

## CONSTITUTION OF COMPLAINTS COMMITTEE IN TSSPDCL

To prevent or deter the commission of acts of Sexual harassment on women employees, a 'Complaints Committee' was constituted in TSSPDCL, consisting of six officers and the committee shall co-opt/nominate one of the NGO ( Non Governmental Organisation) or other body who is familiar with the issue of sexual harassment as Member. This Committee shall hold office for a period of one year.

*WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.*

*AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified by the Government of India and constituted a Commission for Women's Right to act as Public defender of women's human rights.*

The Honourable Supreme Court of India, in the case of **Vishakha and others v State of Rajasthan** has stipulated guidelines which are known as **Vishaka Guidelines**, to prevent sexual harassment of women at workplace. ( Case :: During the 1990s, Rajasthan state government employee **Bhanwari Devi** who tried to prevent **child marriage** as part of her duties as a worker of the Women Development Programme was raped by the landlords of the community. The rape survivor did not get justice from Rajasthan High Court and the rapists were allowed to go free. This enraged a women's rights group called **Vishaka** that filed a public interest litigation in the Supreme Court of India.)

According to the Guidelines, Sexual harassment includes such unwelcome sexually determined behaviour (whether by directly or by implication) as (a) Physical contact and advances; (b) a demand or request for sexual favours; (c) sexually coloured remarks; (d) showing pornography; (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

A complaint committee should be provided which should be headed by a women and not less than half of its members should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, a third party either Non-Governmental Organisation or other body to be involved.

'The **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**' has come into force from 9 December 2013, that seeks to protect women from [sexual harassment](#) at their place of work. According to the act,

- it is mandatory for all offices with 10 or more employees to have an internal complaints committee to address grievances
- The Committee is required to complete the inquiry within a time period of 90 days. On completion of the inquiry, the report will be sent to the employer or the District Officer, as the case may be, they are mandated to take action on the report within 60 days.
- The Complaints Committees have the powers of civil courts for gathering evidence.

### **Complaints Committee in TSSPDCL**

1. Smt D.Victoria Krupadanamma CGM/Projects/Corporate Office	-	Chairperson	9440813837
2. Sri R.Rajendra Dayal , GM/Accounts	-	Member	9491056403
3. Smt Prathima Shome, DE/O/Bowenpally	-	Member	9440812830
4. Smt M.Jyothi Rani, DE/Telecom/SCADA	-	Member	9490153591
5. Smt G.Sudha, AS/ IR	-	Member	9490610996
6. Sri R.Narender Reddy, ADE/MPP	-	Member	9491030776

Complaints can be lodged through... [cgmproj@tssouthernpower.com](mailto:cgmproj@tssouthernpower.com)