



No. CDN-20011/28/2023/Coord-NMC  
Government of India  
National Medical Commission  
Coordination Division



भारत 2023  
ONE EARTH - ONE FAMILY - ONE FUTURE

Pocket- 14, Sector- 8,  
Dwarka, Phase-1, New Delhi-77  
Dated the 28<sup>th</sup> July, 2023

To,

The Dean & HoD  
All Health Institutions/Medical Colleges under NMC.

**Subject: - Directions of the Hon'ble Supreme Court of India regarding the implementation of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013)**

Sir/Madam,

The Hon'ble Supreme Court vide its Judgement dated 15.05.2023 has ordered all The Institutions/Organizations to implement the provisions of Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013) and to constitute and compose the Internal Complaint Committees (ICCs), Local Committees (LCs), Internal Committees (ICs), under them at appropriate level. A copy of the O.M. dated 20.06.2023 in this regard is enclosed.

2. Accordingly, all the medical colleges are requested to comply with the directions of The Hon'ble Supreme Court of India as under:

a) All Health Institutions/Medical Colleges are directed to undertake a time bound exercise to verify as to whether the Medical Colleges/ Institutions has constituted ICCs/LCs/ICs, as they case may be and that the composition of the said committees are strictly in terms of the provision of the PoSH Act.

b) All Health Institutions/Medical Colleges shall ensure that necessary information regarding the constitution and composition of the ICCs/LCs/ICs, details of the e-mail IDs and contact of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the Institution/Organization/Authority/Functionary/Body, which is required to be updated from time to time.

3. The issue with the approval of Chairman, NMC.

Yours sincerely,

(K. Srinidhi)  
Under Secretary, NMC  
Email: [ksrinidhi.kari@gov.in](mailto:ksrinidhi.kari@gov.in)



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भारत 2023  
ONE EARTH - ONE FAMILY - ONE FUTURE

राष्ट्रीय आयुर्विज्ञान आयोग  
NATIONAL MEDICAL COMMISSION  
(Establishment Section)

**TOP PRIORITY**

F.No. A-11031/01/2021/NMC/Admn(Estt.) 1036814

Date: 20<sup>th</sup> June, 2023

**OFFICE MEMORANDUM**

**Subject: Directions of the Hon'ble Supreme Court of India in Civil Appeal No. 2482/2014 titled as Shri Aureliano Fernandes vs. State of Goa & Others regarding the implementation of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 - PoSH Act, 2013 – reg.**

The undersigned is directed to forward herewith communication no.21189/2012/SEC-III dated 15.05.2023 received from the Hon'ble Supreme Court of India on the above subject (copy enclosed).

2. The Hon'ble Supreme vide its Order dated 15.05.2023 has directed to issue the following directions so as to fulfil the promise that the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 - PoSH Act, 2013 holds out to working women all over the country:-

- The Union of India, all State Governments and Union Territories are directed to undertake a time bound exercise to verify as to whether all the concerned Ministries, Departments, Government Organizations, Authorities, Public Sector Undertakings, Institutions, Bodies etc. have constituted ICCs/LCs/ICs, as the case may be and that the composition of the said Committees are strictly in terms of the provisions of the PoSH Act.
- It shall be ensured that necessary information regarding the constitution and composition of the ICCs/LCs/ICs, details of the e-mail IDs and contact numbers of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the concerned Authority/Functionary/Organization/ Institution/Body, as the case may be. The information furnished shall also be updated from time to time.
- A similar exercise shall be undertaken by all the Statutory Bodies of professionals at the Apex level and the State level (including those regulating doctors, lawyers, architects, chartered accountants, cost accountants, engineers, bankers and other professionals), by universities, colleges, Training Centers and educational institutions and by Government and Private hospitals/ nursing homes.

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Secretary

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OA(MS)

20/06/2023

3. In view of direction of Hon'ble Supreme Court, all Autonomous Boards under NMC are requested to forward the Judgment to all Health Institutions/ Medical Colleges etc under their control.

4. This issues with the approval of Chairman, NMC vide diary no. 258 dated 13.06.2023.

*Namrata*  
20/06/2023  
(Namrata Kumari)  
Under Secretary (Estt.)

Encl: As above

To

- i) PPS to President, MARB
- ii) PPS to President, PGMEB
- iii) PPS to President, UGMEB
- iv) PPS to Members, EMRB
- v) Coordination Division, NMC – with a request to take necessary action at their end.

Copy for information:

- i) PPS to Chairman, NMC
- ii) PPS to Secretary, NMC
- iii) Guard File (Estt.)