



ESIC
Chintā Se Mukti

कर्मचारी राज्य बीमा निगम (क्षेत्रीय कार्यालय)
Employees' State Insurance Corporation (Regional Office)
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(Ministry of Labour & Employment, Govt. of India)

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No.32-A-14/15/WE/2009-STC

Date: 09/05/2014

CIRCULAR


Sub: Setting up of "Internal Complaints Committee" in connection with the sexual/ Harassment of women at workplace (Prevention, Prohibition and Redressal) Act,2013.

In pursuance to Headquarters office letter no.C-12/18/41/164/Misc./13-Vig. Dated 15/04/2014 and under section 4 of the Sexual Harassment of women at working place (Prevention, Prohibition and Redressal) Act, 2013, the Regional Director has approved the "**Internal Complaints Committee**" consisting of the following members for ESIC Goa Region to **provide protection against sexual harassment of women at workplace** and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

1. Presiding Officer : Kumari Fatima Fernandes, Branch Manager.
2. External Member : Smt. Shanti Fonseca,(Advocate) Member - NGO (National Federation for Indian Women.), Panaji.
3. Member : Shri. B.N. Mandal, Assistant Director, (Admin.)
4. Member : Smt. Darshana Patil, Assistant
5. Member : Smt. Nirmala Dawane, Assistant.
6. Member Secretary : Smt. Soniya Mandrekar, Office Superintendent, (Admin.)

The Presiding officer and the 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 corporation/ region, subject to a maximum of three years.

All the women employees of ESIC Goa are therefore informed that their grievances if any, 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 series of incidents within a period of three months from the date of the last incident.


(B.N. Mandal)

Assistant Director (Admin.)
For Regional Director

Copy to :

1. All members of the " Internal Complaints Committee".
2. PA to RD,R.O. ESIC, Goa.
3. All Branches of R.O. Goa.
4. All Branch Offices, ESIC, Goa.
5. The Director General (SCT), ESIC Headquarters Office, Panchdeep Bhaawn, C.I. G. Marg, New Delhi 110 002.
6. The website Content Manager, Headquarters Office, ESIC, New Delhi for Notice Board uploading in the Headquarters Website.
7. Office copy