

## Internal Complaints Committee(ICC) – Women

Constitution of ICC-SHW for considering complaints of sexual harassment of women employees under Pr. CCIT, Delhi Charge

In compliance with the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 in the case of Visakha and others vs. State of Rajasthan and Others on the subject of sexual harassment of women in the workplace and the guidelines issued under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, this Department had duly constituted an Internal Complaint Committee for considering complaints of sexual harassment of women working in offices under Pr. CCIT, Delhi Charge. The composition of Complaints Committee is revised subsequent to transfer etc. of the existing Chairperson/Member. The present Internal Complaints Committee has been re-constituted on 28<sup>th</sup> February, 2024 for considering complaints of sexual harassment of women employees. The details with regard to the Act & rules, role, functions etc. of ICC are as given below:

Sl. No.	Title	Details
1.	Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act and Rule 2013	<b>Download PDF link</b>
2.	Handbook on Sexual Harassment of Women at Workplace	<b>Download PDF link</b>

### Complaint procedure:

Complaint regarding Sexual Harassment against women can be made either in paper form or by sending e-mail to [Anchal.khandelwal@incometax.gov.in](mailto:Anchal.khandelwal@incometax.gov.in) or [delhi.dcit.hq.pers@incometax.gov.in](mailto:delhi.dcit.hq.pers@incometax.gov.in). The Act stipulates that aggrieved woman can make written complaint of sexual harassment at workplace to the ICC or to the LCC (in case a complaint is against the employer), within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of the last incident. As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident with the written consent of the aggrieved woman.

## Composition of Internal Complaint Committee -Women(DST's ICC-SHW

Sl. No.	Name		Phone No.	E-mail ID
1.	Ms. Mona Singh, CCIT (Civil Code: 90007)	Chairperson	011-23593410/ 9910057872	mona.singh@incometax.gov.in
2.	Ms. Nidhi Srivastava, Pr. CIT (Civil Code: 92009)	Member	9810191480	Nidhi.srivastava@incometax.gov.in
3.	Sh. Paresh Johri, Pr.CIT (Civil Code:95015)	Member	9969233000	Paresh.johri@incometax.gov.in
4.	Sh. Binod Kumar, CIT (Civil Code: 02045)	Member	011-22446739/ 9968300199	vinod.kumar14@incometax.gov.in
5.	Ms. Rajinder Kaur, CIT (Civil Code: 02012)	Member	9530703434	-
6.	Ms. Anchal Khandelwal, Director, FT&TR, CBDT (Civil Code: 07035)	Member Secretary	9013852548	Anchal.khandelwal@incometax.giv.in
7.	Ms. Anupama Bansal, Advocate	Member	9868365437	Anupamabansal70@gmail.com