



कर्मचारी राज्य बीमा निगम अस्पताल, एजुकॉन, कोल्लम, केरल 691505  
EMPLOYEES' STATE INSURANCE CORPORATION HOSPITAL, EZHUKONE, KOLLAM, KERALA-691505  
E mail: [ms-ezhukone.ke@esic.in](mailto:ms-ezhukone.ke@esic.in), [esihekn@gmail.com](mailto:esihekn@gmail.com) Website: [www.esichezhukone.in](http://www.esichezhukone.in)  
Ph: 0474 - 2522454, 2529380, Fax No: 0474-2529294

(ISO 9001:2008 CERTIFIED)

F. No. A-12/18/1/EKN/2014 (SHW)

Dated: 03/04/2014

**NOTICE**

The parliament has enacted "The Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act 2013" to provide protection of women and for prevention and redressal of complaint of sexual harassment and connected matters. As per section 2 (n) of the Act, sexual harassment includes any one or more of the following unwelcome acts or behavior (Whether directly or by implication) namely: -

- i) Physical contact and advance: or
- ii) A demand or request for sexual favours: or
- iii) Making sexually coloured remarks: or
- iv) Showing pornography: or
- v) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

In compliance with the provisions of the Act, an "Internal Complaints Committee" for this hospital has been constituted by the competent authority with immediate effect comprising of the following:

- a) Dr. R. P. Jayasree, M. S (Presiding Officer)
- b) Dr. Beena Daniel, CMO (Member)
- c) Shri. S. V. Yuvaraj, D.D (Admn) (Member)
- d) Smt. Tessymol Jacob, A.D (Finance) (Member)
- e) Smt. Deepa (Advocate) (Member-NGO)/Human Rights Protection Mission, New Delhi

The presiding officer and members of the committee shall hold office from the date of nomination till the reconstitution of the committee or till they cease to work in this hospital, subject to a maximum of three years.

Any aggrieved women may make, in writing a complaint of sexual harassment at workplace to the Internal Committee, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.

A complaint so received when proved shall be liable for the action as follows:

- i) To treat the act of the respondent as a misconduct under service rules and appropriate action be initiated,
- ii) To deduct from salary/wages of the respondent appropriate sum to be paid to the aggrieved women,
- iii) To transfer the respondent to any other place.
- iv) To forward the complaint to police etc.

This notice is issued in compliance with sec. 19(b) of the Act. The contents of this notice and the provisions of the Act may be given wide publicity among all staff and displayed conspicuously.

  
MEDICAL SUPERINTENDENT &  
PRESIDING OFFICER OF ICC

Copy: All Officers & Staff

All Members, Notice Board, JD (SCT)/ESIC Hqrs

✓ WCM, ESIC Hqrs - For uploading in Hqrs Website