



केन्द्रीय विद्यालय संगठन

F.11-55/2000-KVS(Vig.)Pt.1/10640-10649.

Speed Post
केन्द्रीय विद्यालय संगठन
18, संस्थागत क्षेत्र, शहीद जीत सिंह मार्ग
नई दिल्ली-110 016
Kendriya Vidyalaya Sangathan
18, Institutional Area, Shaheed Jeet Singh Marg
New Delhi - 110 016

Dated: 16.11.2018

ORDER

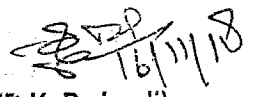
In supersession to previous orders, the approval of the Commissioner, Kendriya Vidyalaya Sangathan is hereby conveyed to re-constitute the "Internal Complaints Committee" at Kendriya Vidyalaya Sangathan (HQ) to deal with the complaints regarding sexual harassment of women at workplace, in terms of the provisions of Section 4(2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 enforced on 9th December, 2013. Accordingly, the following members are nominated for constituting the 'Internal Complaints Committee' at KVS(HQ) level to deal with the complaints of sexual harassment in respect of women employees at KVS(Hqrs.) and the complaints against all Group 'A' Officers of KVS(HQ), Regional Offices, ZIETs and Kendriya Vidyalayas.

Sl.	Nomenclature	Name of the nominated member
1	Presiding Officer	Dr. V. Vijayalakshmi, Jt. Commissioner (Admn.) KVS(HQ)
2	NGO Member	(i) Mrs. Rakesh Dhawan, President, All India Women's Conference PAN India, 7/1 Pitam Road, Dehradun-248001 (Uttarakhand). (ii) Dr. (Mrs.) A. Padmavathi, Chairperson, Humana People to People India, B7/61/1, Safdarjung Enclave, New Delhi-110029.
3	Female Member	(i) Mrs. Indu Kaushik, Asstt. Commissioner, KVS(HQ) (ii) Ms. Sona Seth, Asstt. Commissioner, KVS(HQ) (iii) Ms. Pallavi Sharma, Asstt. Commissioner, KVS, R.O, Delhi
4	Male Member	(i) Shri P.K. Kaul, Dy. Commissioner (Acad./EDP) (ii) Dr. P. Deva Kumar, Dy. Commissioner (Acad.) (iii) Shri Tajuddin Shaik, Asstt. Commissioner (Acad.) (iv) Shri Varun Mitra, Asstt. Commissioner (Estt.I)

The Presiding Officer and the members of the above committee will hold office for a period not exceeding three years from the date of issue of this order. The Presiding Officer of the Committee will ensure the following:-

- I. Co-ordinate with the NGO member, other members and respective Deputy Commissioner/ Vidyalaya to fix date and time for conduct of enquiry.
- II. Co-ordinate with the NGO member and plan & facilitate the tour program.
- III. The inquiry will be conducted in terms of guidelines contained in the judgment dated 13.08.1997 of the Hon'ble Supreme Court in Vishaka and Others Versus State of Rajasthan & Others and order dated 26.04.2004 passed by the Hon'ble Supreme Court in the case of Medha Kotwal Lele & Others Vs Union of India & others.
- IV. It is mandatory to have one NGO member while investigating the cases of sexual harassment of women employees.
- V. Submission of Inquiry Report with specific findings and supporting documents alongwith her comments/recommendation within a period of one month from the date of such receipt of a complaint.

This issues with the approval of the competent authority.



(D.K. Dwivedi)

Asstt. Commissioner (Vig.)

Distribution:-

- I. Dr. V. Vijayalakshmi, Jt. Commissioner (Admn.) & Presiding Officer, ICC at KVS(HQ)
- I. Dr. (Mrs.) A. Padmavathi, Chairperson, Humana People to People India, B7/61/1, Safdarjung Enclave, New Delhi - 110029.
- II. Mrs. Rakesh Dhawan, President, All India Women's Conference PAN India, 7/1 Pitam Road, Dehradun-248001(Uttarakhand)
- III. Pallavi Sharma, Asstt. Commissioner, KVS, Regional Office, Delhi
- IV. All the nominated members concerned in KVS(HQ)
- V. The Under Secretary (UT-2), MHRD, Shastri Bhawan, New Delhi for information.
- VI. The Dy. Commissioners/Directors, All ROs/ZIETs with the directions to bring this order to the notice of all the employees of ROs & KVs under their control.
- VII. All Officers and Sections of KVS Hqrs, New Delhi.
- VIII. The Dy. Commissioner (Acad.), EDP Cell with the request to upload the order on KVS Website in sub-head 'Vigilance' under "Administration"
- IX. Guard file.