

No. 4-61/2001-Coop. (Estdt.)  
Directorate of Co-operation  
Himachal Pradesh.

To

The Managing Directors/ Chief Executive Officers of  
the State/ Secondary Co-operative Societies in H.P.

Dated Shimla-9 the 21-4-2015

Subject:- Compliance of the Guidelines and Norms laid down by the Hon'ble Supreme Court in Vishakha & others versus State of Rajasthan & ors. (JT 1997(7) SC 384 and the provisions of Sexual Harassment of Women at Workplace Act, 2013.

Dear Sir,

It has come to the notice of the undersigned that the Guidelines and Norms laid down by the Hon'ble Supreme Court in the case titled as Vishakha & others versus State of Rajasthan & ors. (JT 1997(7) SC 384 are not being scrupulously adhered to by some of the co-operative institutions in the State. In one of the civil writ petition pertaining to a State level co-operative institution, the Hon'ble High Court of H.P. was pleased to direct the undersigned to file an affidavit as to whether a committee as required to be formed in Vishakha's case (supra) for redressal of complaints regarding sexual harassment of women at workplace has been constituted or not. The undersigned observed that no such committee had been constituted.

You must be aware that as per the guidelines issued by the Hon'ble apex Court in Vishakha's case supra the responsibility to constitute the committee and to follow the guidelines rests with the employer. You may also be aware that the Government of India has enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 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.

In view of above, you are directed to constitute the committees, if not already constituted, and to follow the guidelines laid down by the Hon'ble

Supreme Court as well as the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in letter and in spirit under intimation to this office. You are also directed to amend the service rules of employees, if any applicable, to incorporate rules/ regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender. THIS MAY BE GIVEN TOP PRIORITY.

Yours sincerely,

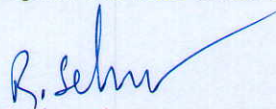


Registrar Co-operative Societies,  
Himachal Pradesh.

Endst. No. 4-61/2001-Coop. (Estt.)  
Copy to:-

Dated, Shimla-9 the 21-4-2015

1. The Additional Registrar Co-operative Societies, Dharamsala, District Kangra, H.P. / all the Deputy Registrars in H.P/ all the Assistant Registrar in H.P for information with the directions to go through the above guidelines and provisions of abovementioned Act and ensure compliance from co-operative societies working under their respective jurisdiction to which the provisions of Act / guidelines of Hon'ble Supreme Court apply.
2. All the Branch in-charges posted in Directorate of Co-operation for information.
3. Sh. Sanjay Suhail, Superintendent Grade-II to upload this letter on the official website of the Department.



Registrar Co-operative Societies,  
Himachal Pradesh.