

HQ-HR0WELF (POSH)/1/2022-HR- TRG AND DEV/ Computer No 17247

Dated 22.03.2023

Circular No. 11 /2023

Sub: Composition of Internal Complaints Committee for dealing with the cases of Sexual Harassment of women at Workplace.

The revised Internal Complaints Committees (ICCs) in DFCCIL for redressal of complaints of women employees against sexual harassment at workplace are as under:

(a) For complaints against officers of **GM & Above** level:

Sl.	Name	Status	Tenure	
			From	To
1	Mrs. Pallavi Joshi, GM/Finance/CF	Presiding Officer	10.02.2023	09.02.2026
2	Shri Manish Chandra, GM/HR	Member	03.11.2022	02.11.2025
3	Ms. Meenu Kapoor, CS	Member	22.03.2023	21.03.2026
4	Mrs. Sita Singhal (AIWC)	Representative of NGO	22.03.2023	21.03.2026

(b) For complaints against officers of **AGM & below** level:

Sl.	Name	Status	Tenure	
			From	To
1	Mrs. Shilpi Bishnoi, GM/OP&BD	Presiding Officer	10.02.2023	09.02.2026
2	Shri Ajay Singh, AGM/IT	Member	22.03.2023	21.03.2026
3	Mrs. Mamta Gussain, Manager/HR	Member	22.03.2023	21.03.2026
4	Mrs. Sita Singhal (AIWC)	Representative of NGO	22.03.2023	21.03.2026

Any aggrieved women may make a complaint of sexual harassment at DFCCIL premises in writing to the ICC, within the stipulated period.

This issues with the approval of the Competent Authority.


(R.S. Rawat)

Addl. General Manager/HR

Copy to:

1. Secretary to MD- for kind information of MD.
2. Director (OP&BD), Director (Fin), Director (PP), Director (Infra) & CVO.
3. All Executive Directors.
4. All GGMs/CGMs/GMs- This may please be widely circulated amongst all the employees.
5. Concerned nominated members of Internal Complaints Committee.
6. Mrs. Sita Singhal (AIWC) - 9810602980, Email- Singhal.Sita@gmail.com
7. All notice boards/ Intranet/ Website.