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भारत सरकार / Government of India
रक्षा मन्त्रालय (डी. जी. क्यू. ए)
Ministry of Defence (D G Q A)
रक्षा गुणता आश्वासन संस्थान
Defence Institute of Quality Assurance
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S K Garden, Benson Town PO
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संख्या /No. DIQA/1803/PSHW/Committee

तारीख / Dt 06 Jun 12

The Addl DG (Adm)
HQ DGQA (Coord)
Room No.32 -A, 'H' Block
Nirman Bhawan post
New Delhi-110 011

EXAMINATION OF THE SUBJECT 'RECRUITMENT, EMPOWERMENT & WELFARE OF WOMEN IN ARMED FORCES' BY THE PARLIAMENTARY STANDING COMMITTEE ON DEFENCE LIST OF POINTS FOR WRITTEN REPLIES - REGARDING

1. Reference your Note No:01926/WAF/2012/DGQA(COORD) dt 05 Jun 2012.
2. Inputs from the Complaints Committee on Sexual Harassment on the relevant point of MoD/D(Coord/DDP) letter No.2(16)/2012/D(Coord/DDP) dt 01 Jun 12 enclosed with the above referred Note are given below:-

Sri No.22

Whether the Ministry / Defence Services have taken appropriate initiatives / measures to implement the orders of H'ble Supreme Court of India? If so, details may be provided

Reply

DGQA Organization has taken the following measures with regard to Prevention of Sexual Harassment of Women at Work Place in line with "Vishaka Guidelines" laid down by the H'ble Supreme Court:-

(i) Redress Mechanism

(aa) Constituted a Central Complaints Committee headed by the senior most woman officer of the organization as under for investigating complaints raised in this regard:-

Chairperson : Smt S Radha, Addl Director
DIQA, Bangalore

Contd...2

Members : Col Balveer Singh Rathore
CQA(W), Jabalpur

Shri RK Baruah, SSO-I
SQAE(GS), New Delhi

Ms K Gayatri Devi, SSO-I
HQ DQA(R&S), Secunderabad

Ms Bindiya Balan, SSO-II
CQA (L), Bangalore

(bb) The Committee has been empowered to investigate complaints received from women employees of DGQA and submit its report to Competent Disciplinary Authority for taking further necessary action.

(cc) The Complaints Committee meets regularly at various stations and uses the opportunity to conduct a short awareness programme for the Heads and representative male and female employees of DGQA establishments located at those stations.

(dd) The Committee submits half yearly report to DGQA on its activities including investigation and disposal of complaints, if any.

(ii) **Preventive measures**

(aa) Spread awareness to the environment by circulating posters on Sexual Harassment for display at Establishments.

(bb) Introduced a Chapter on Prevention of Sexual Harassment at Work Place in the DGQA Standing Order .

(cc) Flashing information on the Complaints Committee set up in DGQA including the names and contact details of the Members for sensitizing the environment on the issue of Sexual Harassment.



(S Radha)
Chairperson
Complaints Committee