Rajasthan, directed all District Collectors:</p> <ol style="list-style-type: none"> A Local Committee shall be constituted at the district level under Section 6(1) of the 2013 Act. District Collectors shall appoint nodal officers for all blocks in both rural and urban areas under Section 6(2) of the 2013 Act and ensure that the names and contact details of the said nodal officers are duly uploaded on the websites of the District Collectors. District Collectors shall conduct a survey or all workplaces, both government and non-government, in their respective districts to ensure that Internal Committees have been constituted at the workplaces. District Collectors shall ensure that if any employer who is required under the 2013 Act to constitute an Internal Committee has not done so, he is penalized as per the provisions of the said Act. District Collectors shall duly submit reports or the above-said surveys to the Directorate; or Women 	<p>[Annexure: A-2. (Page No. 17)]</p> <p>Letter dated 16.12.2024 (Annexure A-3 @ Pg. 18)</p>	<p>Complied</p> <p>It is not clear as to whether Nodal Officers have been</p>

		<p>Empowerment, State of Rajasthan, by 28.02.2025, so that same are placed on record before this Hon'ble Court latest by 31.03.2025.</p> <p>vi. District Collectors shall upload information pertaining Internal Committees on the SHe-box Portal of the Ministry of Women and Child Development, Government of India.</p>		appointed as required under Section 6(2) of the Act
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>Secretaries of all the Departments of the State of Rajasthan were directed to:-</p> <p>i. Constitute Internal Committees/ Internal Complaints Committees for all Government Organizations and bodies under all the Departments of the State or Rajasthan, at the state level, the district level and the village level, as per the provisions of Section 4(1) or the 2013 Act by 27.01.2025.</p> <p>ii. All the Departments shall ensure that a district-wise list of all the offices falling under their purview is sent to the concerned District Collector so as to ensure that the implementation of the provisions of the 2013 Act can be reviewed by the concerned District Collector on a regular basis.</p> <p>iii. All the Departments shall provide information regarding the committees constituted by all the bodies under those Departments, the names and contact details of the committee officers, procedure for online complaint registration and the legal provisions and the same shall be uploaded and refreshed on the websites of the bodies.</p> <p>iv. All the statutory bodies or all the professions, universities, training centers, sports complexes, government and non-government hospitals, etc., shall also undertake the above-stated actions and upload the information pertaining Internal Committees of workplaces on the SHe-box Portal by 31.01.2025.</p> <p>v. Immediately after the formation or the said Committees under the provisions or the 2013 Act, the members of the Committees shall be informed about their duties, functioning of the committees, procedure for investigating the complaints received and sending of</p>	<p>Office letter dated 16.12.2024</p> <p>[Annexure: A-4. (Page Nos. 20-23)]</p>	Extent of compliance reported

		<p>reports. Moreover, regular orientation ought to be organized by the State Departments to propagate the provisions of the 2013 Act.</p> <p>vi. Information pertaining the committees and the members of the committees formed under the 2013 Act shall be uploaded on the SHe-box Portal or the Ministry of Women and Child Development, Government of India. This ought to be done by the State Nodal Officer appointed by the Departments.</p> <p>The Directorate of Women Empowerment issued, to the Labour and Employment Department, State of Rajasthan and issued following directions:</p> <p>i. The Labour and Employment Department shall conduct a survey of all workplaces, both government and non-government, to ensure that Internal Committees have been constituted at the workplaces</p> <p>ii. The Labour and Employment Department shall ensure that if any employer who is required under the 2013 Act to constitute an Internal Committee has not done so, he is penalized as per the provisions of the said Act.</p> <p>iii. The Labour and Employment Department shall duly submit reports of the above-said surveys to the Directorate of Women Empowerment, State of Rajasthan, by 28.02.2025, so that same are placed on record before this Hon'ble Court latest by 31.03.2025.</p> <p>iv. The Labour and Employment Department shall provide necessary support to the State Legal Services Authority in compliance with the provisions of the 2013 Act.</p>	<p>Office letter dated 16.12.2024</p> <p>[Annexure: A-5. (Page Nos. 24-25)]</p>	
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	<p>Secretaries of all the Departments, all the District Collectors, all the Superintendents of Police and the Commissioner of Police, Jaipur and Jodhpur, and the Rajasthan State Legal Services Authority were informed about this Hon'ble Court Order dated 03.12.2024, were restated.</p> <p>State Legal Services Authority of the State of Rajasthan was also directed to provide necessary assistance to the women in need.</p>	<p>Office letter dated 27.01.2025</p> <p>[Annexure: A-9. (Page Nos. 35-38)]</p>	

5.		ADDITIONAL INFORMATION <i>She-Box portal functional for ease of filing and dissemination of necessary information</i>		
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30.	STATE OF SIKKIM (Affidavit filed on: 10.02.2025 and 10.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The State states that it has duly complied with the direction, and District Officers have been appointed in all districts to ensure effective implementation of the mandate as directed.	Annexure C-1 [Page Nos. 5-6].	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Complaints Committees have been constituted across all districts of Sikkim to facilitate and monitor the complaints process.	Annexure C-2 [Page Nos. 7-11]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Total 34 Internal Complaints Committees have been constituted till date. All Government Departments PSUs, autonomous bodies and other State Control Institutions in Sikkim Constituted/reconstituted Internal Complaints Committee under Section 4 of the POSH Act and onboarding of the details of the same is in process in the SHE-Box Portal.	Annexure C-3 [Page Nos. 12-48]	The extent to which the direction has been complied with is not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5.		ADDITIONAL INFORMATION: a. It is stated that currently the process of conducting a survey and preparing a comprehensive report to assess the status of compliance with the provisions of the PoSH Act, 2013 is going on. b. Women and Child Department, Government of Sikkim issued directions to District Collectors of all Districts of Sikkim to designate one Nodal Officer in every block, taluka and tehsil in rural and tribal areas and ward or municipality in the urban area in each Districts in terms of the Section 6(2) of POSH Act to receive complaints and	Memo number 134/W&CDD/ADM/2023-24 dated 06.08.2024.	Extent of compliance as regards appointment of

		forward the same to the concerned Local Complaints Committee within a period of seven days. The Action Taken Report of the same is awaited. c. A follow up meeting has been called on 14.05.2025 to ensure the Local Authorities have complied with the aforementioned directions of this Hon'ble Court.	ANNEXURE R-4 [Page No. 8] of 10th May Affidavit	Nodal Officers under Section 6(2) of the Act is not clear
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31.	STATE OF TAMIL NADU (Affidavit filed on: 12.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The District Collectors of all the Revenue Districts are notified as District Officers.	G.O.(Ms).No.80, SW&NMP (SW3)-Dept, dated 11.11..2016	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	District Collectors have established functional Local Committees in all 38 Districts with a tenure of 3 years to receive the complaints of Sexual Harassment under the said Act. The District Social Welfare Officers are acting as Ex-officio members of these Local Committees, as the department is the Nodal department to implement the Act. Instructions have been issued to the District Collectors to upload the member details of the Local Committee, their E-mail ids, and Contact Number in their website for submitting online complaints by victims.		Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Till January 2025, 36,449 Internal Committees and 38 Local Committees have been established in Tamil Nadu State of Tamil Nadu has also launched the Internal Committee Portal on 14.08.2024. This portal serves as a centralized platform to monitor the formation and functioning of Internal Committees in workplaces. The portal is accessible at https://www.tnswdposhicc.tn.gov.in/		Extent of compliance not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	She-Box portal requires all workplaces to input details of their nodal officer and Internal Committee, enabling complainants to directly contact the concerned Internal Committee.		

5.		Additional Information: No. of. Awareness drives Done from Nov 2023- Till January 2025- 22,057 Safety Box- 13,474		
6.				District Collectors had appointed Nodal Officers under Section 6(2) of the POSH Act in their Districts and 1,047 Nodal Officers have been appointed in every block, taluk, tehsil in rural or tribal area and ward or municipality in urban area.

32.	STATE OF TELANGANA (Affidavit filed on: 03.03.2025 and 10.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Officers are notified for all districts State of Telangana has uploaded all details with regard to the POSH Act District Officers and Nodal Officers in the Departmental Website https://wdcw.tg.nic.in .		Complied Nodal Officers also appointed and information uploaded
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	LCs are constituted in all 33 districts. The District Welfare Officer (DWO) of WD&CW Department is the ex-officio member for the LCs'.	G.O.Ms.No.1, Dated: 22.06.2016 Annexure R-3 [Page No.. 9]	Complied Orientation on POSH Act is conducted for the LCs and District Officers.
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Directions issued to all the Departments of Telangana Secretariat for constitution of ICs at State/Secretariat level, HoD level, District level and Mandal level at every workplace having more than or equal to 10 employees. Directions to constitute ICs in all the Departments of Telangana Secretariat at State/Secretariat level, HoD level, District level and Mandal level and to follow the Supreme Court directions on implementation of POSH Act.	U.O.Note No. 2049/Prog. I/I/I 2023, Dated: 20.09.2023 Annexure R-1 [Page No. 6]	Extent of implementation not clear

4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	District Hub for Empowerment for Women staff have assisted aggrieved women in filing appeals related to sexual harassment cases in the designated courts.		
5.		<p>ADDITIONAL INFORMATION:</p> <p>a. Regular training is conducted to the DWOs, CDPOs, Supervisors, OSC staff of 33 districts and DHEW staff of 33 districts through technical institutions like MCRHRD, TISS, Hyderabad and NIPCCD, Bangalore on the implementation of POSH Act, 2013. [Annexure R-4 (Page No. 10-29)].</p> <p>b. Details of the Nodal Officers with regard to the POSH Act have been uploaded in the Departmental Website (https://wdcw.tg.nic.in/) and also uploaded in the SHE -Box portal.</p>		

33.	STATE OF TRIPURA (Affidavit filed on: 10.02.2025 and 12.05.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	The District Magistrate and Collectors have already been notified as District Officers in all Districts.		Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Eight Local Complaints Committees have already been constituted in all eight districts.	Annexure-I [Page Nos. 5-6]	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Internal Complaints Committees have been constituted in 59 Government Departments and 40 Private Organizations.	Annexure-I [Page Nos. 5-6]	Extent of compliance not clear
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	The Law Department has issued letter with the Judgments of this Hon'ble Court to the State Legal Services and Labour Department.	Annexure-I [Page Nos. 5-6]	

5.		Additional Information: District Magistrate & Collectors of all the Districts in the State of Tripura have been instructed to upload the details of Nodal Officers designated under Section 6 (2) of the 2013 Act by 12.05.2025.	Communication vide No. F.34(1052)-DSWE/LA/2023/1037(9) dt. 10.05.2025 [Annexure -II (Page 17) & Annexure -III (Page 18) of 12 th May Affidavit]	
6.				Nodal Officers have been appointed in all 8 districts and instructions have been issued to upload the information on website

34.	STATE OF UTTAR PRADESH(Affidavit filed on: 10.02.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Magistrate have been designated as the District Officer for the effective implementation of POSH Act, 2013.	Government Order No. 1 Mu.Ma./60-3-14-13(7)/14, dated 09.06.2014	Complied
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees have been constituted in all 75 districts.	Compliance Affidavits dated 09.05.2024 and 23.10.2024 by the State of U.P.	Complied
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	Internal Complaints Committees have already been constituted in 76 departments.	Compliance Affidavits dated 09.05.2024 and 23.10.2024 by the State of U.P.	Extent of compliance is not clear Government Order No. 3157568/60-3-2024-C-1723848/23, and E-31957/60-3-2025-C-1523848, dated 24 December 2024, and 20 January 2025 respectively, directed all District Magistrates (District Officers) to conduct a detailed survey of all public and private institutions in all the Districts as to whether ICCs have been constituted therein.
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	The Uttar Pradesh State Legal Services Authority and the District Legal Services Authorities provide assistance to aggrieved women in filing complaints under the relevant provisions of the POSH Act, 2013, upon contact.		Reiterated its compliance with earlier directions issued by this Hon'ble Court.

5.		<p>ADDITIONAL INFORMATION:</p> <p>Two Master Trainers of every districts of State of U.P. have been given training about the provisions of Act, 2013 at the Uttar Pradesh Management and Administration Training Academy, Lucknow.</p> <p>Director, Information and Public Relations Department, Uttar Pradesh has been directed to publish a free press release in 2-2 prominent Hindi and English daily newspapers having wide publicity in the State of U.P. regarding the implementation of the provisions of POSH Act.</p> <p>Awareness programs have been organized in all 75 districts.</p>		
6.				<p>In all districts, the District Officers have designated Nodal Officers at the block/tehsil/ward/municipality level in rural and urban areas. The details of these Nodal Officers have been uploaded on the District Magistrate's website.</p>

35.	STATE OF UTTARAKHAND (Affidavit filed on: 07.02.2025 and 21.04.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks
1	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	Principal Secretary, Department of Women Empowerment and Child Development, Uttarakhand Government, has appointed the District Magistrates as the District Officers for the purposes of POSH at the district level.	Letter number 594/XVII(4)/2016/90/2004 dated 03.03.2016	Complied
2	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	<p>Local Complaint Committees has been constituted in all 13 districts.</p> <p>Directions issued to all Department Heads/Office Heads, all District Magistrates, Uttarakhand to form and operate the district level Local Committee and Internal Complaint Committee under the POSH Act.</p> <p>Directions issued to all Additional Chief Secretary/Principal Secretary/Secretary, Uttarakhand Government, Commissioner, Garhwal Division and Kumaon Division, all District Magistrates, Uttarakhand</p>	<p>Letter number C-2069 dated 20.09.2023, Letter number C-1868 dated 07.09.2024 and Letter number C2029 dated 24.09.2024</p> <p>Letter No. 255/XVII-2/24-90/2004 T.C. dated 3.07.2024</p>	Complied.

		and all Department Heads, Uttarakhand to form Internal Complaint Committee in all offices and Local Complaint Committee at district level.		
3	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	<p>A total of 2064 Internal Complaint Committees have been constituted, in various departmental directorates, district offices, development block offices/ colleges/schools/ hotels/ non-government organizations, and the process of formation and reconstitution of Internal Complaint Committees in remaining departments/ organizations is in progress.</p> <p>Directions issued to all Additional Chief Secretary/ Principal Secretary/Secretary, Uttarakhand Government, Commissioner, Garhwal Division and Kumaon Division, all District Magistrates, Uttarakhand and all Department Heads, Uttarakhand to form and reconstitute the Internal Complaint Committees.</p> <p>Letter issued for formation of Internal Complaint Committees in remaining departments/organization and work is in progress.</p> <p>Internal Complaint Committees under the POSH Act have been so far constituted in total 10 departments/institutions/agencies in offices of Central Government located in Uttarakhand. Letter has been issued for formation of Internal Complaint Committees in remaining departments/organization</p>	<p>Affidavit dated 21.04.2025 Letter number 481/XVII-2/2024-13(10)2016/E-37531 dated 26.12.2024 [Annexure: A-1 (Page Nos.8-9)] Letter number C-4163 dated 29.01.2025 [Annexure: A-2 (Page Nos.10-11)]</p> <p>Letter number C-4163 dated 29.01.2025 [Annexure: A-2 (Page Nos.10-11)]</p>	Complete implementation is yet to be achieved
4	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	No specific information furnished.		
5		<p>Additional Information:</p> <p>Nodal Officers have been appointed in all the 13 Districts. The process of updating/uploading district level data on She-Box by these Nodal Officers is ongoing. Under the She-Box portal, 60 departments have been registered at the State level, as guests, out of which 17 departments have registered information about their Nodal officers. Among these 17 Nodal officers, 8 Nodal officers have uploaded information about the Internal Complaint Committees formed under them on the portal</p>	Affidavit dated 21.04.2025	Nodal Officers appointed

36.	STATE OF WEST BENGAL (Affidavit filed on: 24.03.2025)			
S. No.	Direction	Status of Compliance	Document/Page No.	Remarks

1.	<i>The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.</i>	District Magistrates have been appointed as “District Officers” of their respective districts.	Notification dated 19.05.2015 [Annexure A (Pg. No. 7)] [Annexure B (Pg. No. 8)][Annexure D (Pg. No. 38 - 75)]	Complied Details missing with respect to the District of Kolkata.																																																																																												
2.	<i>The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.</i>	Local Committees have been constituted in all Districts to receive complaints of sexual harassment	[Annexure C (Pg. No. 9-37)]	Complied Details missing with respect to the District of Kolkata.																																																																																												
3.	<i>The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or reconstituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025</i>	ICCs have been formed in all Districts and in all Government Departments of the State <table border="1"><thead><tr><th>District</th><th>Public</th><th>Private</th></tr></thead><tbody><tr><td>Alipurduar</td><td>39</td><td>14</td></tr><tr><td>Bankura</td><td>29</td><td>8</td></tr><tr><td>Birbhum</td><td>17</td><td>16</td></tr><tr><td>Cooch Bihar</td><td>30</td><td>33</td></tr><tr><td>Dakshin Dinajpur</td><td>12</td><td>10</td></tr><tr><td>Darjeeling</td><td>14</td><td>151</td></tr><tr><td>Hooghly</td><td colspan="2">Total 274</td></tr><tr><td>Howrah</td><td>-</td><td>265</td></tr><tr><td>Jalpaiguri</td><td>23</td><td>110</td></tr><tr><td>Jhargram</td><td>10</td><td>14</td></tr><tr><td>Kalimpong</td><td colspan="2">Total 26</td></tr><tr><td>Malda</td><td>17</td><td>22</td></tr><tr><td>Murshidabad</td><td>31</td><td>25</td></tr><tr><td>Nadia</td><td>15</td><td>25</td></tr><tr><td>North 24 Parganas</td><td>-</td><td>45</td></tr><tr><td>Paschim Bardhaman</td><td>24</td><td>46</td></tr><tr><td>Paschim Medinipur</td><td>73</td><td>81</td></tr><tr><td>Purba Bardhaman</td><td>01</td><td>58</td></tr><tr><td>Purba Medinipur</td><td>30</td><td>105</td></tr><tr><td>Purulia</td><td>29</td><td>33</td></tr><tr><td>South 24 Parganas</td><td>102</td><td>246</td></tr><tr><td>Uttar Dinajpur</td><td>19</td><td>11</td></tr></tbody></table>	District	Public	Private	Alipurduar	39	14	Bankura	29	8	Birbhum	17	16	Cooch Bihar	30	33	Dakshin Dinajpur	12	10	Darjeeling	14	151	Hooghly	Total 274		Howrah	-	265	Jalpaiguri	23	110	Jhargram	10	14	Kalimpong	Total 26		Malda	17	22	Murshidabad	31	25	Nadia	15	25	North 24 Parganas	-	45	Paschim Bardhaman	24	46	Paschim Medinipur	73	81	Purba Bardhaman	01	58	Purba Medinipur	30	105	Purulia	29	33	South 24 Parganas	102	246	Uttar Dinajpur	19	11	[Annexure E (Pg. No. 76-120)] <table border="1"><thead><tr><th>Pg. No.</th></tr></thead><tbody><tr><td>85</td></tr><tr><td>100</td></tr><tr><td>82-83</td></tr><tr><td>98-99</td></tr><tr><td>96</td></tr><tr><td>80-81</td></tr><tr><td>90</td></tr><tr><td>111-120</td></tr><tr><td>101</td></tr><tr><td>77</td></tr><tr><td>94-95</td></tr><tr><td>88</td></tr><tr><td>84</td></tr><tr><td>89</td></tr><tr><td>102-110</td></tr><tr><td>79</td></tr><tr><td>86</td></tr><tr><td>97</td></tr><tr><td>93</td></tr><tr><td>92</td></tr><tr><td>87</td></tr><tr><td>78</td></tr></tbody></table>	Pg. No.	85	100	82-83	98-99	96	80-81	90	111-120	101	77	94-95	88	84	89	102-110	79	86	97	93	92	87	78	Details missing with respect to the District of Kolkata ICCs in Public Offices of Howrah District details have been submitted only for Howrah Collectorate. In North 24 Parganas District, all ICCs in Public Offices were last constituted in February, 2022 and constitution of new ICCs in the Public Organizations is under process.
District	Public	Private																																																																																														
Alipurduar	39	14																																																																																														
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Birbhum	17	16																																																																																														
Cooch Bihar	30	33																																																																																														
Dakshin Dinajpur	12	10																																																																																														
Darjeeling	14	151																																																																																														
Hooghly	Total 274																																																																																															
Howrah	-	265																																																																																														
Jalpaiguri	23	110																																																																																														
Jhargram	10	14																																																																																														
Kalimpong	Total 26																																																																																															
Malda	17	22																																																																																														
Murshidabad	31	25																																																																																														
Nadia	15	25																																																																																														
North 24 Parganas	-	45																																																																																														
Paschim Bardhaman	24	46																																																																																														
Paschim Medinipur	73	81																																																																																														
Purba Bardhaman	01	58																																																																																														
Purba Medinipur	30	105																																																																																														
Purulia	29	33																																																																																														
South 24 Parganas	102	246																																																																																														
Uttar Dinajpur	19	11																																																																																														
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78																																																																																																
4.	<i>The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached</i>	The Legal Services Institutions at all levels of the State are equipped to providing assistance to an aggrieved woman to make a complaint under the provisions of the Act as and when approached.																																																																																														
5.				Nodal Officers have																																																																																												

				been appointed at block level and municipality level and contact details of the Nodal Officers had also been uploaded on the Departmental website
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B. STATES/UTs WHO HAVE FURNISHED INFORMATION WITH REGARD TO SURVEY DIRECTED ON 03.12.2024 AND 22.04.2025

1.	UNION TERRITORY OF ANDAMAN & NICOBAR ISLANDS (AFFIDAVIT FILED ON 05.05.2025)			
S. No.	Information Furnished	Document/Page No.	Remarks	
1.	Assistant Director, Administration of District Office, South Andaman District has furnished following information-: a. Number of Private Organisations with more than 10 employees: 120 b. Number of Government Organisations with more than 10 employees: 73 c. Internal Complaints Committees (ICC) have been constituted in all 73 Government Organisations and 120 Private Firms. d. Registration on the SHe-Box Portal has been completed for 23 Government Sectors and 40 Private Sectors.	Letter no. 6-193/2018/Estt/PF-II/ 278 dated 01.05.2025 [Annexure RA-7 (Page No. 44-70)]	All ICCs are in place for private as well as public sector establishments	
2.	Assistant Director (Admn.), Deputy Commissioner Office North & Middle Andaman District (Mayabunder) has furnished the details regarding the ICCs of North & Middle Andaman District. All 90 govt. departments have constituted the Internal Complaints Committee and all the 25 eligible private establishments have constituted the Internal Complaints Committee and there is no pendency in the North & Middle Andaman District.	Letter no.4-1/PRO/DC(N&MA)/MB/2 024/617 dt. 02/05/2025 [Annexure RA-8 (Page No. 71-74)]		
3.	28 Government establishments in the Nicobar District have constituted the Internal Complaints Committee. As per the survey conducted throughout the district to identify private establishments, 52 establishments were inspected out of which 09 private establishments including factories, schools and cooperative societies were identified as having more than 10 employees. These 09 establishments have constituted ICCs.	Letter No. 2-278/DCN/sexual Har/2013 dt. 30/04/2025 [Annexure RA-9 (Page No. 75-80)]		

2.	STATE OF ANDHRA PRADESH (AFFIDAVIT FILED ON 12.05.2025)			
S. No.	Information Furnished	Document/Page No.	Remarks	

1.	Director, Women Development and Child Welfare Department, Guntur, Government of Andhra Pradesh ('WDCWD'), has issued letter, to 58 instrumentalities of the State (which include various Government Departments and Institutions) to conduct a survey in respect of the number of organizations, both public sector as well as private within the district in order to ensure effective implementation of the provisions of the POSH Act, 2013.	Letter dated 12.05.2025, bearing No. WDC02-25022/26/DVC/2023-2 [ANNEXURE R-1 (Pages 5 to 10)]	
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3.	STATE OF ARUNACHAL PRADESH (Affidavit Filed On 08.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	State has constituted Internal Complaint Committees in all its government departments.	[Annexure A-3 (Page No. 31-88)]	No information furnished for private establishments. Also, no information furnished with respect to District Survey directed by the Court.

4.	STATE OF ASSAM (Affidavit filed on: 19.05.2025)																										
S. No.	Information Furnished	Document/Page No.	Remarks																								
1.	Legal Services are rendered through a structured institutional framework comprising the Assam State Legal Services Authority (hereinafter referred as "ASLSA") at the State level, 35 District Legal Services Authorities (hereinafter referred as "DLSAs") at the district level, and Taluk Legal Services Committees functioning at the sub-district (Taluk/Circle) level.																										
2.	Officers at the Taluka (Circle) level have also been designated, and the relevant details will be placed on record shortly.																										
3.	<p>Following officials are currently posted at the State Level Legal Services Authority:-</p> <table border="1"> <thead> <tr> <th>S. No.</th><th>Name</th><th>Designation</th><th>Affiliation</th></tr> </thead> <tbody> <tr> <td>1.</td><td>Hon'ble Mr. Justice Vijay Bishnoi</td><td>Patron-in-Chief</td><td>Chief Justice, Gauhati High Court</td></tr> <tr> <td>2.</td><td>Hon'ble Mr. Justice Lanusungkum Jamir</td><td>Executive Chairman</td><td>Judge, Gauhati High Court</td></tr> <tr> <td>3.</td><td>Shri Debasish Bhattacharjee</td><td>Member Secretary</td><td>Assam State Legal Services Authority</td></tr> <tr> <td>4.</td><td>Smti. Dubori Dutta</td><td>Deputy Secretary</td><td>Assam State Legal Services Authority</td></tr> <tr> <td>5.</td><td>Smt. Anamika Barman</td><td>Under Secretary</td><td>Assam State Legal Services Authority</td></tr> </tbody> </table>	S. No.	Name	Designation	Affiliation	1.	Hon'ble Mr. Justice Vijay Bishnoi	Patron-in-Chief	Chief Justice, Gauhati High Court	2.	Hon'ble Mr. Justice Lanusungkum Jamir	Executive Chairman	Judge, Gauhati High Court	3.	Shri Debasish Bhattacharjee	Member Secretary	Assam State Legal Services Authority	4.	Smti. Dubori Dutta	Deputy Secretary	Assam State Legal Services Authority	5.	Smt. Anamika Barman	Under Secretary	Assam State Legal Services Authority		
S. No.	Name	Designation	Affiliation																								
1.	Hon'ble Mr. Justice Vijay Bishnoi	Patron-in-Chief	Chief Justice, Gauhati High Court																								
2.	Hon'ble Mr. Justice Lanusungkum Jamir	Executive Chairman	Judge, Gauhati High Court																								
3.	Shri Debasish Bhattacharjee	Member Secretary	Assam State Legal Services Authority																								
4.	Smti. Dubori Dutta	Deputy Secretary	Assam State Legal Services Authority																								
5.	Smt. Anamika Barman	Under Secretary	Assam State Legal Services Authority																								
4.	ICCs have been constituted in all Government offices where the number of employees is more than ten, as per compliance reports received from the various Departments. Further, advisories have been issued to all Departments to constitute or re-constitute the Internal Complaints Committees, and to the District Officers to																										

	constitute or re-constitute the Local Complaints Committees, as required.		
5.	District-wise survey is under preparation.		
6.	Details of the Chairpersons and Secretaries Of DLSAS Of Assam have been furnished.	Annexure R-4 (Page no. 14-15).	

5.	STATE OF BIHAR (Affidavit filed on: 09.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	All the District Magistrates have been directed to conduct survey of the organisations to check the status of the ICs.	WCDC letter no. letter no. 4590/24 dated 18.12.2024 and WCDC/997/25 dated 29.04.2025	
2.	Information with respect to ICCs in 61 Government Departments is provided.	Annexure R-1 (Page No. 6-21)	No information w.r.t. Private Institutions. Moreover, ICC in Directorate of Audit, Finance Department was constituted vide Letter No. 46 dated 12/04/22 and since then 3 years have expired necessitating reconstitution. Some of the ICCs committee comprises of only 3 members as against minimum number warranted u/S 4 of POSH Act, 2013.
3.	Nodal Officers in every Block, Taluka, and Tehsil in rural or tribal areas and wards or municipalities in urban areas have been notified.	Annexure R-2 (Page No. 22-82)	Details are furnished in vernacular language (Hindi).

6.	UNION TERRITORY OF CHANDIGARH (Affidavit filed on: 07.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	The survey has also been conducted at Government as well as private sector by the Deputy Commissioner, U.T., Chandigarh designated as District Officer under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Moreover, the Internal Complaint Committees have also been constituted in private sector whose head offices are situated in the jurisdiction of UT Chandigarh.		The information gathered through survey has not been shared.

7.	STATE OF CHHATTISGARH (Affidavit filed on: 20.04.2025)						
S. No.	Information Furnished					Document/Page No.	Remarks
1	The State has communicated a Letter dated 21.03.2025. regarding the survey to all the District Officers directing them to take necessary action and submit their required details.					Letter No. 16891/ MBAVI/ MASAMI/ 24-25 dated 21.03.2025 [Annexure A/8 Page Nos. 179-183]	
2	Information related to formation of ICC under the POSH Act, 2013 in districts:						
	S. No	District	No. of establishments in the District	No. of establishments with 10 and above employees	No. of establishments where ICCs are formed	No. of establishments where ICCs are not formed	
	1.	Balod	1512	165	108	57	
	2.	Bastar	285	196	92	104	
	3.	Bijapur	308	162	162	0	
	4.	Bemetra	1900	194	155	39	
	5.	Balrampur	348	158	152	6	
	6.	Balodabazar	898	855	566	289	
	7.	Bilaspur	19756	1390	135	1255	
	8.	Durg	2033	290	290	0	
	9.	Dantewada	1283	74	74	0	
	10.	Dhamtari	1974	381	358	23	
	11.	Gariaband	183	179	171	8	
	12.	Jashpur	335	120	61	59	
	13.	Janjgir	2354	457	60	397	
	14.	Kanker	647	258	174	84	
	15.	Korba	302	287	287	0	
	16.	Korea	152	80	65	15	
	17.	Kabirdham	2150	287	287	0	
	18.	Kondagaon	401	110	110	0	
	19.	Mungeli	88	19	19	0	
	20.	Mahasamund	354	242	183	59	
	21.	Narayanpur	374	94	94	0	
	22.	Raipur	13847	1045	401	644	
	23.	Raigarh	769	438	438	0	
	24.	Rajnandgaon	3719	496	496	0	
	25.	Sukma	1476	129	129	0	
	26.	Surajpur	1024	158	158	0	
	27.	Surguja	175	169	110	59	
	28.	Gaurela-Pendra Marwahi	62	42	42	0	
	29.	Sakti	404	207	177	30	
	30.	Sarangarh Bhillaiagarh	529	113	113	0	
	31.	Mohalla Manpur-Chowki	138	90	90	0	
	32.	Mahendragarh Manpur-Chowki	87	58	58	0	
	33.	Khairgarh Chhuikhandan Gandai	853	104	103	1	
	Total		60720	9047	5953	3129	

8.	STATE OF GOA (Affidavit filed on: 20.05.2025)						
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8.	STATE OF GOA (Affidavit filed on: 20.05.2025)				
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S. No.	Information Furnished	Document/Page No.	Remarks
1.	Complete list of 892 institutions and organizations in the South Goa district which have constituted ICCs has been provided.	[Annexure A-1 of Affidavit dated 20.05.2025]	The list includes even the private institutions.
2.	170 institutions in the North Goa district have constituted ICCs.	Letter bearing No. 692 dated 09.05.2025 [Annexure A-5 of Affidavit dated 20.05.2025]	<p>The list at page no. 50 of the Affidavit starts with Entry No. 128 and goes on to 170. Details with respect to entries from 1 to 127 is missing.</p> <p>Moreover, the State has provided multiple Annexures with respect to the number of institutions having ICCs in the 2 districts. The problem being that every Annexure shows different number of ICCs constituted in the District.</p>

9.	STATE OF GUJARAT (Affidavit filed on: 12.05.2025)								
S. No.	Information Furnished						Document/P age No.	Remar ks	
1.	Details as to composition of Local Committee is as follows:-						Annexure R-4 (Page No. 7-8)		
S. No.	District Name	Details of composition of local committees				No. of meeting held by LC (last 3 years)			No. of LC members received training
		Fem ale	M ale	NGO rep.	Total members				
1.	Ahmedabad	3	2	3	5	3			3
2.	Amreli	4	1	3	5	1			4
3.	Banaskantha	4	1	3	5	3			3
4.	Bhavnagar	3	3	2	6	1			4
5.	Botad	4	1	3	5	3			4
6.	Bharuch	5	0	3	5	1			2
7.	Narmada	5	1	1	5	3			5
8.	Dang	5	0	3	5	0			3
9.	Gandhinagar	5	0	4	5	3			1
10.	Jamnagar	4	1	1	5	5			3
11.	Devbhumi Dwarka	3	2	1	5	2			4
12.	Junagadh	4	0	1	4	2			1
13.	Gir Somnath	4	1	3	5	0			2
14.	Porbandar	3	2	1	5	1			2
15.	Kheda	5	0	2	5	0			1
16.	Anand	5	0	2	5	2			2
17.	Kutch	5	0	4	5	1			2
18.	Mehsana	4	1	3	5	0	2		
19.	Patan	5	0	2	5	4	2		

		20.	Panchmahal	5	0	0	5	0	2																																																																																																																																																																																																																																																																																																											
		21.	Mahisagar	4	1	2	5	4	2																																																																																																																																																																																																																																																																																																											
		22.	Dahod	4	1	2	5	0	1																																																																																																																																																																																																																																																																																																											
		23.	Rajkot	3	2	4	5	1	0																																																																																																																																																																																																																																																																																																											
		24.	Morbi	5	0	3	5	3	0																																																																																																																																																																																																																																																																																																											
		25.	Surendranagar	4	1	3	5	0	1																																																																																																																																																																																																																																																																																																											
		26.	Sabarkantha	5	2	1	7	2	4																																																																																																																																																																																																																																																																																																											
		27.	Arvalli	5	0	1	5	6	3																																																																																																																																																																																																																																																																																																											
		28.	Surat	5	1	2	6	4	3																																																																																																																																																																																																																																																																																																											
		29.	Vadodara	5	1	1	6	5	4																																																																																																																																																																																																																																																																																																											
		30.	Chhota Udepur	4	2	2	6	1	6																																																																																																																																																																																																																																																																																																											
		31.	Valsad	4	1	1	5	4	3																																																																																																																																																																																																																																																																																																											
		32.	Navsari	4	2	1	6	10	5																																																																																																																																																																																																																																																																																																											
		33.	Tapi	5	0	1	5	4	0																																																																																																																																																																																																																																																																																																											
			TOTAL	142	30	69	171	79	84																																																																																																																																																																																																																																																																																																											
2. Details regarding complaints registered is as follows:-												Annexure R-4 (Page No. 7-8)																																																																																																																																																																																																																																																																																																								
<table><tr><th rowspan="2">S. N o.</th><th rowspan="2">District Name</th><th colspan="7">Registered Complaints Details (Up to April, 2025)</th></tr><tr><th colspan="3">(Up to April, 2025)</th><th colspan="3">(Last year 2024-25)</th><th rowspan="2">Complaints pending for more than 90 days</th></tr><tr><th></th><th></th><th>Regd. Complaints</th><th>Disposed</th><th>Pending</th><th>Regd. Complaints</th><th>Disposed</th><th>Pending</th><th></th></tr><tr><td>1.</td><td>Ahmedabad</td><td>5</td><td>2</td><td>3</td><td>5</td><td>2</td><td>3</td><td>1</td></tr><tr><td>2.</td><td>Amreli</td><td>0</td><td>3</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>3.</td><td>Banaskantha</td><td>1</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>4.</td><td>Bhavnagar</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>5.</td><td>Botad</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>6.</td><td>Bharuch</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>7.</td><td>Narmada</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>8.</td><td>Dang</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>9.</td><td>Gandhinagar</td><td>0</td><td>0</td><td>0</td><td>3</td><td>3</td><td>0</td><td>0</td></tr><tr><td>10.</td><td>Jamnagar</td><td>1</td><td>1</td><td>0</td><td>1</td><td>1</td><td>0</td><td>0</td></tr><tr><td>11.</td><td>Devbhumi Dwarka</td><td>1</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>12.</td><td>Junagadh</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>13.</td><td>Gir Somnath</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>14.</td><td>Porbandar</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>15.</td><td>Kheda</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>16.</td><td>Anand</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>17.</td><td>Kutch</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>18.</td><td>Mehsana</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>19.</td><td>Patan</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>20.</td><td>Panchmahal</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>21.</td><td>Mahisagar</td><td>2</td><td>2</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>22.</td><td>Dahod</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>23.</td><td>Rajkot</td><td>2</td><td>2</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>24.</td><td>Morbi</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>25.</td><td>Surendranagar</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>26.</td><td>Sabarkantha</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>27.</td><td>Arvalli</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>28.</td><td>Surat</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>29.</td><td>Vadodara</td><td>0</td><td>0</td><td>0</td><td>1</td><td>1</td><td>0</td><td>0</td></tr><tr><td>30.</td><td>Chhota Udepur</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr></table>													S. N o.	District Name	Registered Complaints Details (Up to April, 2025)							(Up to April, 2025)			(Last year 2024-25)			Complaints pending for more than 90 days			Regd. Complaints	Disposed	Pending	Regd. Complaints	Disposed	Pending		1.	Ahmedabad	5	2	3	5	2	3	1	2.	Amreli	0	3	0	0	0	0	0	3.	Banaskantha	1	1	0	0	0	0	0	4.	Bhavnagar	0	0	0	0	0	0	0	5.	Botad	0	0	0	0	0	0	0	6.	Bharuch	0	0	0	0	0	0	0	7.	Narmada	0	0	0	0	0	0	0	8.	Dang	0	0	0	0	0	0	0	9.	Gandhinagar	0	0	0	3	3	0	0	10.	Jamnagar	1	1	0	1	1	0	0	11.	Devbhumi Dwarka	1	1	0	0	0	0	0	12.	Junagadh	0	0	0	0	0	0	0	13.	Gir Somnath	0	0	0	0	0	0	0	14.	Porbandar	0	0	0	0	0	0	0	15.	Kheda	0	0	0	0	0	0	0	16.	Anand	0	0	0	0	0	0	0	17.	Kutch	0	0	0	0	0	0	0	18.	Mehsana	0	0	0	0	0	0	0	19.	Patan	0	0	0	0	0	0	0	20.	Panchmahal	0	0	0	0	0	0	0	21.	Mahisagar	2	2	0	0	0	0	0	22.	Dahod	0	0	0	0	0	0	0	23.	Rajkot	2	2	0	0	0	0	0	24.	Morbi	0	0	0	0	0	0	0	25.	Surendranagar	0	0	0	0	0	0	0	26.	Sabarkantha	0	0	0	0	0	0	0	27.	Arvalli	0	0	0	0	0	0	0	28.	Surat	0	0	0	0	0	0	0	29.	Vadodara	0	0	0	1	1	0	0	30.	Chhota Udepur	0	0	0	0	0	0	0	
S. N o.	District Name	Registered Complaints Details (Up to April, 2025)																																																																																																																																																																																																																																																																																																																		
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2.	Amreli	0	3	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
3.	Banaskantha	1	1	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
4.	Bhavnagar	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
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6.	Bharuch	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
7.	Narmada	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
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14.	Porbandar	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
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20.	Panchmahal	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
21.	Mahisagar	2	2	0	0	0	0	0																																																																																																																																																																																																																																																																																																												
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30.	Chhota Udepur	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																												

Annexure R-4 (Page No. 7-8)

6.	The State has also furnished detailed Department wise internal committee and case information.	Annexure R-5 (Page No. 9-10).	
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10.	STATE OF HARYANA (AFFIDAVIT FILED ON 20.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	-	-	No further information furnished with respect to District Survey.

11.	STATE OF HIMACHAL PRADESH (Affidavit filed on: 19.04.2025 and 15.05.2025)																																																														
S. No.	Information Furnished	Document/Page No.	Remarks																																																												
1.	The State has issued directions to all the 12 Deputy Commissioner of the State to survey organisations both in Public as well as in private sector within the district. Pursuant to such directions, the Deputy Commissioners of all the districts of the State have conducted the survey in these organisations, the details of which are there																																																														
2.	District Magistrates in the State have reported that ICCs have been constituted in public & private Organisations in their respected districts as per the following details-: <table><tr><td>S. No.</td><td>District</td><td colspan="2">No. of organizations having Functional Internal Committees</td></tr><tr><td></td><td></td><td>Govt.</td><td>Private</td></tr><tr><td>1.</td><td>Bilaspur</td><td>190</td><td>8</td></tr><tr><td>2.</td><td>Chamba</td><td>45</td><td>72</td></tr><tr><td>3.</td><td>Hamirpur</td><td>132</td><td>49</td></tr><tr><td>4.</td><td>Kangra</td><td>425</td><td>167</td></tr><tr><td>5.</td><td>Kullu</td><td>80</td><td>30</td></tr><tr><td>6.</td><td>Kinnaur</td><td>42</td><td>8</td></tr><tr><td>7.</td><td>L&S</td><td>23</td><td>1</td></tr><tr><td>8.</td><td>Mandi</td><td>114</td><td>25</td></tr><tr><td>9.</td><td>Shimla</td><td>519</td><td>28</td></tr><tr><td>10.</td><td>Sirmour</td><td>354</td><td>89</td></tr><tr><td>11.</td><td>Solan</td><td>234</td><td>137</td></tr><tr><td>12.</td><td>Una</td><td>115</td><td>22</td></tr><tr><td>13.</td><td>Total</td><td>2273</td><td>636</td></tr></table>	S. No.	District	No. of organizations having Functional Internal Committees				Govt.	Private	1.	Bilaspur	190	8	2.	Chamba	45	72	3.	Hamirpur	132	49	4.	Kangra	425	167	5.	Kullu	80	30	6.	Kinnaur	42	8	7.	L&S	23	1	8.	Mandi	114	25	9.	Shimla	519	28	10.	Sirmour	354	89	11.	Solan	234	137	12.	Una	115	22	13.	Total	2273	636		
S. No.	District	No. of organizations having Functional Internal Committees																																																													
		Govt.	Private																																																												
1.	Bilaspur	190	8																																																												
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11.	Solan	234	137																																																												
12.	Una	115	22																																																												
13.	Total	2273	636																																																												
3.	State has constituted Internal Complaint Committees in all the Departments, Corporations, Commissions, Universities & Boards in the State of Himachal Pradesh as per the detail given below: <table><tr><td>S. No.</td><td>Particulars</td><td>Number</td></tr><tr><td>1.</td><td>Departments</td><td>63</td></tr><tr><td>2.</td><td>Corporations</td><td>31</td></tr><tr><td>3.</td><td>Commissions</td><td>9</td></tr><tr><td>4.</td><td>Universities</td><td>14</td></tr><tr><td>5.</td><td>Boards</td><td>8</td></tr><tr><td></td><td>Total</td><td>125</td></tr></table>	S. No.	Particulars	Number	1.	Departments	63	2.	Corporations	31	3.	Commissions	9	4.	Universities	14	5.	Boards	8		Total	125	Affidavit dated 15.05.2025																																								
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4.	Universities	14																																																													
5.	Boards	8																																																													
	Total	125																																																													

12.	UNION TERRITORY OF JAMMU AND KASHMIR (AFFIDAVIT FILED ON 06.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	Additional Deputy Commissioners of their respective Districts are appointed as the District Officer for every District	Government Order No. 505-JK(GAD) of 2025 dated 21.04.2025 [Annexure P-1 (Pg No. 09)]	
2.	ICCs have been constituted in all the 20 Districts.		No information furnished with respect to District Survey directed.

13.	STATE OF JHARKHAND (AFFIDAVIT FILED ON 11.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	The Deputy Commissioner has been directed to conduct a survey in every district to collect information on number of such organizations who have constituted Internal Complaint Committee.		No further information furnished.
2.	22 districts have formed the Local Complaints Committee.		
3.	18 departments have informed about constitution of the ICCs.		

14.	STATE OF KARNATAKA (Affidavit filed on: 28.03.2025 and 06.05.2025)						
S. No.	Information Furnished					Document/Pag e No.	Remar ks
1.	As per the instructions of the Chief Secretary to Government of Karnataka, Additional Chief Secretary and Development Commissioner of Government of Karnataka has instructed the Deputy Commissioner and District Magistrates of 31 districts, to conduct the survey of the number of organizations, both public sector as well as private, within the district, which have already constituted the Internal Complaints Committee and seek information in this regard and wherever the Internal Complaints Committees are not constituted the District Officers were instructed to take steps to ensure that such committees are constituted by sending necessary advisories/directions to the said entities.						
2.	Specific details of ICCs in 31 districts is as follows:-					Annexure R-1 [Pg. Nos. 5-35]	
	Column	1	2	3	4	5	
	S. No.	District	No. of Offices/ Organisa tions in the district	No. of Offices/ Organisatio ns where there are 10 and above employees working	Out of Column No. 3, in how many offices/Organisatio ns ICCs are formed	Out of Column No. 3, in how many offices /Organisati ons ICCs are not formed	
	1.	Bagalkote	2050	1573	1216	357	
	2.	Ballari	7976	746	746	0	
	3.	Belagavi	20249	5525	2224	3301	
	4.	Bengaluru Rural	2886	1266	1266	0	

5.	Bengaluru Urban	52003	50474	43589	6885
6.	Bidar	4251	864	864	0
7.	Chamarajanagar	3122	353	196	157
8.	Chikkaballapura	2979	874	874	0
9.	Chikkamagaluru	1995	1609	1609	0
10.	Chitradurga	3133	749	749	0
11.	Dakshina Kannada	2823	1306	1220	86
12.	Davanagere	3871	860	860	0
13.	Dharwad	5036	2459	2459	0
14.	Gadag	2112	1160	1160	0
15.	Hassan	2279	1315	1185	130
16.	Haveri	2697	1069	1069	0
17.	Kalaburagi	2314	1126	1126	0
18.	Kodagu	1517	279	279	0
19.	Kolar	2678	608	608	0
20.	Koppal	4900	258	258	0
21.	Mandya	10966	1581	1581	0
22.	Mysuru	7422	1382	1382	0
23.	Raichur	3223	2169	704	1465
24.	Ramanagara	2943	1053	558	495
25.	Shivamogga	2848	1913	1913	0
26.	Tumakuru	6964	3888	1935	1953
27.	Udupi	2931	709	709	0
28.	Uttara Kannada	3643	581	581	0
29.	Vijayanagara	1897	423	383	40
30.	Vijayapura	3139	1029	759	270
31.	Yadgir	536	323	323	0

15.	STATE OF KERALA (Affidavit filed on: 08.05.2025)						
S. No.	Information Furnished					Document/Page No.	Remarks
1.	Survey Report Of ICCs Creation is as follows:-						
S. N o.	District	Workpla ces in District	Workpla ces visited	Workpla ces regd. in Posh Complia nce Portal	Workplac es having ICCs and updated on Posh Complian ce Portal	Workplac es not having ICCs	Workpla ces which have issued notificat ion for ICCs
1.	Thiruvanantha puram	1064	899	715	639	177	206
2.	Kollam	1691	1688	1153	1224	242	110
3.	Pathanamthitta	885	864	596	284	312	39
4.	Alappuzha	1789	1166	833	804	403	395
5.	Kottayam	1345	1314	892	815	515	130
6.	Idukki	961	909	762	762	88	52
7.	Emakulam	2985	1700	1162	1093	1080	556
8.	Thrissur	3332	2182	1305	1517	376	201
9.	Palakkad	2022	1746	871	671	520	167
10.	Malappuram	2881	2230	1705	1462	955	383
11.	Kozhikkodu	4620	1677	1302	1141	563	3459
12.	Wayanad	658	573	399	388	201	163
13.	Kannur	Information is illegible					
14.	Kasargod	978	920	598	467	329	124
	Total	29578	20565	13196	11845	9291	5985

2.	<p>a. Following Directions given to District Collectors:-Survey the number of organisations, both public sector as well as private, within the district, which have already constituted the Internal Committee and seek information in that regard. Further, wherever the Internal Committee has not been constituted, the District Officer shall take steps to ensure that such Committees are constituted by sending the necessary advisories/directions to the said entities.</p> <p>b. Upload the requisite details for the effective implementation of Sections 4 and 6 of the Act.</p> <p>c. Publish of details on the website of the District Officer, in order that the aggrieved women may be able to make the complaint to the Local Committee, the names of the Nodal officer and their designation for each Block, Taluk and Tehsil in the rural or tribal areas and ward or municipality in the urban areas, who would receive the complaints and forward the same to the Local Committee shall be notified on the website of the District Officer.</p> <p>d. Furnish report on the survey to Director, Women & Child Development Department.</p>		
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16.	STATE OF MADHYA PRADESH (AFFIDAVIT FILED ON 13.05.2025)																																																																																																																																											
S. No.	Information Furnished				Document/Page No.	Remarks																																																																																																																																						
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33.	Narsinghpur	Data not available.	
34.	Neemuch	36	
35.	Niwari	Data not available.	
36.	Pandhurna	Data not available.	
37.	Panna	68	
38.	Raisen	Data not available	
39.	Rajgarh	181	10
40.	Ratlam	14	
41.	Rewa	59	22
42.	Sagar	58	21
43.	Satna	24	7
44.	Sehore	117	62
45.	Seoni	87	
46.	Shahdol	Data not available.	
47.	Shajapur	61	
48.	Sheopur	39	5
49.	Shivpuri	55	1
50.	Sidhi	31	6
51.	Singrauli	39	
52.	Tikamgarh	40	
53.	Ujjain	237	35
54.	Umaria	55	
55.	Vidisha	36	14

17.	STATE OF MAHARASHTRA (AFFIDAVIT FILED ON 13.05.2025)									
S. No.	Information Furnished							Docume nt/Page No.	Remarks	
1.	As per the Survey Conducted by the District Officers, there are a total 2,55,933 public and private establishments having 10 or more than 10 employees are functioning in the State of Maharashtra. [13,152 public and 2,42,781 private establishments]									
2.	Total 70,310 internal complaint committees have been constituted out of which 11,594 are in public and 58,716 are in private establishments.									
3.	There are a total 1,85,623 establishments that remain to constitute Internal Complaint Committees.									
4.	District Officer, Latur has imposed penalty of Rs. 35,000/- on 01 Public establishment as per section 26 of POSH Act.									
5.	Information furnished through District Survey-:									
		Institutions with >10 employees			ICCs Constituted			ICC not constituted		
		Govt.	Privat e	Total	Govt.	Private	Total	Govt	Private	Total
S. No.	District									
1.	Mumbai City	429	76817	77246	146	11245	11391	283	65572	65855
2.	Mumbai Suburban	235	61614	61849	235	13987	14222	0	47627	47627
3.	RatnagIri	393	429	822	160	46	206	233	383	616
4.	Sindhudurg	274	128	402	274	128	402	0	0	0
5.	Raigad	351	1333	1684	235	783	1018	116	550	666
6.	Thane	351	53763	54114	314	10448	10762	37	43315	43352
7.	Palghar	224	875	1099	174	530	704	50	345	395
8.	Nashik	689	9435	10124	689	7325	8014	0	2110	2110
9.	Jalgaon	1079	910	1989	1079	910	1989	0	0	0
10.	Dhule	929	95	1024	913	95	1008	16	0	16
11.	Nandurbar	234	14	248	234	14	248	0	0	0
12.	Ahemadnagar	1140	630	1770	1140	630	1770	0	0	0

13.	Pune	715	19385	20100	715	7150	7865	0	12235	12235
14.	Kolhapur	283	2566	2849	283	701	984	0	1865	1865
15.	Solapur	232	1116	1348	198	512	710	34	604	638
16.	Satara	246	619	865	207	115	322	39	504	543
17.	Sangli	342	786	1128	305	220	525	37	566	603
18.	Amravati	294	300	594	294	300	594	0	0	0
19.	Akola	286	542	828	212	218	430	74	324	398
20.	Buldhana	218	144	362	218	144	362	0	0	0
21.	Washim	98	95	193	78	24	102	20	71	91
22.	Vavatmal	227	128	355	227	128	355	0	0	0
23.	Aurangabad	424	603	1027	293	218	511	131	385	516
24.	Beed	198	241	439	121	154	275	77	87	164
25.	Hingoli	173	79	252	143	32	175	30	47	77
26.	Jalna	219	886	1105	161	170	331	58	716	774
27.	Latur	198	842	1040	152	779	931	46	63	109
28.	Nanded	576	368	944	343	13	356	233	355	588
29.	Osmanabad	262	200	462	262	115	377	0	85	85
30.	Parbhani	122	70	192	122	38	160	0	32	32
31.	Nagpur	514	6872	7386	514	464	978	0	6408	6408
32.	Bhandara	189	652	841	189	652	841	0	0	0
33.	Chandrapur	375	100	475	375	100	475	0	0	0
34.	Gadchiroli	332	11	343	332	11	343	0	0	0
35.	Gondia	168	33	201	168	33	201	0	0	0
36.	Wardha	133	100	233	133	100	233	0	0	0
	Total	13152	242781	255933	11594	58716	70310	1558	184065	185623

18.	STATE OF MANIPUR (Affidavit filed on: 16.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	Member Secretary, Manipur State Legal Services Authority has been requested to take necessary action with respect to the compliance of order dated 03.12.2024 by the Joint Secretary (Social Welfare), Government of Manipur	Letter No. CUC 101 (2)/5/2023-SW-SW dated 31.01.2025	State provides list of various government institutions in the District of Thoubal and Tamenglong which have constituted ICCs along with their details. However, some of the pages are illegible. Moreover, the details with respect to other Districts and private institution is not provided.

19.	STATE OF MIZORAM (Affidavit filed on: 10.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	Details regarding the appointment of the Nodal Officers at districts, talukas, tehsil in rural areas or tribal areas and in urban areas and their contact details such as the name of the officers and the contact details compromising of the contact number and the email-id of the officers have been uploaded on the Central website i.e. She -box portal maintained by the Ministry of Women and Child Welfare Department, Government of India.	Annexure A-2. [Pg No. 12]	
2.	District Officers have conducted the survey in all the districts of the State of Mizoram regarding the constitution of the I.C.C. and the functioning of the I.C.C in varied establishments:- a. Total number of establishments ICC Constituted: 844		

	b. Total number of establishments ICC to be constituted: 588 c. Total number of establishments having less than 10 staff persons: 329																																																						
3.	Number of ICCs constituted in 11 Districts of Mizoram:- <table border="1"> <thead> <tr> <th>S. No.</th><th>District</th><th colspan="2">No. of organizations having Functional Internal Committees</th></tr> <tr> <th></th><th></th><th>Govt.</th><th>Private</th></tr> </thead> <tbody> <tr><td>1.</td><td>Aizawal</td><td>348</td><td>158</td></tr> <tr><td>2.</td><td>Hnahthial</td><td>19</td><td>3</td></tr> <tr><td>3.</td><td>Mamit</td><td>24</td><td>6</td></tr> <tr><td>4.</td><td>Saitual</td><td>27</td><td>4</td></tr> <tr><td>5.</td><td>Champhai</td><td>37</td><td>14</td></tr> <tr><td>6.</td><td>Khawzawl</td><td>17</td><td>1</td></tr> <tr><td>7.</td><td>Kolasib</td><td>37</td><td>-</td></tr> <tr><td>8.</td><td>Lunglei</td><td>33</td><td>1</td></tr> <tr><td>9.</td><td>Serchhip</td><td>60</td><td>1</td></tr> <tr><td>10.</td><td>Siaha</td><td>14</td><td>1</td></tr> <tr><td>11.</td><td>Lawngtlai</td><td>38</td><td>2</td></tr> </tbody> </table>	S. No.	District	No. of organizations having Functional Internal Committees				Govt.	Private	1.	Aizawal	348	158	2.	Hnahthial	19	3	3.	Mamit	24	6	4.	Saitual	27	4	5.	Champhai	37	14	6.	Khawzawl	17	1	7.	Kolasib	37	-	8.	Lunglei	33	1	9.	Serchhip	60	1	10.	Siaha	14	1	11.	Lawngtlai	38	2		
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4.	Number of organization where ICCs have not been constituted or will be constituted within 3 months:- <table border="1"> <thead> <tr> <th>S. No.</th><th>District</th><th colspan="2">No. of organizations having Functional Internal Committees</th></tr> <tr> <th></th><th></th><th>Govt.</th><th>Private</th></tr> </thead> <tbody> <tr><td>1.</td><td>Aizawal</td><td>17</td><td>32</td></tr> <tr><td>2.</td><td>Hnahthial</td><td>1</td><td>9</td></tr> <tr><td>3.</td><td>Mamit</td><td>-</td><td>-</td></tr> <tr><td>4.</td><td>Saitual</td><td>-</td><td>-</td></tr> <tr><td>5.</td><td>Champhai</td><td>-</td><td>-</td></tr> <tr><td>6.</td><td>Khawzawl</td><td>13</td><td>9</td></tr> <tr><td>7.</td><td>Kolasib</td><td>25</td><td>15</td></tr> <tr><td>8.</td><td>Lunglei</td><td>41</td><td>10</td></tr> <tr><td>9.</td><td>Serchhip</td><td>48</td><td>11</td></tr> <tr><td>10.</td><td>Siaha</td><td>14</td><td>8</td></tr> <tr><td>11.</td><td>Lawngtlai</td><td>-</td><td>6</td></tr> </tbody> </table>	S. No.	District	No. of organizations having Functional Internal Committees				Govt.	Private	1.	Aizawal	17	32	2.	Hnahthial	1	9	3.	Mamit	-	-	4.	Saitual	-	-	5.	Champhai	-	-	6.	Khawzawl	13	9	7.	Kolasib	25	15	8.	Lunglei	41	10	9.	Serchhip	48	11	10.	Siaha	14	8	11.	Lawngtlai	-	6		
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5.	The State has listed all the above institutions who have constituted ICCs and have failed to constituted ICCs and will be constituting within the 3 months. The State has also listed the institutions which have staff numbers less than 10 employees and thus not required to constitute ICCs.																																																						

20.	STATE OF NAGALAND (AFFIDAVIT FILED ON 13.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	-	-	No further information furnished with respect to District Survey.

21.	STATE OF ODISHA (AFFIDAVIT FILED ON 13.05.2025)		
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S. No.	Information Furnished	Document/Page No.	Remarks
	-	-	No further information furnished with respect to District Survey.

22.	UNION TERRITORY OF PUDUCHERRY (AFFIDAVIT FILED ON 13.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	The Union Territory has provided a complete list of 204 Government Departments and their Sub-offices, Divisional Offices, including Public Sector Undertakings/Corporations and 472 Private Organisations which have constituted Internal Complaints Committee.	Annexure-1 (Page No. 4-31).	

23.	STATE OF PUNJAB (AFFIDAVIT FILED ON 11.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1	146 ICCs have been constituted in District offices/institutions of Punjab. Centrally Sponsored Scheme, Hub for Empowerment of women (HEW) in being implemented in Punjab, under which hubs have been established in each 23 districts of Punjab. The staff under the HEW is coordinating with the establishments at district level to get constitute ICCs under POSH Act.		No further information furnished with respect to District Survey.

24.	STATE OF RAJASTHAN (Affidavit filed on: 02.04.2025 and 09.05.2025)				
S. No.	Information Furnished			Document/Page No.	Remarks
1.	The Women and Child Development Department of the State or Rajasthan has issued office letters dated 25.02.2025, 18.03.2025 and 26.03.2025, addressing all the District Officers to survey all Government and Non-Government workplaces and obtain information on whether ICCs have been formed and if any penalty has been imposed on any of the deviant employers.			[Annexure A-1 (Page no. 16-19)] [Annexure A-2 (Page no. 20-21)] [Annexure A-3 (Page no. 22-26)]	
2.	Women and Child Development Department of the Stale or Rajasthan has received survey reports from 23 districts out of a total of 41 districts within the State of Rajasthan. Following Districts have submitted their reports:-				
S. No.		District	No. of organizations having Functional Internal Committees		
			Govt.	Private	Annexure /Pg. No.
1.	Alwar	305	181		A4/(27-30)
2.	Baran	438	29		A5/(31-33)
3.	Bharatpur	219	35		A6/(34-35)
4.	Bhilwara	697	110		A7/(36-39)
5.	Bikaner	835	501		A8/(40-41)
6.	Bundi	627	187		A9/(42-43)
7.	Chittorgarh	795	70		A10/(44-45)

	8.	Dausa	478	0	A11/(46-49)
	9.	Dholpur	1183	628	A12/(50-51)
	10.	Dungarpur*	Total- 675		A13/(52-54)
	11.	Jaipur	923	894	A14/(55-57)
	12.	Jaisalmer	226	20	A15/(58-60)
	13.	Jhunjhunu	1131	409	A16/(61-62)
	14.	Jodhpur	625	78	A17/(63-68)
	15.	Karauli	127	86	A18/(69-70)
	16.	Kota	563	60	A19/(71-73)
	17.	Nagaur	128	0	A20/(74-75)
	18.	Pali	269	50	A21/(76-77)
	19.	Phalodi*	106	8	A22/(78-83)
	20.	Rajsamand	370	25	A23/(84-85)
	21.	Sawaimadhopur	227	62	A24/(86-87)
	22.	Sriganganagar	709	177	A25/(88-89)
	23.	Tonk	168	-	A26/(90-91)
	All the Government and Non-Government workplaces falling within these respective districts have duly constituted ICCs except for 4 private workplaces in Jodhpur District. These 4 workplaces have been sternly addressed that penalty under 2013 Act shall be levied if they fail to comply.				
3.	Following information furnished through 9 th May Affidavit:-				
	S. No.	District	No. of organizations having Functional Internal Committees		
			Govt.	Private	Annexure /Pg. No.
	1.	Ajmer	219	29	A1/(16-19)
	2.	Balotra	57	04	A2/(20-21)
	3.	Barmer	252	04	A3/(22-23)
	4.	Churu	1637	483	A4/(24-29)
	5.	Hanumangarh	431	26	A5/(30-33)
	6.	Jalore	185	51	A6/(34-35)
	7.	Khairthal	239	73	A7/(36-38)
	8.	Kotputli-Behror	385	227	A8/(39-41)
	9.	Pratapgarh	316	-	A9/(42-44)
	10.	Salumber	75	2	A10/(45-48)
	11.	Sikar	1064	97	A11/(49-50)
	12.	Sirohi	151	25	A12/(51-52)
	13.	Udaipur	554	474	A13/(53-55)
	14.	Banswara	136	3	A14/(56-57)
	15.	Kuchaman	31	0	A15/(58-59)
	16.	Deeg	51	01	A16/(60-62)
	17.	Beawar	55	09	A17/(63-65)
	18.	Jhalawar	40	41	A18/(66-69)
	19.	Dungarpur	595	90	A19/(70)
4.	Additional Information furnished pursuant to remarks made in Status Report dated 22.04.2025:-				
	a. With respect to District Dungarpur, it is pertinent to slate that the said district had duly constituted the ICCs, however, mistakenly an erroneous report was supplied and filed by the Answering Stale with the above-mentioned Affidavit dated 02.04.2025. (Annexure A-19)				
	b. Remaining 10 ten private workplaces in District Jhunjhunu have successfully formed ICCs. (Annexure A-20)				
	c. With respect to District Phalodi, it is stated that all the concerned Government and Private Workplaces have constituted ICCs. (Annexure A-21)				
	d. Remaining 4 private workplaces in Judhpur which had not constituted ICCs have duly constituted ICCs. (Annexure A-22).				

25.	STATE OF SIKKIM (AFFIDAVIT FILED ON 10.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	All Government Departments PSUs, autonomous bodies and other State Control Institutions in Sikkim Constituted/reconstituted Internal Complaints Committee under Section 4 of the POSH Act and onboarding of the details of the same is in process in the SHE-Box Portal.		No information furnished with respect to District Survey.

26.	STATE OF TELANGANA (Affidavit filed on: 10.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	Districts have constituted the LCs and ICs wherever applicable and the status of the Committees formed and also registered on the She - Box portal.		
2.	Following information with regard to She-box Portal is furnished: a. At State level 55 Departments are registered. b. At District level 449 District Officers are added. c. 33 District Nodal Officers are registered. d. 66 Sub Divisional Nodal Officers are registered. e. 33 LCCs constituted and uploaded. f. At State level 8 ICs have been uploaded. g. At District level 119 ICs have been uploaded. h. At Sub-District level 42 ICs have been uploaded		
3.	8 Labour Courts & Industrial Tribunals have been appointed as Appellate Authority, Department of Labor Employment Training and Factories Department. These tribunals will be acting as the appellate authority in their respective jurisdictions, to exercise the functions of an Appellate Authority in respect of the Industrial establishments in relation to which the State Government is the appropriate authority for preferring appeals in the cases of sexual harassment of women at workplace.	G.O.Ms.No.23, 11.08.2023	Dated: 11.08.2023

27.	STATE OF TRIPURA (Affidavit filed on: 12.05.2025)		
S. No.	Information Furnished	Document/Page No.	Remarks
1.	District Magistrate & Collectors of all the Districts in the State of Tripura have been instructed to upload the details of Nodal Officers designated under Section 6 (2) of the 2013 Act by 12.05.2025.	Communication vide No. F.34(1052)-DSWE/LA/2023/1037(9) dt. 10.05.2025 [Annexure -II (Page 17) & Annexure -III (Page 18)]	
2.	Nodal Officers appointed in all 8(eight) District in the state of Tripura.	Annexure-I (Page No. 6-16)]	
3.	Regarding uploading of the necessary information regarding the constitution and composition of ICC and LCC details of the email IDs and contact numbers of, designated persons etc. on the website, all the District Magistrate & Collector of the State have been requested to take up the matter.	Vide Memo dated-12.12.2023	

28.	STATE OF UTTAR PRADESH (Affidavit filed on: 08.05.2025)		
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S. No.	Information Furnished							Document/P age No.	Remarks
1.	ICCs in Govt and Public Sector Institutions								
	S. No.	District	Govt. Offices Surveyed	Govt. Offices with ICC	Govt. Offices without ICC	Public Sector Institutions Surveyed	Public Sector Institutions with ICCs	Public Sector Institutions without ICCs	
	1.	Agra	69	69	0	0	0	0	
	2.	Mainpuri	70	28	42 (<10 staff)	2	2	0	
	3.	Mathura	61	40	0	3	0	3	
	4.	Firozabad	118	109	9 (<10 staff)	35	30	5 (<10 staff)	
	5.	Aligarh	73	60	13	27	9	18 (<10 staff)	
	6.	Etah	71	71	0	65	50	15 (<10staff)	
	7.	Kasganj	37	37	0	5	0	5	
	8.	Hathras	70	64	6	25	20	5 (<10 staff)	
	9.	Azamgarh	59	59	0	3	3	0	
	10.	Mau	42	33	9	3	2	1	
	11.	Balia	154	154	0	48	48	0	
	12.	Prayagraj	31	19	12	5	2	3	
	13.	Kaushambi	25	25	0	130	130	0	
	14.	Fatehpur	71	52	19(<10 staff)	21	3	14 (<10 staff)	
	15.	Pratapgarh	65	65	0	46	40	6 (<10 staff)	
	16.	Kanpur Nagar	130	119	11{<10 staff)	18	18	0	
	17.	Kanpur Dehat	42	40	2	1	1	0	
	18.	Etawa	157	139	18	52	37	15	
	19.	Farrukhabad	103	64	39 (<10 staff)	103	64	39	
	20.	Kannauj	112	82	30 {<10 staff)	15	15	(all have committees)	
	21.	Auraiya	70	59	11	26	21	5	
	22.	Gorakhpur	73	71	10 (<10 staff)	78	75	10 (<10 staff)	
	23.	Kushinagar	60	59	01 {<10staff)	26	26	0	
	24.	Deoria	64	56	8	18	10	6	
	25.	Maharajganj	32	32	0	0	0	0	
	26.	Chitrakoot	51	51	0	58	58	4 {<10 staff)	
	27.	Hamirpur	93	82	11 {<10 staff)	12	2	10 (<10staff)	
	28.	Mahoba	49	49	0	57	51	6	
	29.	Banda	63	61	2 {<10 staff)	20	5	15 {<10 staff)	
	30.	Jhansi	81	71	10	65	50	15 {<10 staff)	
	31.	Jalaun	76	56	20	23	21	2	
	32.	Lalitpur	78	50	10 {<10 staff)	83	83	55	
	33.	Gonda	67	64	3{<10 staff)	17	17	0	
	34.	Bahraich	49	40	9	13	13	0	
	35.	Sarawasti	65	35	30 {<10 staff)	6	5	01 {<10 staff)	
	36.	Balrampur	26	16	6	5	3	2	
	37.	Ayodhya	74	66	8	11	11	0	
	38.	Ambedkar	37	37	0	0	0	0	

	Nagar							
39.	Barabanki	45	45	0	13	13	0	
40.	Sultanpur	72	72	0	18	10	08 (<10 staff)	
41.	Amethi	55	39	16	28	22	6	
42.	Bareilly	195	158	37 (<10 staff)	11	11	0	
43.	Budaun	173	127	0	173	127	0	
44.	Pilibhit	72	72	0	11	11	0	
45.	Shahjahanpur	67	67	1	30	30	0	
46.	Basti	39	39	0	17	17	0	
47.	Siddharth Nagar	63	56	7 (<10 staff)	17	10	7 (<10 staff)	
48.	Sant Kabir Nagar	75	56	19 (<10 staff)	12	8	04 (<10 staff)	
49.	Mirzapur	72	72	0	21	21	0	
50.	Bhadohi	7	7	0	7	7	0	
51.	Sonebhadra	37	28	9	37	37	0	
52.	Muradabad	52	52	0	52	52	0	
53.	Bijnor	42	42	0	42	42	0	
54.	Rampur	55	55	0	43	43	0	
55.	Amroha	53	39	10 (<10 staff)	55	55	0	
56.	Sambhal	74	40	34	19	13	6	
57.	Merrut	121	121	20	361	344	17	
58.	Bulandsahar	104	98	6 (<10 staff)	3	3	0	
59.	Ghaziabad	119	67	52(<10 staff)	42	16	26(<10 staff)	
60.	Hapur	15	14	1	0	0	0	
61.	Baghpat	61	54	7	0	0	0	
62.	Gautambuddha Nagar	32	32	0	3000	561	2439	
63.	Lucknow	63	63	0	67	51	-	
64.	Hardoi	68	68	0	27	27	0	
65.	Lakhimpur Kheri	8	8	0	5	5	0	
66.	Raebareli	62	59	3 (<10 staff)	62	59	03 (<10 staff)	
67.	Sitapur	48	48	0	48	48	0	
68.	Unnao	59	59	0	42	42	0	
69.	Varanasi	93	93	0	93	93	0	
70.	Chandauli	35	35	0	96	96	0	
71.	Ghazipur	97	79	18 (<10 staff)	42	35	7 (<10 staff)	
72.	Jaunpur	119	108	11 (<10 staff)	27	27	0	
73.	Saharanpur	74	72	2	70	65	05 (<10 staff)	
74.	Muzaffarnagar	57	48	0	56	45	11 (<10 staff)	
75.	Shamli	35	25	10	30	15	15 (<10 staff)	
2.	ICCs in Private Sector Institutions							
	S. No.	District	Private Offices Surveyed	Private Offices with ICC	Private Offices without ICC			
	1.	Agra	128	128	0			
	2.	Mainpuri	25	4	21 (<10 staff)			
	3.	Mathura	131	62	69			
	4.	Firozabad	17	9	8 (<10 staff)			
	5.	Aligarh	37	12	25			
	6.	Etah	50	50	0			
	7.	Kasganj	6	0	6			
	8.	Hathras	33	33	0			

9.	Azamgarh	23	23	0
10.	Mau	12	5	7
11.	Balia	0	48	48
12.	Prayagraj	23	15	8
13.	Kaushambi	19	19	0
14.	Fatehpur	19	5	14(<10 staff)
15.	Pratapgarh	35	28	7
16.	Kanpur Nagar	575	550	25
17.	Kanpur Dehat	25	15	10 {<10 staff}
18.	Etawa	15	15	0
19.	Farrukhabad	32	25	7
20.	Kannauj	16	13	3 {<10 staff}
21.	Auraiya	25	20	5
22.	Gorakhpur	123	119	4
23.	Kushinagar	71	71	0
24.	Deoria	25	15	10
25.	Maharajganj	5	0	0
26.	Chitrakoot	66	66	0
27.	Hamirpur	19	16	3 {<10 staff}
28.	Mahoba	65	65	0
29.	Banda	32	32	0
30.	Jhansi	73	73	0
31.	Jalaun	39	33	6
32.	Lalitpur	5	5	0
33.	Gonda	5	5	0
34.	Bahraich	11	11	0
35.	Sarawasti	8	6	02 (<10 staff)
36.	Balrampur	15	10	5
37.	Ayodhya	42	39	3
38.	Ambedkar Nagar	28	28	0
39.	Barabanki	47	47	0
40.	Sultanpur	14	14	0
41.	Amethi	30	22	8
42.	Bareilly	90	71	19 {<10 staff}
43.	Budaun	17	17	0
44.	Pilibhit	49	49	0
45.	Shahjahanpur	30	30	0
46.	Basti	29	29	0
47.	Siddharth Nagar	25	14	11 (<10 staff)
48.	Sant Kabir Nagar	10	7	03 (<10 staff)
49.	Mirzapur	0	0	0
50.	Bhadohi	0	0	0
51.	Sonebhadra	4	4	0
52.	Muradabad	76	76	0
53.	Bijnor	7	7	0
54.	Rampur	10	7	03 (<10 staff)
55.	Amroha	41	41	0
56.	Sambhal	29	5	24
57.	Merrut	561	535	41
58.	Bulandsahar	65	62	3 (<10 staff)
59.	Ghaziabad	575	531	44(<10 staff)
60.	Hapur	78	46	32
61.	Baghpat	8	8	0
62.	Gautambuddha Nagar	4737	3112	1625
63.	Lucknow	218	218	0
64.	Hardoi	13	13	0
65.	Lakhimpur Kheri	5	5	0
66.	Raebareli	50	37	13 (<10 staff)
67.	Sitapur	9	9	0
68.	Unnao	16	16	0
69.	Varanasi	119	119	0
70.	Chandauli	9	9	0
71.	Ghazipur	182	159	23 (<10 staff)
72.	Jaunpur	75	69	6(<10 staff)
73.	Saharanpur	28	28	0
74.	Muzaffarnagar	43	40	0
75.	Shamli	65	55	10

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29.

STATE OF UTTARAKHAND (AFFIDAVIT FILED ON 21.04.2025)

S. No.	Information Furnished	Document/Page No.	Remarks																								
1	Nodal Officers have been appointed in all the 13 Districts. The process of updating/uploading district level data on She-Box by these Nodal Officers is ongoing. Under the She-Box portal, 60 departments have been registered at the State level, as guests, out of which 17 departments have registered information about their Nodal officers. Among these 17 Nodal officers, 8 Nodal officers have uploaded information about the Internal Complaint Committees formed under them on the portal																										
2	<table><tr><th>S. No.</th><th>District</th><th>Information Furnished</th></tr><tr><td>1.</td><td>Almora</td><td>a. Total 30 Offices have constituted ICCs. b. Mr. Peetambar Prasad, District Program Officer, Child Development Almora has been appointed as the Nodal Officer</td></tr><tr><td>2.</td><td>Bageshwar</td><td>a. Sub-Divisional Magistrate, Bageshwar Sadar has been appointed as the District Level Nodal Officer under Section 5 POSH Act. b. Along with 127 schools in the district ICCs have been formed/reconstituted in 37 government/semi-government offices, colleges, hospitals, and private institutions. c. d. However, specific details provided only for 38 Departments despite Entry 38 states that names of 137 schools where ICCs have been constituted is enclosed.</td></tr><tr><td>3.</td><td>Chamoli</td><td>c. Total 172 Offices have constituted ICCs. d. Mrs. Rachna Tamta, Assistant Professor, Department of Sociology,. Government Post Graduate College, Gopeshwar, Chamoli has been appointed as the District Nodal Officer. e. LCC of 5 members has been constituted</td></tr><tr><td>4.</td><td>Champawat</td><td>a. Internal Complaints Committees have been constituted in 107 offices of the district. b. However, of these 107 offices, process of forming/re-forming ICC is ongoing in about 19 offices as there is either no ICC or man has been appointed as its Chairman. c. There are about 15 offices where ICC has not been constituted and neither process for their constitution is ongoing. The main reason cited is that in particular office (more than 10 employees) only one female is working and thus not constituted.</td></tr><tr><td>5.</td><td>Dehradun</td><td>a. Internal Complaints Committees have been constituted in only 30 offices of the district. b. Shri Jai Bharat Singh, ADM (Additional District Magistrate), Finance and Revenue Dehradun has been appointed as the Nodal Officer</td></tr><tr><td>6.</td><td>Haridwar</td><td>a. Internal Complaints Committees have been constituted in 76 offices of the district. b. Project Director, District Rural Development Agency has been appointed as the Nodal Officer</td></tr><tr><td>7.</td><td>Nainital</td><td>a. Internal Complaints Committees have been constituted in 159 offices of the district. b. District Magistrate, City Magistrate Haldwani (Shri APJ Vajpai, mobile no.-99*****2) has been appointed as the Nodal Officer. However, specific details provided only for 30 Departments despite Entry 30 states that names of 129 schools where ICCs have been constituted is enclosed.</td></tr></table>	S. No.	District	Information Furnished	1.	Almora	a. Total 30 Offices have constituted ICCs. b. Mr. Peetambar Prasad, District Program Officer, Child Development Almora has been appointed as the Nodal Officer	2.	Bageshwar	a. Sub-Divisional Magistrate, Bageshwar Sadar has been appointed as the District Level Nodal Officer under Section 5 POSH Act. b. Along with 127 schools in the district ICCs have been formed/reconstituted in 37 government/semi-government offices, colleges, hospitals, and private institutions. c. d. However, specific details provided only for 38 Departments despite Entry 38 states that names of 137 schools where ICCs have been constituted is enclosed.	3.	Chamoli	c. Total 172 Offices have constituted ICCs. d. Mrs. Rachna Tamta, Assistant Professor, Department of Sociology,. Government Post Graduate College, Gopeshwar, Chamoli has been appointed as the District Nodal Officer. e. LCC of 5 members has been constituted	4.	Champawat	a. Internal Complaints Committees have been constituted in 107 offices of the district. b. However, of these 107 offices, process of forming/re-forming ICC is ongoing in about 19 offices as there is either no ICC or man has been appointed as its Chairman. c. There are about 15 offices where ICC has not been constituted and neither process for their constitution is ongoing. The main reason cited is that in particular office (more than 10 employees) only one female is working and thus not constituted.	5.	Dehradun	a. Internal Complaints Committees have been constituted in only 30 offices of the district. b. Shri Jai Bharat Singh, ADM (Additional District Magistrate), Finance and Revenue Dehradun has been appointed as the Nodal Officer	6.	Haridwar	a. Internal Complaints Committees have been constituted in 76 offices of the district. b. Project Director, District Rural Development Agency has been appointed as the Nodal Officer	7.	Nainital	a. Internal Complaints Committees have been constituted in 159 offices of the district. b. District Magistrate, City Magistrate Haldwani (Shri APJ Vajpai, mobile no.-99*****2) has been appointed as the Nodal Officer. However, specific details provided only for 30 Departments despite Entry 30 states that names of 129 schools where ICCs have been constituted is enclosed.		<p>Information w.r.t private institutions is missing for almost every District.</p> <p>In the survey, wherever the committee was not formed/updated, the process of forming/updating the committee is in progress.</p>
S. No.	District	Information Furnished																									
1.	Almora	a. Total 30 Offices have constituted ICCs. b. Mr. Peetambar Prasad, District Program Officer, Child Development Almora has been appointed as the Nodal Officer																									
2.	Bageshwar	a. Sub-Divisional Magistrate, Bageshwar Sadar has been appointed as the District Level Nodal Officer under Section 5 POSH Act. b. Along with 127 schools in the district ICCs have been formed/reconstituted in 37 government/semi-government offices, colleges, hospitals, and private institutions. c. d. However, specific details provided only for 38 Departments despite Entry 38 states that names of 137 schools where ICCs have been constituted is enclosed.																									
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4.	Champawat	a. Internal Complaints Committees have been constituted in 107 offices of the district. b. However, of these 107 offices, process of forming/re-forming ICC is ongoing in about 19 offices as there is either no ICC or man has been appointed as its Chairman. c. There are about 15 offices where ICC has not been constituted and neither process for their constitution is ongoing. The main reason cited is that in particular office (more than 10 employees) only one female is working and thus not constituted.																									
5.	Dehradun	a. Internal Complaints Committees have been constituted in only 30 offices of the district. b. Shri Jai Bharat Singh, ADM (Additional District Magistrate), Finance and Revenue Dehradun has been appointed as the Nodal Officer																									
6.	Haridwar	a. Internal Complaints Committees have been constituted in 76 offices of the district. b. Project Director, District Rural Development Agency has been appointed as the Nodal Officer																									
7.	Nainital	a. Internal Complaints Committees have been constituted in 159 offices of the district. b. District Magistrate, City Magistrate Haldwani (Shri APJ Vajpai, mobile no.-99*****2) has been appointed as the Nodal Officer. However, specific details provided only for 30 Departments despite Entry 30 states that names of 129 schools where ICCs have been constituted is enclosed.																									

		Moreover at entry no. 14 and 17 of the list it states no ICC has been constituted.		
8.	Pauri Garhwal	a. Internal Committees have been formed at 20 workplaces in the district. b. Mr. Deepak Ramchandra Seth, Sub-District Magistrate, Pauri has been appointed as the District Nodal Officer		
9.	Pithoragarh	a. Internal Committees have been formed at 223 workplaces in the district. b. Mrs. Kavita Bhagat, General Manager Industry Department Pithoragarh, has been appointed as District Nodal Officer.		
		Details w.r.t enclosed names of ICCs is not provided.		
10.	Rudraprayag	a. Internal Committees have been formed at 48 workplaces in the district. There are certain workplaces where they ICC is not constituted as "Women Officer/ No. of Workers is less than 10". Clarity needed.		
11.	Tehri Garhwal	a. Internal Committees have been formed at 110 workplaces in the district in addition to 890 schools of the district. Information w.r.t name of enclosed 890 schools is missing.		
12.	Udham Singh Nagar	a. Internal Committees have been formed at 58 workplaces in the district including private institutions . b. Mrs. Vyoma Jain (District Probation Officer) Udham Singh Nagar has been appointed as District Nodal Officer		
13.	Uttarkashi	a. Internal Committees have been formed at 08 workplaces in the district. b. Mrs. Shelly Dabral, Superintendent, District Rural bevelopment Agency Uttarkashi has been appointed as District Nodal Officer		

30.	STATE OF WEST BENGAL (AFFIDAVIT FILED ON 24.03.2025)																																																																											
S. No.	Information Furnished			Document/Page No.	Remarks																																																																							
1.	ICCs have been formed in all Districts and in all Government Departments of the State			[Annexure E (Pg. No. 76-120)]	Complied except for																																																																							
	<table><tr><th>District</th><th>Public</th><th>Private</th></tr><tr><td>Alipurduar</td><td>39</td><td>14</td></tr><tr><td>Bankura</td><td>29</td><td>8</td></tr><tr><td>Birbhum</td><td>17</td><td>16</td></tr><tr><td>Cooch Bihar</td><td>30</td><td>33</td></tr><tr><td>Dakshin Dinajpur</td><td>12</td><td>10</td></tr><tr><td>Darjeeling</td><td>14</td><td>151</td></tr><tr><td>Hooghly</td><td colspan="2">Total 274</td></tr><tr><td>Howrah</td><td>-</td><td>265</td></tr><tr><td>Jalpaiguri</td><td>23</td><td>110</td></tr><tr><td>Jhargram</td><td>10</td><td>14</td></tr><tr><td>Kalimpong</td><td colspan="2">Total 26</td></tr><tr><td>Malda</td><td>17</td><td>22</td></tr><tr><td>Murshidabad</td><td>31</td><td>25</td></tr><tr><td>Nadia</td><td>15</td><td>25</td></tr><tr><td>North 24 Parganas</td><td>-</td><td>45</td></tr><tr><td>Paschim Bardhaman</td><td>24</td><td>46</td></tr><tr><td>Paschim</td><td>73</td><td>81</td></tr></table>			District	Public	Private	Alipurduar	39	14	Bankura	29	8	Birbhum	17	16	Cooch Bihar	30	33	Dakshin Dinajpur	12	10	Darjeeling	14	151	Hooghly	Total 274		Howrah	-	265	Jalpaiguri	23	110	Jhargram	10	14	Kalimpong	Total 26		Malda	17	22	Murshidabad	31	25	Nadia	15	25	North 24 Parganas	-	45	Paschim Bardhaman	24	46	Paschim	73	81	<table><tr><th>Pg. No.</th></tr><tr><td>85</td></tr><tr><td>100</td></tr><tr><td>82-83</td></tr><tr><td>98-99</td></tr><tr><td>96</td></tr><tr><td>80-81</td></tr><tr><td>90</td></tr><tr><td>111-120</td></tr><tr><td>101</td></tr><tr><td>77</td></tr><tr><td>94-95</td></tr><tr><td>88</td></tr><tr><td>84</td></tr><tr><td>89</td></tr><tr><td>102-110</td></tr><tr><td>79</td></tr></table>	Pg. No.	85	100	82-83	98-99	96	80-81	90	111-120	101	77	94-95	88	84	89	102-110	79	<p>Details missing with respect to the District of Kolkata</p> <p>ICCs in Public Offices of Howrah District details have been submitted only for Howrah Collectorate.</p> <p>In North 24 Parganas District, all ICCs in Public Offices were last constituted in February, 2022 and constitution of new ICCs in the Public Organizations is under</p>
District	Public	Private																																																																										
Alipurduar	39	14																																																																										
Bankura	29	8																																																																										
Birbhum	17	16																																																																										
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North 24 Parganas	-	45																																																																										
Paschim Bardhaman	24	46																																																																										
Paschim	73	81																																																																										
Pg. No.																																																																												
85																																																																												
100																																																																												
82-83																																																																												
98-99																																																																												
96																																																																												
80-81																																																																												
90																																																																												
111-120																																																																												
101																																																																												
77																																																																												
94-95																																																																												
88																																																																												
84																																																																												
89																																																																												
102-110																																																																												
79																																																																												

		Medinipur				86		process.
		Purba Bardhaman	01	58		97		
		Purba Medinipur	30	105		93		
		Purulia	29	33		92		
	24	South Parganas	102	246		87		
		Uttar Dinajpur	19	11		78		

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New Delhi