

## Complaints Committee for redressal of Complaints/ Grievances of Women Employees of UPSC.

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The guidelines contained in the judgment dt. 13.8.97 of the Supreme Court in Vishaka & others versus State of Rajasthan envisaged creation of an appropriate complaint mechanism in the employer's organization including a Complaint Committee of the composition stipulated therein for speedy redress of the complaint made by the victim. As per the order dt. 26.4.2004 passed by Supreme Court in the case of Medha Kotwal Lele & Ors. Versus UOI & Ors., the Complaint Committee referred to above will be deemed to be an inquiry authority for the purpose of the Central Civil Services (Conduct) Rules, 1964 and its report shall be deemed to be an inquiry report under these rules.

2. As per the guidelines, the President of the Complaints Committee should be headed by a woman and not less than half of its member should be women. In order to prevent the possibility of any undue pressure or influence from senior levels, such, complaints committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

3. Based on the guidelines issued by the Supreme Court, a Complaints Committee with the following composition is presently in existence in the office of Union Public Service Commission:

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| (a) Ms. Ruchika Gupta, JS(R-II) | - President         |
| (b) Ms. Prema Bhatt, DS(Exam)   | - Member - Convener |
| (c) Ms. Monika Yadav, US(S-II)  | - Member            |
| (d) Shri G C Saha, US(AIS)      | - Member            |
| (e) Dr. Mridula Tandon          | - External Member   |

4. As far as the involvement of third party is concerned, the Complaints Committee will take the assistance from Dr. Mridula Tandon, who has been appointed as an External Member.