

GOVERNMENT MEDICAL COLLEGE & HOSPITAL, CHANDIGARH

(Hospital Building), Sector 32-B, Chandigarh-160030 (Ph: 0172-2665253-59, Fax: 0172-2608488)

(ESTABLISHMENT BRANCH-IV)

Endst. No.: GMCH/EIV/EA3(24/1)2016/ 27672

Dated, Chandigarh the, 5-8 AUG 2016

A copy of letter No. 28/5/94-IH(7)-2016/21926 dated 14.07.2016 received from the Department of Personnel, Chandigarh Administration, is forwarded to System Analyst, IT Centre, GMCH with a request to e-circulate/email the same to all the HODs/Branch Incharges of GMCH Chandigarh for information and necessary action please.

*Ren*  
4/8/16

Superintendent (Estt.-IV)

13/19/19/7/16

No.28/5/94-IH(7)-2016/ 21926  
Chandigarh Administration,  
Department of Personnel

Chandigarh dated, the 14/7/16

To

All the Administrative Secretaries/  
Heads of Departments/Offices/  
Institutions/Boards/Corporations  
Chandigarh Administration.

15928

15 JUL 2016

Subject: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Sir/Madam,

I am directed to refer to this department's letter No.28/5/94-IH(7)-2013/22583 dated 11.12.2013 on the subject noted above and to state that the Hon'ble Punjab and Haryana High Court has passed order on 31.03.2016 in CWP No. 5015 of 2016 (O&M) titled Jagjeet Singh Vs Union of India & Others(copy enclosed) that the provisions of Sections 4, 5, 19 & 21 to 24 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 need to be complied with.

It is again reiterated to comply with the provisions contained in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in letter and spirit.

The contents of this communication may be brought to the notice of all officers/officials working under your control for strict compliance.

The compliance/action taken report may be sent to this department within 15 days positively.

Yours faithfully,

*Amita Bawa*  
Superintendent Personnel,  
for Secretary Personnel,  
Chandigarh Administration.

Endst.No.28/5/94-IH(7)-2016/ 21927

Dated: 14/7/16

A copy is forwarded to the Deputy Commissioner-cum- District Officer, U.T. Chandigarh for necessary action.

He is requested to take action to implement the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in private organizations, in letter and spirit in U.T. Chandigarh.

*Amita Bawa*  
Superintendent Personnel,  
for Secretary Personnel,  
Chandigarh Administration.

Endst. No.28/5/94-IH(7)-2016/ 21928

Dated: 14/7/16

A copy is forwarded to the Director Public Relations, Chandigarh Administration for information and necessary action.

He is requested to give due publicity for implementation of the provisions of the Act ibid in the Newspapers/Radio/Television etc.

*Amita Bawa*  
Superintendent Personnel,  
for Secretary Personnel,  
Chandigarh Administration.

Jagjeet Singh

Versus

Union of India and others

Present: Mr. B.S. Makar, Advocate, for the petitioner.

Mr. Baldev Kapoor, Advocate, as amicus curiae.

The writ petition has been filed seeking directions to put in place sufficient mechanism to ensure effective implementation of Sections 3 and 19 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('Act' for short) to prevent and prohibit sexual harassment at workplace in Chandigarh Police Department as well as other departments of UT, Chandigarh, besides, further directions.

The petitioner felt that sexual harassment of women at workplace was a matter of concern for all. It was, *inter alia*, contended on behalf of the petitioner that he had carried out a survey with many women constables regarding the sexual harassment meted out to them. According to him, most of the women constables stated that they were harassed.

On the request of the Court, Mr. Baldev Kapoor, Advocate, gracefully agreed to assist the Court. He was appointed as amicus curiae.

Mr. Baldev Kapoor, Advocate, has submitted that he has verified the survey report stated to be conducted by the petitioner in respect of the women constables. He has informed that the survey was conducted on the mobile phones of the women constables by representing that he was conducting a research work and the information was not to be used for any other purpose. Therefore, the nature of survey was merely an academic exercise for some research work rather than for the Court to take cognizance of the same. It



is, however, submitted by Mr. Baldev Kapoor, Advocate, that since the matter has come to the notice of the Court, the provisions of the Act would require implementation in letter and spirit for which the respondents should submit their response. It is submitted that the provisions of Sections 4, 5, 19 and 21 to 24 need to be complied with.

Notice of motion for the aforesaid limited purpose to the respondents for 16.05.2016

(S.S. SARON)  
JUDGE

(GURMIT RAM)  
JUDGE

31.03.2016

Ramesh