

**COMMITTEE FOR PREVENTION OF  
SEXUAL HARASSMENT OF WOMEN AT  
OFFICE/WORKPLACE  
IN THE HIGH COURT CALCUTTA  
(INTERNAL COMPLAINTS COMMITTEE)  
Under the Sexual Harassment of Women at Workplace  
(Prevention, Prohibition and Redressal) Act, 2013**

**Chairperson & Members of the Committee**

1. Hon'ble Justice Shampa Sarkar, Judge High Court, Calcutta,  
Hon'ble Chairperson
2. Hon'ble Justice Amrita Sinha, Judge, High Court, Calcutta
3. Hon'ble Justice Suvra Ghosh, Judge, High Court, Calcutta
4. Smt. Mousumi Banerjee, Master & Official Referee, Appellate  
Side
5. Munshi Md. Sariful Ekbal, Joint Registrar (General  
Administration II
6. Smt. Tanima Mukherjee, Deputy Registrar (Commercial  
Appellate Division)
7. Smt. Sutapa Chakraborty, LASWEB - NGO

**The aggrieved woman may avail of the following  
mechanism to register/file complaint**



**HELPLINE  
(033)2262 8070  
calhc.iccposh@gmail.com**

**Complaint box provided-**  
outside the office of General &  
Establishment Section,  
Appellate Side, Main building,  
High Court, Calcutta

**Assisting Registrar :**  
Secretary, Juvenile Justice Secretariat, High  
Court, Calcutta

**The POSH Act's roots lie in the Vishakha Guidelines of 1997, formulated after the Bhanwari Devi gang rape case in Rajasthan -  
*Vishaka & Ors. v. State of Rajasthan, AIR 1997 SC 3011***

**These guidelines laid the foundation for addressing sexual harassment at workplaces.**



## **What is Sexual Harassment ?**

- (i) Any unwelcome act or behaviour whether directly or by implication like :**
- (ii) Physical contact and advances**
- (iii) a demand or request for sexual favours; or**
- (iii) making sexually coloured remarks; or**
- (iv) showing pornography; or**
- (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;**

## **THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL)ACT, 2013**

### **How to redress sexual harassment at workplace**

- File a written complaint before the Internal Complaints Committee/Local Complaints Committee(for districts) within 3 months**
- Complaint may be filed by legal heir or other person if aggrieved woman is physically or mentally incapacitated**