

Deputy Director of
School Education (Sec)

2 JAN 2026

o. 35
Kangra at Dharamshala

No. EDN-SE (21)A(03)20/2024
Directorate of School Education
Himachal Pradesh
Dated: Shimla-171001, the

December, 2025

All the Deputy Directors of School Education
Secondary/Elementary Himachal Pradesh

Subject:

Observation of 'Sexual Harassment Prevention Week' (10-17
December 2025)-reg.

Sir,
Kangra - JDA-IT
Matter (1) dated 10.12.2025 received from the Govt. of India Ministry of Women & Child Development on the Subject cited above.

Please find enclosed herewith a copy of D.O No. 13016/2017/WW-
(1) dated 10.12.2025 received from the Govt. of India Ministry of Women & Child Development on the Subject cited above.

In this context, it is intimated that the new labour Codes guarantee workplace safety and facilitate women's meaningful participation across all sectors of economy with mandated protection resonating with the Hon'ble Prime Minister's vision of women-led development for a 'Viksit Bharat' by 2047.

Your kind attention to drawn towards "The Sexual Harassment of Women at Workplace (prevention, Prohibition and redressal) Act, 2013" (SH Act), which stands as one of the corner-stones to protect dignity of women at workplace by mandating safe and secure working environment.

In this regard, the ministry of women and Child Development (MWCD) has launched an online portal called She-Box as digital platform to serve as a nationwide centralized repository for complaints and related data. More than 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 while appreciating significance of this initiative has directed all employers to onboard details of their workplaces on the portal.

The activities to be undertaken during the said week may include constitution or revamping Internal Committees (ICs) onboarding or updating relevant details on the SHE Box portal, conducting sensitization and awareness programmes, dispose of all pending complaints and nurturing a culture of respect and safety for every woman at workplace. An illustrative list of proposed activities is enclosed.

It is therefore requested that details of the activities taken up in the matter may kindly be emailed at: women-welfare.1@gov.in.

All the Deputy Directors are, directed to ensure strict compliance with the provisions of the SH Act, 2013, and to take necessary action at their end.
Encl: As above

Director of School Education
Himachal Pradesh

Deputy Director of
School Education (Sec)

9 JAN 2026

Dispatch No. 16745-47
Kangra at Dharamshala

Office of the Deputy Director of School Education (Secondary),
Kangra at Dharamshala.

Endst. No. EDN-KGR (Sexual Harassment) 2026

Dated: Dharamshala

January, 2026

Copy forwarded to:-

1. The Director of School Education, H.P Shimla for information please.
2. All the Principal/Headmaster of GSSSs/GHSs of Distt. Kangra for further necessary compliance as per above direction.
3. I.T. incharge (internal) to upload this on website.
4. Guard file.

Deputy Director School Education (Secondary)
Kangra at Dharamshala

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.