



राज्य आयुष समिति
स्वास्थ्य विभाग, बिहार सरकार, पटना
(निबंधन सं०-S000920/2017-18)



स्थायी पता-आयुष निदेशालय, कमरा सं०-347, स्वास्थ्य विभाग, विकास भवन, नया सचिवालय, पटना-15, वर्तमान पता-द्वितीय तल, परियोजना गौरीमंदिर, बिस्कोमान भवन, पटना-01
दूरभाष सं०-06122205133, वेबसाइट-http://ayush.bihar.gov.in ई-मेल-biharayushsociety@gmail.com

सं०सं०-SASB/Ayush/विधि/09/2023

पटना, दिनांक-

From,

Alankrita Pandey (I.A.S)
Executive Director,
State Ayush Society,
Bihar, Patna

To,

1. Dr. Rajesh Kumar Mishra, Programme Manager, SASB,
2. Dr. Bharti Kumari, Consultant, SASB,
3. Smt. Gurinder Randhawa, Consultant, Care India

Subject: - Intimation regarding constitution of Internal Complaints Committee formed under the The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Ref: Letter No. 1425 (18) Dated 29/05/2023

Dear All,

In compliance of the provisions of the Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("**POSH Act**"), which mandates the constitution of Internal Complaints Committee (ICC) for providing a safe, secure and enabling environment, free from sexual harassment to every working female employee.

Internal Committee is hereby constituted as following:-

S.No	Name	Designation	Email ID	Mobile Number
1.	Smt. Alankrita Pandey (I.A.S) (Chairperson)	CEO BSSS, Joint Secretary Health, PD BSACS, ED State Ayush Society,	ceoshabihar@gmail.com	8264471402
2.	Dr. Rajesh Kr. Mishra (Member)	Programme Manager, SASB,	pmsasb01@gmail.com	9334837401
3.	Dr. Bharti Kumari, (Member)	Consultant, SASB,	bams.bharti26@gmail.com	9939190079
4.	Smt. Gurinder Randhawa	Consultant, CARE India	gurinder@careindia.org	9771414777

For the purposes of this Act, the following procedures may be adopted for filing complaints before any member of the abovementioned Committee.

- A. Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Complaints Committee, within a period three months from the date of incident or in case of a series of incidents within a period of three months from the date of the last incident. If an aggrieved woman is unable to make a complaint in writing, the Presiding Officer or any member of the Internal Complaints Committee shall render all reasonable assistance to her for making the complaint in writing. If the Internal Complaints Committee is satisfied that the circumstances were such, which prevented the woman for

filing a complaint within a period of three months, the Committee may extend the time limit not exceeding three months, for the reasons to be recorded in writing.

1. Where the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed by –
 - A. her relative or friend; or
 - B. her co-worker; or
 - C. an officer of the National Commission for Women or State Women's Commission; or
 - D. Any person who has knowledge of the incident, with the written consent of the aggrieved woman.
2. Where aggrieved woman is unable to make a complaint on account of her mental incapacity, a complaint may be filed by –
 - A. her relative or friend; or
 - B. a special educator; or
 - C. a qualified psychiatrist or psychologist; or
 - D. the guardian or authority under whom she is receiving treatment or care; or
 - E. Any person who has knowledge of the incident jointly with her relative or friend or a special educator or qualified psychiatrist or psychologist or guardian or authority under whom she is receiving treatment or care.
3. Where the aggrieved woman for any other reason is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with her written consent and where the aggrieved woman is dead, a complaint may be filed by any person who has knowledge of the incident, with the written consent of her legal heir.

The POSH Act is a positive step in the direction of achieving equality in the professional sphere. It is **therefore conveyed that all the employees working under State Ayush Society, Bihar, Patna** shall adhere to the rules and regulations contained in the Act and shall ensure that women employees do not face any hardship in any form.

Encl:- Bare Act of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act"),

Alankrita
2/6/23

(Alankrita Pandey)
Executive Director
State Ayush Society
Bihar, Patna.

Memo No:- SASB/AYUSH/PATNA/9/2023-142 Patna, Dated:- 02/6/2023

Copy to: All Employees of State Ayush Society, Bihar, Patna
Smt. Gurinder Randhawa, Consultant, Care India
COP Care India.

Alankrita
2/6/23

Executive Director
State Ayush Society