



वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110 001
Anusandhan Bhawan, 2, Rafi Marg, New Delhi- 110 001



अंतराष्ट्रीय सहकारिता वर्ष
सहकारी समितियाँ एक बेहतर
दुनिया का निर्माण करती हैं

No. फा.सं. 17-02(Reports)/2023-HR-III

Dated 16/09/2026

प्रेषक : संयुक्त सचिव (प्रशासन)
From: Joint Secretary (Admn.)

सेवा में : सीएसआईआर की समस्त प्रयोगशालाओं/संस्थानों/इकाइयों के निदेशक/प्रमुख
To: The Directors/Heads of all CSIR Labs/Instts./Units

विषय: ऑरेलियानो फर्नांडिस मामले में माननीय उच्चतम न्यायालय के निर्देशों का अनुपालन तथा SHe-Box पोर्टल पर सभी POSH अनुपालनों को अद्यतन किए जाने के संबंध में।
Sub: Compliance with Supreme Court directions in Aureliano Fernandes case and updation of all POSH compliances on SHe-Box Portal – reg.

महोदया/महोदय / Madam/Sir,

मुझे महिला एवं बाल विकास मंत्रालय के पत्र संख्या WW-13/6/2024-WW-Part(3) (e-122417) दिनांक 15/06/2026 की प्रति संलग्न करने का निर्देश हुआ है। I am directed to enclose herewith the Ministry of Women & Child Development's letter No. WW-13/6/2024-WW-Part(3) (e-122417) dated 15/06/2026.

इस संबंध में सूचित किया जाता है कि SHe-Box पोर्टल अब मिशन शक्ति मोबाइल ऐप पर उपलब्ध है। कर्मचारियों एवं क्षेत्रीय कार्यकर्ताओं को ऐप डाउनलोड करने, शपथ लेने तथा इस पहल को आगे बढ़ावा देने के लिए प्रोत्साहित किया जा सकता है। In this regard, it is informed that the SHe-Box Portal is now available on the Mission Shakti Mobile App. Employees and field functionaries may be encouraged to download the app, take the pledge, and promote it further.

अतः सभी कर्मचारियों से अनुरोध है कि वे मिशन शक्ति मोबाइल ऐप डाउनलोड करें, शपथ लें तथा इस पहल को आगे बढ़ावा दें। Accordingly, all employees are requested to download the Mission Shakti Mobile App, take the pledge, and promote the initiative further.

भवदीय / Yours faithfully,

(अजय कुमार राठी) / (Ajay Kumar Rathi)
अवर सचिव (मानव संसाधन-III) / Under Secretary (HR-III)
ईमेल /Email : ajay.rathi@csir.res.in

No. WW-13/6/2024-WW-Part(3) (e- 122417)
Government of India
Ministry of Women & Child Development
(Women Welfare-I Division)

7th Floor, GPOA-3
New Delhi-23
Dated: 15th June, 2026

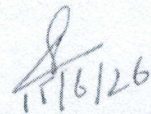
Office Memorandum

Subject: Compliance with Supreme Court directions in Aureliano Fernandes case and updation of all POSH compliances on SHe-Box Portal

The undersigned has been directed to invite attention to this Ministry's letters dated 21.01.2026, 30.05.2025 and other several communications (copy enclosed), regarding constitution of Internal Committees (ICs) in Central Government Instrumentalities/ Agencies and Companies and updation of all POSH compliances on portal.

2. In this regard, it is requested to kindly ensure that all the subordinate offices/agencies under your jurisdiction are onboarded on the SHe-Box portal with updated compliance data, at the earliest. A list of important compliances is enclosed for kind reference.

3. This issues with the approval of Competent Authority.


15/6/26

(Sandeep Gahlot)

Under Secretary to the Government of India
E.mail: sandeep.g@nic.in

Enclosures:

- i. Annexure
- ii. Compliance Checklist and a copy of PledgeTo,

- 1. Secretaries to all Central Government Ministries & Departments
- 2. Secretary, National Medical Council
- 3. Chairman, Department of Financial Services
- 4. Secretary, AICTE

No. WW-16/3/2023-WW

भारत सरकार

Government of India

महिला एवं बाल विकास मंत्रालय

Ministry of Women and Child Development

महिला कल्याण प्रभाग

Women Welfare Division

Ground Floor, Jeevan Tara Building
Parliament Street, New Delhi-110001

Dated: 21.01.2026

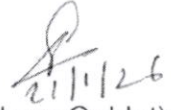
Office Memorandum

Subject: Compliance with Supreme Court Order dated 06.01.2026 regarding constitution of Internal Complaints Committees (ICs) in Central Government Instrumentalities/Agencies and Companies – Request for Action Taken Report (ATR)

The undersigned has been directed to draw your kind attention to the recent order of the Hon'ble Supreme Court dated 06.01.2026 (copy enclosed), wherein the Ministry of Women and Child Development (MWCD) has been directed to indicate whether Internal Committees (ICs) have been constituted in the Central Government's Instrumentalities/ Agencies as well as Central Government's companies.

2. In this regard, it is requested to kindly ensure that all your subordinate offices/ agencies under your jurisdiction are onboarded on the SHe-Box portal with updated IC details at the earliest. It is further requested to **kindly confirm in writing, latest by 30.01.2026 by email at women-welfare1@gov.in, that the Orders of the Hon'ble Supreme Court are fully complied** with in respect of all the Organizations under the jurisdiction of respective Ministries/ Departments.

3. This issues with the approval of Competent Authority.



(Sandeep Gahlot)

Under Secretary to the Government of India

e-mail: Sandeep.g@nic.in

Encl: As above.

1. Secretaries of all Ministries/Departments, Government of India
2. Secretary, National Medical Commission (NMC)
3. Secretary, Department of Financial Services
4. Chairman, All India Council for Technical Education (AICTE)

रॉनलत मललक, आई एलल.
सलवल

Anil Malik, I.A.S.
Secretary

lall: 011-233863566, 23386731

Fax: 011-23381495

E-mail: secy.wcd@nic.in



सललमल जललत



आज़ादी का
अमृत महोत्सव

भारत सरकार
महलला एवं बाल वलकलस मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India
Ministry of Women & Child Development

17th July, 2025

D.O No. 13/6/2024-WW-Part(3)

Dear Colleague,

kindly refer to my D.O. letter dated 30.05.2025 regarding updation of information on SHe-Box portal developed by the Ministry of Women and Child Development (MWCD). The portal plays a pivotal role in facilitating effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (SH Act), by serving as a centralized digital repository for data pertaining to Internal Committee (IC) and Local Committee (LC) as well as complaints received from across the country.

2. The Hon'ble Supreme Court, in the matter of *Aureliano Fernandes Vs State of Goa & Others*, has issued several directions for strict compliance of the provisions of the SH Act (copy attached for reference). It is important to note that the portal's structure will not allow complainants to submit grievances to the IC of a particular workplace unless its details are properly updated on the portal. You may be aware that this matter is being regularly reviewed at high levels and compliance is also to be reported to the Hon'ble Supreme Court from time to time.

3. The following are a few key actions required to be taken by Nodal Officers designated for this portal:-

- Updation of details on the SHe-Box portal of all attached, subordinate, statutory or non-statutory bodies under their jurisdiction;
- Entry and updation of details of ICs on the SHe Box portal of all subordinate and attached offices as well as ICs established in statutory or non-statutory organizations.
- Monitoring the pace and quality of disposal of complaints received on the portal.

4. In view of the urgency of the matter, I shall be grateful if you could instruct the officials concerned to complete the required data updation on the portal immediately and to regularly review the implementation of the provisions of the SH Act.

With regards,

Encl: As above.

Yours sincerely,
Sd/-
(Anil Malik)

- All Secretaries to the Government of India of all Ministries & Departments.
- Chief Secretaries/ Administrators of all States/ UTs.
- Addl. Chief Secretaries/Principal Secretaries/Secretaries of WCD/ SW Departments of all States/ UTs.

Copy for similar action to:

- The Secretary, National Medical Commission (NMC), Pocket- 14 , Sector – 8, Dwarka Phase -1, New Delhi – 110077
- The Secretary, Department of Financial Services, Ministry of Finance
- The Chairman, All India Council for Technical Education (AICTE)

(Anil Malik)

अनिल मलिक, आई.ए.एस.
सचिव

Anil Malik, I.A.S.
Secretary

Tel. : 011-23383586, 23386731
Fax : 011-23381495
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भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India
Ministry of Women & Child Development

30th May, 2025

D.O. No. 16/3/2023-WW



75
आज़ादी का
अमृत महोत्सव

Dear Secretary,

Ministry of Women & Child Development launched She-Box portal last year to implement the provisions of 'The Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013' more effectively. This portal provides a single window access to every woman employee whether working in public, private, organized or unorganized sector to file complaint of sexual harassment at her work place and also track its status. The Hon'ble Supreme Court has passed various directions for compliance by all employers and competent authorities in the matter of Aureliano Fernandes vs. State of Goa & Ors. Multiple correspondences have also been made earlier with your Ministry/Department in this regard during the last nine months.

2. I would request that the web link to the portal (<https://shebox.wcd.gov.in/>) may kindly be highlighted on all the websites of your Ministry/Department and other digital platforms. This portal may also be publicised through appropriate social media handles and other official channels to create awareness and disseminate information about it so that more and more women employees facing sexual harassment at their workplace are able to use it.

3. I would also request you to kindly review the status of filling up the requisite details on the SHe Box Portal in your Ministry/Department and ensure that each employer is compulsory and fully onboarded.

With regards,

Yours sincerely,

Sd/-

(Anil Malik)

Secretaries of all Ministries/ Departments of Government of India

Copy to:

Addl. Chief Secretaries/Principal Secretaries/Secretaries of WCD/Social Welfare Department of all States/ UTs for immediate necessary action in the matter.

(Anil Malik)

अनिल मलिक, आई.ए.एस.
रायिब

Anil Malik, I.A.S.
Secretary

Tel. : 011-23383586, 23386731

Fax : 011-23381495

E-mail: secy.wcd@nic.in

D.O.No. 13016/2/2017-WW-Part-I



सत्यमेव जयते



आज़ादी का
अमृत महोत्सव

भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India

Ministry of Women & Child Development

26th November, 2024

Dear Secretary,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) was notified on 9th December, 2013 to provide a safe and secure environment to women at their workplace.

2. With improved access to education and employment, millions of Indian women are entering the country's workforce. It is the responsibility of every employer to ensure compliance of the provisions of the POSH Act as well as sensitize all their employees towards the need to uphold the dignity of women and eliminate gender-based stereotypes so as to encourage more and more women to participate in economic and social activities. This will help realize the clarion call given by the Hon'ble Prime Minister for a Viksit Bharat during Amritkaal where we achieve just and inclusive growth for the benefit of the nation as a whole.

3. The POSH Act mandates all organizations, both private and public, to establish Internal Committees (ICs) for handling sexual harassment complaints. Also, the Government Authorities must form Local Committees (LCs) via District Officers to receive complaints from smaller organizations (having less than 10 workers) or in a situation where the complaint is against the employer himself.

4. The Ministry of Women & Child Development has launched the new version of SHe-Box portal, a central repository for complaints under the POSH Act. The portal requires all workplaces to input details of the nodal officer and its IC to enable complainants to file their grievances directly to the IC concerned.

5. In this regard, I request you to direct all officers in your jurisdiction to observe '**Sexual Harassment at Workplace Prevention Week**' leading up to 9th December, 2024 by forming or revamping the ICs, conducting sensitization workshops, disposing off all pending cases, complete onboarding on the SHe-Box Portal if not done so far and to ensure strict compliance of each provision of the Act for creating a safe working environment, free from sexual harassment for the working women both in formal and non-formal and organized & un-organized sectors. We aim to complete the data upload on the portal by the first week of December 2024 with your support.

6. I request you to kindly share a report of this exercise taken up in your Ministry/ Department by 15th December, 2024 at e-mail ID: women-welfare1@gov.in

With regards,

Yours sincerely,
Sd/-
(Anil Malik)

Secretaries to Govt. of India, all Ministries/Departments/Independent Autonomous bodies

Copy for similar action to:

- i. The Secretary, National Medical Commission (NMC), Pocket- 14, Sector – 8, Dwarka Phase -1, New Delhi – 110077
- ii. The Chairman, All India Council for Technical Education (AICTE)
- iii. Chairperson, Tea Board/Coffee Board/Spices Board/ Coir Board
- iv. CII/ FICCI/ ASSOCHAM/ NASSCOM with the request to share with their members.

(Anil Malik)

Room No. 601, 'A' Wing, Shastri Bhawan, Dr. Rajendra Prasad Road, New Delhi-110 001

Website : <http://www.wcd.nic.in>

अनिल मलिक, आई.ए.एस.
सचिव

Anil Malik, I.A.S.
Secretary

Tel.: 011-23383586, 23386731

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सत्यमेव जयते



आज़ादी का
अमृत महोत्सव

भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India
Ministry of Women & Child Development

10th December, 2025

D.O.No13016/2/2017-WW-Part(1)

Dear Secretary,

As you are aware that the new Labour Codes guarantee workplace safety and facilitate women's meaningful participation across all sectors of economy with mandated protections resonating with the Hon'ble Prime Minister's vision of women-led development for a 'Viksit Bharat' by 2047.

2. I would also like to draw to your kind attention towards "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" (SH Act). It stands as one of the corner-stones to protect dignity of women at workplace by mandating safe and secure workplaces for them. The Ministry of Women and Child Development (MWCD) has launched an online portal called SHe-Box as a digital platform to serve as a nation-wide centralized repository for complaints and related data. Over one lakh public and private workplaces have already onboarded this portal. The Hon'ble Supreme Court, in its order dated 12.8.2025 in the case of Aureliano Fernandes vs. State of Goa, while appreciating the significance of this initiative has directed all employers to onboard details of their workplaces on the portal.

3. I would request you to kindly direct all the organizations and subordinate offices to commemorate the week December 10 – December 17, 2025 as 'Sexual Harassment Prevention Week' by organizing various activities, which may include constituting or revamping Internal Committees (ICs) and onboarding or updation of the relevant details on the SHe Box portal, conduct sensitization and awareness programmes and dispose of all pending complaints and nurture a culture of respect and safety for every woman at workplace. An illustrative list of proposed activities is enclosed.

4. I would request that details of the activities taken up in this matter may kindly be emailed at : women-welfare 1@gov.in

With regards,

Yours sincerely,

Sd/-

(Anil Malik)

The Secretaries to Govt, All Ministries and Departments.

Copy for similar action to competent authorities with reference to organizations and institutions under their administrative control:

- i. The Secretary, National Medical Commission (NMC), Pocket- 14 , Sector – 8, Dwarka Phase -1, New Delhi – 110077
- ✓ii. The Secretary, Department of Financial Services, Ministry of Finance.
- iii. The Chairman, All India Council for Technical Education (AICTE).

(Anil Malik)

List of activities

A. For all workplaces

1. Constitution/revamping of Internal Committees (ICs).
2. Onboarding/ regular updation of IC/ LC details on the SHe-Box portal.
3. Organise awareness programmes for employees on POSH Act.
4. Conduct sensitization programmes for IC/ LC members on provisions of Act.
5. Display of the list of IC members, penal consequences, what constitutes SH at workplace, do's & don'ts for employees, prominently at workplace premises, visible to all employees.
6. Expeditious disposal of pending complaints, whether received through the portal or manually.
7. Uploading of Annual Reports on the portal.
8. Regular monitoring of portal by the designated Nodal officer for portal
9. Actively promote the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, as well as the SHe-Box portal, through official websites and social media handles, so as to enhance awareness and facilitate wider outreach.
10. Awareness about Women Helpline (181) and One Step Centre (OSC) to assist women in distress.

B. For States/UTs (as per Hon'ble Supreme Court's Order dated 12.08.2025)

1. A survey shall be conducted with the assistance of District Labour Commissioners and the Chief Labour Commissioner of the State within six weeks (Pg. 14 of order).
2. The Labour Commissioner/Labour Officer or equivalent officer in each District shall be directed by the Chief Secretary and the Chief Labour Commissioner of the State/UT to ensure that data collected from respective Districts is forwarded to the District Officers (Pg. 11-12 of order).
3. States/UTs shall also ensure that data already collected is duly onboarded on the SHe-Box portal created by the Ministry of Women and Child Development.



शापथ

सुरक्षित और सम्मानजनक कार्यस्थल के लिए

मैं सभी महिलाओं के प्रति समानता, सम्मान और संवेदनशीलता का
व्यवहार करूँगा/करूँगी तथा अपने सहयोगियों को भी इसी भावना से
कार्य करने के लिए प्रेरित करूँगा/करूँगी।

मैं पॉश अधिनियम, पॉश नीति तथा शी-बॉक्स पोर्टल के प्रति
जागरूकता बढ़ाऊँगा/बढ़ाऊँगी और उनका पूर्ण निष्ठा एवं प्रतिबद्धता के
साथ अनुपालन करूँगा/करूँगी।

मैं एक खुशहाल, गरिमामय और सम्मानजनक कार्यस्थल के
निर्माण एवं सुदृढीकरण हेतु निरंतर, सकारात्मक और सतत प्रयास
करता/करती रहूँगा/रहूँगी।

!! जय हिन्द !!



Government of India
Ministry of Women and Child Development

POSH

VOLUNTARY COMPLIANCE CHECKLIST

SHe-Box

समस्याओं का समाधान करने के लिए



SHe-Box Portal



S.No Compliance Point Yes No

PART A - POSH Policy and Complaints Redressal Internal Committee (IC)

- 1 POSH policy drafted and adopted (Refer to Rule 13(a) of POSH Act, 2013)
- 2 Policy circulated to all employees (including interns/contract staff) (Refer Section 19(b), POSH Act 2013)
- 3 Policy displayed prominently at workplace (including on the digital platforms) Refer Section 19(b), POSH Act 2013)
- 4 Policy covers remote/ virtual work environments
- 5 Internal Committee (IC) constituted at each office/unit (Refer Section 4(1), POSH Act 2013)
- 6 IC has minimum 4 members (Refer Section 4(2), POSH Act 2013)
- 7 At least 50% of IC members are women (Refer Section 4(2)(c), POSH Act 2013)
- 8 Presiding Officer (senior woman employee) appointed (Refer Section 4(2)(a), POSH Act 2013)
- 9 External NGO/association member included (Refer Section 4(2)(c), POSH Act 2013)tt

PART B - Support to Aggrieved Woman

- 10 Multiple complaint channels available (email, written, online, complaint box, etc.)
- 11 Complaints acknowledged within 7 days (Refer to Rule 7(2) of POSH Act, 2013)
- 12 Confidentiality maintained during Inquiry (Refer Section 16 POSH Act 2013)
- 13 Interim relief provided, when requested by aggrieved woman (Refer Section 12 POSH Act 2013)
- 14 No retaliation against complainant/ witnesses (Refer Section 19 (g) POSH Act 2013)
- 15 Counselling/ legal aid support provided, if required/ sought for (Refer Section 19 (c) POSH Act 2013)

S.No Compliance Point Yes No

PART C - Awareness and Training

- 16 IC members trained on complaint handling (Refer Section 19 (c) POSH Act 2013)
- 17 POSH awareness sessions conducted regularly for sensitising employees (Refer Section 19 (c) POSH Act 2013)

PART D - Employer's Responsibility

- 18 Inquiry completed within 90 days (Refer Section 11 (4) POSH Act 2013)
- 19 Employer has taken action on the report of IC within 60 days (Refer Section 13 (4) POSH Act 2013)
- 20 Records of complaints/ inquiries maintained securely (Refer Section 16 POSH Act 2013)
- 21 Safe working environment ensured (physical & digital) (Refer Section 19(a), POSH Act 2013)
- 22 IC submits annual report to employer/ District Officer (Refer Section 21, POSH Act 2013)
- 23 Employer includes POSH compliance in annual report/ filing (Refer to Rule 14 of POSH Act, 2013)
- 24 Disciplinary action taken in cases of proven misconduct
- 25 Regular audits of POSH compliance conducted

PART E - Sexual Harassment Electronic Box (SHe-Box) (<https://shebox.nvdc.gov.in/>) on boards

- 26 Organisation has designated Nodal Officer for SHe- Box portal (Refer Order dated 12.08.2025 in Aureliano Fernandes Vs State of Goa & Ors)
- 27 Organisation has updated Nodal Officers' details of all field offices/ administrative units having more than ten employees on SHe- Box portal (Refer Order dated 12.08.2025 in Aureliano Fernandes Vs State of Goa & Ors)
- 28 IC details of Head Office uploaded on the SHe- Box portal (Refer Order dated 12.08.2025 in Aureliano Fernandes Vs State of Goa & Ors)
- 29 IC details of all other offices uploaded on the SHe- Box portal (Refer Order dated 12.08.2025 in Aureliano Fernandes Vs State of Goa & Ors)
- 30 Annual Report uploaded on the SHe- Box portal (Refer Order dated 12.08.2025 in Aureliano Fernandes Vs State of Goa & Ors)

S U P R E M E C O U R T O F I N D I A
RECORD OF PROCEEDINGSMISCELLANEOUS APPLICATION DIARY NO(S).22553/2023

[ARISING OUT OF IMPUGNED FINAL JUDGMENT AND ORDER DATED 12-05-2023
IN C.A. NO. NO. 2482/2014 PASSED BY THE SUPREME COURT OF INDIA]

AURELIANO FERNANDES

PETITIONER(S)

VERSUS

THE STATE OF GOA & ORS.

RESPONDENT(S)

WITH

MA 1688/2023 IN C.A. NO. 2482/2014 (III)
FOR CLARIFICATION/DIRECTION ON IA 131628/2023
FOR EXTENSION OF TIME ON IA 248631/2023
FOR EXEMPTION FROM FILING O.T. ON IA 114246/2024
IA NO. 131628/2023 - CLARIFICATION/DIRECTION
IA NO. 114246/2024 - EXEMPTION FROM FILING O.T.
IA NO. 248631/2023 - EXTENSION OF TIME

W.P.(C) NO. 1224/2017 (PIL-W)
IA NO. 74098/2019 - EARLY HEARING APPLICATION
IA NO. 95766/2018 - EXEMPTION FROM FILING O.T.
IA NO. 29686/2018 - EXEMPTION FROM FILING O.T.
IA NO. 127408/2022 - EXEMPTION FROM FILING O.T.
IA NO. 107538/2022 - EXEMPTION FROM FILING O.T.
IA NO. 12835/2018 - INTERVENTION/IMPLEADMENT

W.P.(C) NO. 796/2024 (PIL-W)
FOR ADMISSION

Date : 06-01-2026 This application was called on for hearing today.

CORAM : HON'BLE MRS. JUSTICE B.V. NAGARATHNA
HON'BLE MR. JUSTICE UJJAL BHUYAN

MS. PADMA PRIYA, AMICUS CURIAE

Signature of Petitioner
Digitally signed by
BORRA UJJAL
Date: 2026.01.07
15:28:43 IST
Reason: I

Petitioner(s) : Ms. Abha Singh, Adv.
Mr. Munawwar Naseem, AOR
Ms. Sanjna Dua, Adv.

Mr. Sanjay Parikh, Sr. Adv.
Ms. Srishti Agnihotri, AOR
Ms. Tara Elizabeth Kurien, Adv.
Ms. Esha Shekhar, Adv.
Ms. Kritika, Adv.
Mr. D.p.singh, Adv.

Mr. Atul Jha, Adv.
Mr. Dharmendra Kumar Sinha, AOR

By Courts Motion, AOR

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Ms. Swati Ghildiyal, AOR.

UPON hearing the counsel the Court made the following
O R D E R

Learned Amicus has submitted her status report dated
06.01.2026 (today).

On perusal of the status report, we find paragraph 4
reads as under:

"4. The Compliance Status by respective States may

be summarized as follows on following parameters:

a. District Officers: appointed by all States.

b. Local Complaints Committees: appointed by all States.

c. Nodal Officers: All States have appointed Nodal Officers except Jammu & Kashmir, Himachal Pradesh and Sikkim, who have still not clarified about the same.

d. Internal Complaint Committee- Most States have issued appropriate directions for the constitution and re-constitution of Internal Complaints Committees (ICCs). Andaman & Nicobar, Arunachal Pradesh, Assam, Bihar, Himachal Pradesh, Kerala, Rajasthan, Jammu & Kashmir have specifically stated that ICCs have been constituted in all the Government establishments. States and Union Territories such as Chhattisgarh, Goa, Gujarat, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Mizoram, Uttar Pradesh, Uttarakhand and West Bengal have conducted, and continue to conduct, extensive surveys that include private institutions. Some States/UTs, including Bihar, and Manipur, have carried out surveys primarily in respect of government institutions.

i. Andaman and Nicobar Islands- Survey concluded. As per their affidavit dated 05.05.2025, ICCs are in place for all private as well as public sector establishments.

ii. Assam- Survey concluded. ICCs have been constituted in all Government offices, as also in all private organizations where such constitution is mandated under the PoSH Act. (last affidavit dated 05.01.2026)

iii. Andhra Pradesh - 6912 ICCs constituted, out of which 88 are Govt. Departments and 22 are private institutions (Affidavit dated 12.05.2025). Unclear as to what is the extent of compliance. The affidavit dated 05.01.2026 states that

onboarding on She Box Portal is in progress, but survey has not yet been completed, only after which a complete status and extent of compliance can be known.

iv. Arunachal Pradesh: ICCs constituted in all government departments, but no information qua surveys or private sector.

v. Bihar- Affidavit dated 05.01.2026 states that survey stands concluded. In the survey, 5846 establishments have been identified with 10 or more workers/employees. Out of there ICCs are constituted in 5842 establishments.

vi. Chandigarh- The UT has listed 29 private establishments with ICCs, but it remains unclear whether other organizations are yet to constitute them.

vii. Chhattisgarh- As per their affidavit, out of 13,192 establishments, a survey of 6056 establishments is complete, of which 3,655 were found to have constituted ICC and 2224 were found not to have constituted ICCs. 177 were found closed at the time of survey. Survey still underway. Almost 36% of the surveyed private establishments lack compliance.

viii. Dadra and Nagar Haveli, Daman and Diu: Vide affidavit dated 13.10.2025, it is submitted that surveys are ongoing, no specific information provided.

ix. Goa- As per the latest list received vide mail dated 11.10.2025, out of 324 Government establishments having 10 or more employees, ICCs have been constituted in 276 establishments, while 45 are yet to form ICCs and 3 have proposed their formation. Similarly, out of 173 private establishments with 10 or more employees, ICCs have been constituted in 148 establishments, whereas 24 have not yet formed ICCs and 1 is in the process of formation.

x. Gujarat- As per their affidavit, out of 11,817

government establishments having 10 or more employees, 10,972 have constituted ICCs and 849 are yet to constitute ICCs. There is no specific information or compliance report regarding private establishments.

xi. Haryana- ICCs have been constituted in approximately 136 institutions within the State, however extent of compliance qua Government establishments also not known. No information qua survey and status in private establishments.

xii. Himachal Pradesh- ICCs have been constituted in 2273 Government establishments and 636 private establishments. Further, the affidavit dated 15.05.2025 states that ICCs are constituted in all departments, corporations, commissions, universities and Boards in State of HP. However, complete and accurate status not known.

xiii. Jammu and Kashmir- ICCs have been constituted in Government Sector in each district and time has been sought to identify and constitute ICCs in private sector.

xiv. Jharkhand- ICCs have been constituted in 26 Departments (12 yet to constitute) and 1063 private institutions. However, the State has not provided information regarding institutions that are yet to constitute ICCs and whether all private establishments required to constitute ICCs have done so.

xv. Karnataka- As per their affidavit, out of 89,524 establishments having 10 or more employees, 74,385 have constituted ICCs and 15,139 are yet to constitute ICCs (both public and private sector).

xvi. Kerala- As per Affidavit dated 13.10.2025, Out of 29,642 establishments (public sector and private), ICC is in place in 21,601 institutions.

xvii. Ladakh and Lakshwadeep - No information regarding status of survey.

xviii. Madhya Pradesh- As per their affidavit, out

of 11,222 establishments having 10 or more employees, 9,772 have constituted ICCs and 1,450 are yet to constitute ICCs. (including both Government and private establishments). Survey stands concluded.

xix. Maharashtra- As per their affidavit, out of 2,55,933 establishments having 10 or more employees, 70,310 have constituted ICCs and 1,85,623 are yet to constitute ICCs.

xx. Manipur - survey teams constituted only on 02.01.2026.

xxi. Mizoram- ICCs have been constituted in 845 establishments, while 259 establishments are yet to constitute ICCs. The affidavit filed on 13.10.2025 shows negligible compliance by establishments registered under Shops and Establishments Act and as factories, which information has been received pursuant to the surveys conducted.

xxii. Nagaland- Out of 63 Departments in the State Secretariat, 31 have constituted and notified ICCs. As per the survey conducted in 3 out of 17 districts, ICCs have been constituted in 158 Page 6 of 34 institutions, while 94 institutions are yet to constitute them. Survey qua private establishments not complete. Only 3 out of 17 districts surveyed (as per affidavit dated 13.05.2025).

xxiii. Puducherry- As per their affidavit, out of 1,467 establishments having 10 or more employees, 795 have constituted ICCs and 672 are yet to constitute ICCs. survey done through Labour department shows that out of 2805 establishment registered under the Shops and Establishments Act, only 417 have constituted ICCs and 417 have ICCs in place.

xxiv. Odisha- No information with respect to surveys

xxv. Punjab-146 ICCs have been constituted in

District offices/institutions of Punjab. NO information with regard to surveys.

xxvi. Rajasthan- It submits that it has completed the District Survey with regard to constitution of ICCs and stated that all of the concerned ministries, departments, government organizations, authorities, public sector undertakings, institutions, bodies, private organisations etc., have constituted ICCs, in 40 out of 41 districts.

xxvii. Sikkim- No concrete information qua survey. Affidavit dated 11.10.2025 is not in prescribed format and does not disclose information in a discernible manner.

xxviii. Tamil Nadu - 55321 Internal Committees have been constituted in private and public sector establishments out of a total of 86219 establishments.

xxix. Telangana- No affidavit filed qua status of survey.

xxx. Tripura - No affidavit filed qua status of survey.

xxxi. Uttar Pradesh- Survey complete. There are total 30468 government and private establishment having 10 or more employees in State of UP, including 6833 government and 23114 private establishments. Out of these, a total of 25876 ICCs have been constituted in 6757 government establishments and 19119 private establishments. Remaining 4091 establishments are in the process of constituting ICCs. Official letters are being sent to all departments to facilitate constitution of ICCs in the remaining establishments.

xxxii. Uttarakhand- Out of the total 7522 institutions with more than 10 employees, ICCs have been constituted in 3005 institutions while 4517 institutions were yet to constitute ICCs. [Affidavit dated 11.12.2025]

xxxiii. West Bengal- As per their Affidavit dated

24.03.2025, ICCs have been formed in all Districts and in all Government Departments of the State. No information qua surveys or compliance in private establishments."

We request the learned Amicus to share this status report with the learned senior counsel and learned counsel appearing for the petitioner/applicant as well as learned standing counsel for the respective States and Union Territories (UTs) so as to enable them to go through this status report and submit further information to the learned Amicus wherever necessary so as to endeavour to comply with the directions issued by this Court from time to time.

Ms. Swati Ghildiyal learned counsel has submitted that she has instructions to appear for the State of NCT of Delhi.

Learned Amicus also submitted that the States of Punjab, Tripura, Telangana, Orissa, Meghalaya, Gujarat and NCT of Delhi and the Union Territory of Lakshadweep have not filed updated status reports showing compliance of directions issued by this Court from time to time.

The aforementioned States/Union Territories are directed to do so and also serve a copy of the status report to the learned senior counsel for the petitioner/applicant and also learned Amicus, if not already filed.

Learned Amicus further submitted that on receiving the status reports from all the States and after studying

the status reports/affidavits of the States/Union Territories which have already been filed, a comprehensive status report shall be filed by her.

Learned senior counsel appearing for the petitioner/applicant drew our attention to the fact that all States have not yet appointed their Nodal Officers at all levels as per Section 6(2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. For ease of reference, Section 6(2) reads as under:

"6(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned (Local Committee) within a period of seven days."

Therefore, the States and the Union Territories are directed to appoint Nodal Officers at all levels in terms of the aforesaid provision if not already appointed.

Learned senior counsel further submitted that the Internal Complaints Committee have been constituted in the State Government Departments, but it is not known as to whether the Internal Complaints Committee have been constituted in the Instrumentalities/Agencies of the State Government Corporations/Government companies etc in terms of the order of this Court dated 03.12.2024.

He further submitted that the Union of India has to indicate whether, the Internal Complaints Committee have

been constituted in the Central Government's Instrumentalities/Agencies as well as Central Government's companies as there is no material on record with regard to that aspect of the matter.

Learned counsel for the respondent(s)-Union of India submitted that a further status report shall be filed delineating all the details to demonstrate compliance of the orders of this Court.

The Status reports/affidavits of the Union of India, State Governments/Union Territories shall be served on the learned Amicus at least a week prior to the next date of hearing.

Learned Standing Counsel for NALSA submitted that all those States and Union Territories which have submitted information of the District Officers have been published in the website of NALSA indicating their names, designations, e-mail addresses and telephone numbers. However, the States of Goa, Haryana, Jharkhand, Madhya Pradesh, Sikkim, Telangana and Union Territories of Jammu & Kashmir, Dadra & Nagar Haveli and Puducherry have not submitted the details of the District Officers to NALSA.

The Standing Counsel of the aforesaid States to submit the names of the District Officers including their details to learned standing counsel for NALSA within a period of one week from today on obtaining the requisite details.

Learned counsel appearing for the Union of India has

submitted on-boarding status and the complaint status concerning the mechanism of She-Box which has been instituted by the Ministry of Women and Child Development.

We direct the said department to take steps to publishise the said details as well as the details of the she-box mechanism that have been made available to an aggrieved woman through all media including print and electronic within a period of three weeks.

Learned counsel for the Union of India also submitted that the States/Union Territories have conducted surveys with regard to the constitution of the Internal Complaints Committee by various public sector organisations/private entities.

There should be sharing of the said data with the Union of India and indicate the details of the same by way of the Status Report before this Court also. She submitted that merely stating that the survey has been conducted without any report in support of the said statement would be of no avail.

Learned counsel for the respective States/Union Territotes to collect the data with regard to the surveys conducted by the District Officers/Labour Commissioners in each of the Districts of the Union Territories/States and compile the said data for further submission before this Court.

Learned Amicus submitted that the status report that she has filed today shall be emailed to all the learned

standing counsel for the States/Union Territories and learned senior counsel and learned counsel for NALSA during the course of the day.

For compliance of the directions issued by this Court and to take note of the submissions made by learned Amicus in the Status report and to respond to the same, we adjourn the matter by four weeks.

List on 10.02.2026.

W.P.(C) NO. 796/2024: (ITEM 22.3)

Learned counsel appearing for the respondents sought time to file counter affidavit.

Hence, adjourned to 10.02.2026.

(B. LAKSHMI MANIKYA VALLI)
COURT MASTER (SH)

(DIVYA BABBAR)
COURT MASTER (NSH)

Annexure

To ensure effective implementation of the Act, following requirements are to be complied in letter and spirit-

1. Role of designated Nodal Officer

- The designated Nodal Officer shall regularly monitor the SHe-Box portal.
- Ensure timely updation of Internal Committee (IC) details, including reconstitution.

2. Updation of Other Compliances

- Details relating to trainings of employees and orientation programmes for IC members must be updated on the portal at regular intervals.

3. Timely Disposal of Complaints

- All complaints must be disposed of strictly within the timelines prescribed under the Act.

4. Annual Report Submission

- Annual Reports shall be submitted to the concerned District Officer.
- A copy of the same must be uploaded on the SHe-Box portal.

5. Display of IC Details

- Details of IC members must be displayed at a conspicuous place in the office premises, as mandated under Section 19(b) of the POSH Rules.

6. Promotion of POSH Act and SHe-Box Portal

- To actively promote the portal through official websites and regular social media posts to enhance awareness among employees and stakeholders.
- SHe-Box Portal is now available on Mission Shakti Mobile App. Employees and field functionaries may be encouraged to download the app, take pledge and promote further.

(https://play.google.com/store/apps/details?id=com.mwcd.missionshakti&pcampaignid=web_share)