



GOA STATE ELECTION COMMISSION  
ALTINHO, PANAJI-GOA.

Tel. Commissioner: 2232632/ E-Mail: [comm-gsec-go@nic.in](mailto:comm-gsec-go@nic.in)  
Tel. Secretary: 2232631/[secretary-gsec@goa.gov.in](mailto:secretary-gsec@goa.gov.in)

No.1/61/2009/SEC/907

Dated:- 23/12/2024

ORDER

**Subject:-**Committee for handling Complaints regarding sexual harassment of women at workplace under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

Whereas, Sexual harassment results in violation of the fundamental right of women to equality, right to life and to live with dignity and right to practice any profession. Protection against sexual harassment and right to work with dignity are universally recognized human rights. Thus the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 has come into force from 23/04/2013 and the Rules have been notified on 09/12/2013.

And whereas, the District Collector North Goa has been designated as the "District Officer" U/S 5 of the the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 in order to implement the Act in an effective manner.

And whereas, as per Section 6 (1) of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 " Every District Officer shall constitute in the district concerned , a Committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself".

And whereas, as per the provisions of Section 6 & 7 of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 , District Collector North Goa has constituted a Local Complaints Committee to receive the complaints of Sexual Harassment. The Local Complaints Committee is constituted vide order No. 1393)/169/2022-EST/Col/1150 dated 11/09/2023 as follows:

1. Dr. Meenacshi Martins ---- Chairman
2. Mamlatdar in Collectorate -- Member Secretary
3. Adv. Prema Matkar --- Member

4. Smt Nirmala Andrade --- Member
5. Rep of Women and Child Dept. dealing with the district - Ex Officio Member.

And whereas, vide Circular No 14/06/2001-GAD/ 4874 dated 12/12/2024 , all the Departments in the State / Organisations/ Undertakings/ Industrial Establishments and Educational Institutions are requested to ensure constitution / renewal of Internal Complaints Committee as mandated in the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

And whereas, Internal Complaints Committee has not been constituted in the Goa State Election Commission as the total strength of the employees is less than 10 as on date .

Now Therefore, as per section 5,6, and 7 of the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013, all the complaints of sexual harassment with respect to Goa State Election Commission shall be handled by the Local Complaints Committee constituted by the District Collector North Goa vide order No. 1393)/169/2022-EST/Col/1150 dated 11/09/2023

  
(Venancio Furtado)

Secretary  
Goa State Election Commission

Copy to:

1. The District collector North Goa, Panaji-Goa.
2. The Director, Directorate of Women & Child Development, Panaji Goa.
3. The Under Secretary (GA-I), Secretariat, Porvorim Goa.
4. Mamlatdar in Collectorate -- Member Secretary, Local Complaints Committee, North Goa Collectorate, Panaji Goa.