

***“Gender equality includes protection from sexual harassment and right to work with dignity, which is a universally recognised basic human right.”***

*-Supreme Court of India, Vishakha & Ors. Vs. State of Rajasthan*

**Subject: Reconstitution of Internal Complaints Committee in accordance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**

*This circular is in furtherance of existing Grievance Redressal Mechanism and Complaints Committee formed by circular No. **BIRAC/HR/&A/013/2021-22-HR-OR/OM** dated 19<sup>th</sup> August 2021. It reconstitutes and forms the constitution of the Internal Complaints Committee (ICC) under “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”, whereby the following were nominated to be the members of the committee.*

|    | <b>Name of Member</b>                                 | <b>Presiding Officer</b> | <b>Phone Number</b> | <b>E-Mail IDs</b>                                       |
|----|---|--------------------------|---------------------|---|
| 1. | Ms. Lalitha Balakrishnan, Head (Finance and Accounts) | Presiding Officer        | 8744988223          | "Lalitha Balakrishnan"<br><lbalakrishnan@birac.nic.in>; |
| 2. | Dr. PKS Sarma, Head (Technical)                       | Member                   | 8588806358          | <spakala@birac.nic.in>;                                 |
| 3. | Ms. Amita Joshi, Chief Manager (Technical)            | Member                   | 9810178497          | "Amita Joshi"<br><ajoshi.birac@nic.in>;                 |

|    |  |                     |            |                     |
|----|--|---------------------|------------|---------------------|
| 4. | Ms. Shweta Agarwal,<br>President – Institutional<br>Development, Madhukar<br>Livelihood Foundation | External<br>Member  | 9811702754 | shwetaks@gmail.com; |
| 5. | Ms. Alka Sharma, Deputy<br>Manager Legal   | Member<br>Secretary | 9999100323 | user6.birac@nic.in  |

The procedure to file any complaint shall be as per the provisions of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”

**The other terms of the Internal Complaints Committee shall be in accordance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**

Issued with the approval of competent authority.

Sd/-

**Downloads:-**

1. [Bare Act](#) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
2. [Handbook](#) on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013