



**Gender Sensitization and Internal Complaints Committee (GSICC)
of the Supreme Court of India**

Annual Report – 2022



Hima Kohli

Judge
SUPREME COURT OF INDIA

MESSAGE

Gender equality is not just a goal, but a fundamental human right. It is a vision where all individuals, regardless of their gender, have equal opportunities, rights, and responsibilities.

Sexual Harassment at the workplace is an extension of violence that women face in everyday life. It is discriminatory and exploitative, as it affects a woman's right to life, livelihood and equal opportunity.

This malady finds its roots in regressive cultural practices and is worsened by the unequal power dynamics at the workplace. When women make for 48.5% of the population of India, with just below 50% of the said population forming a part of the country's workforce, it is time that we focus on sensitization of all concerned at the workplace.

Mere changes in the law can hardly yield a significant success. What is required is a well-defined system and an established redressal mechanism in every Institutions, Organization and office. The ongoing battle against sexual harassment at the workplace also demands a positive and practice approach of the employers, employees, co-workers, colleagues and the society at large. They must strive to establish a safe and inclusive working environment, where persons of all genders are encouraged, valued and respected for their talent and skills.

The Sexual Harassment Policy adopted and implemented by the Supreme Court of India, demonstrates the dedication of the Institution to foster an environment at the workplace that prioritizes safety, inculcates respect and assigns value to all those who are a part of the system, irrespective of their gender. It is not enough for justice to be rendered within the courtrooms. It is equally important for justice to prevail in the corridors of the Institution, through a comprehensive and well thought out approach that promotes prevention, awareness and effective redressal mechanisms.

In an endeavour to foster an inclusive culture and promote gender equality and inclusion, the composition of the GISCC has been made more broad-based. Several awareness programmes have been conducted and the website has been updated. Steps are being taken to break down the barriers at every level. This will remain an ongoing effort to spread the message and move towards a future where sexual harassment at the workplace becomes a thing of the past.



[Hima Kohli]

New Delhi
August 09, 2023



Justice B.V. Nagarathna
Judge
Supreme Court of India



2, Teen Murti Marg,
New Delhi-110 011
Tel. : 011-23012825

MESSAGE

Empowerment is a dynamic process and can be described by linking it to various constructs including economic independence, social transformation, self-reliance, the power of decision making, knowledge enhancement, equality, control over resources and so on. Creation of a socio-cultural climate that discourages gender-biased practices and promotes rational behaviour and action on the part of men and women, is imperative to this agenda. To this end, gender sensitisation, in my view is a vital action point towards empowerment of women. Gender sensitisation is the process of changing societal perceptions of gender roles by seeking to uproot the belief that men and women are 'unequal entities' and hence have to function in different socio-economic spaces. Gender sensitisation is about acknowledging that gender is a social construct and that we all have the power to challenge and change gender norms and stereotypes.

Ensuring that the work-space is free from discrimination is critical to the empowerment of women. Sexual harassment, particularly at the workplace is a gendered expression of power. Sexual harassment is a form of discriminatory conduct which hampers women's Constitutional right to equality under Article 14 and dignity under Article 21 of the Constitution of India.

Before 1997, "sexual harassment" had not settled into the Indian legal lexicon and the only template available to tackle such issues was one which criminalised "outraging or insulting" a "woman's modesty." Unwelcome words, gestures, images, language and all those subtle intangibles were not woven into the fabric of law.

Until the late 1990s, Constitutional equality and dignity was not the lens through which a woman's experience of sexual harassment was viewed. *Vishakha vs. State of Rajasthan, A.I.R. 1997 SC 3011* was therefore a visionary decision in many ways. *Primarily*, it filled a legal vacuum. *Second*, it viewed sexual harassment through an equality lens and thus prioritised prevention. *Finally*, it gave us a map for creating accountability.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was thus conceived in the womb of the most disgraceful, disreputable forms of gender bias and gender inequality. The Act has made Articles 14 and 21 applicable horizontally, to the extent that every employer is duty bound to provide a safe working environment at the workplace with shall include safety from the persons coming into contact at the workplace; to organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act; and to provide for an internal procedure for lodging complaints relating to allegations of sexual harassment at the workplace.

The *Vishakha* judgment and the Parliamentary enactment that followed, seek to expand women's rights and uplift them through an inclusive process. They have, to a great degree changed the map of how we could respond to other forms of violence against women. The judgment, above all, gave us language. Women's experience of unwelcome sexual conduct was no longer merely a moral transgression of her "modesty," it was sexual harassment—a violation of her constitutional equality.

In keeping with the vision of the *Vishakha* judgment and the object of the Act, i.e., to put in place an inclusive and informed redressal mechanism, to create awareness about this socially relevant legislation for women, the Supreme Court of India formulated the Gender Sensitisation and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal) Regulations, 2013 and constituted the Gender Sensitisation and Internal Complaints Committee, Supreme Court of India (GSICC).

Achieving the goal of gender parity, through gender sensitisation is not a one-point agenda. It has several faces and requires a multi-pronged approach involving several stakeholders. Let us all jointly reaffirm our commitment towards creating inclusive and gender-sensitive workplaces for women, so that the essence of Articles 14, 15 (3), and 21 of the Constitution is preserved and enhanced; and our Nation is able to effectively tackle all frontiers of gender inequality, as prescribed under the 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).


[B.V. Nagarathna]

TABLE OF CONTENTS

ABOUT THE COMMITTEE	6
COMPOSITION OF THE COMMITTEE	8
BUSINESS OF THE COMMITTEE	13
ACHIEVEMENTS	19
FUTURE ACTIVITIES	20
VOLUNTEERS OF THE COMMITTEE	21
BUDGETARY ALLOCATIONS	23
PHOTO GALLERY	24
APPENDICES	25-33

ABOUT THE COMMITTEE

The Gender Sensitization and Internal Complaints Committee (hereinafter 'GSICC' or 'Committee') of the Supreme Court of India has been constituted by the powers conferred on Hon'ble the Chief Justice of India under Regulation 4 of the Gender Sensitization & Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013 (hereinafter 'GSICC Regulations'). The Regulation reads as follows:

4. Constitution of the Gender Sensitization & Internal Complaints Committee - (1) The Supreme Court GSICC is constituted herein to fulfill a very important public function of sensitizing the public to gender issues and to address any complaints made with regard to sexual harassment at the Supreme Court precincts.

(2) The Chief Justice of India shall, by an order in writing, constitute a Committee to be known as the "Supreme Court Gender Sensitization and Internal Complaints Committee" (GSICC) which shall consist of not less than 7 members and not more than 13 members and shall include as far as practicable: —

(a) one or two Judges of the Supreme Court in terms of the judgment in the case of Vishaka (supra), one of whom shall be the Chairperson of the Committee, to be nominated by the Chief Justice of India;

(b) one or two senior members of the Supreme Court Bar, with at least 20 years of membership of the Supreme Court Bar Association or the Supreme Court Advocates-on-Record Association to be nominated by Hon'ble the Chief Justice of India, one of whom being a woman;

(c) one or two members to be elected by General Ballot of the Supreme Court Bar Association who shall be registered member of the Supreme Court Bar Association for at least 10 years out of whom at least one shall be a woman;

(d) one woman member being a member of the Advocates-on-Record Association elected by General Ballot of the Advocates-on-Record Association;

(e) one woman member being a member of the Supreme Court Clerks Association elected by General Ballot of the Supreme Court Clerks Association;

(f) at least one and at the most two outside members to be nominated by the Chief Justice of India,

persons who are associated with the Social Welfare Department or non-government organization having experience in the field of social justice, women empowerment, and/or gender justice, out of whom at least one member shall be a woman;

(g) one woman officer in the service of the Supreme Court of India not below the rank of a Deputy Registrar to be nominated by Hon'ble the Chief Justice of India, who shall function as the Member Secretary of the GSICC; and

(h) any other member that the Chief Justice of India may deem fit to nominate.

Provided that it shall be ensured that the majority of the members of GSICC shall be woman members.

(4) The outside Member appointed under Clause 4(2)(f) shall be paid such fees or allowances from the allocated funds for holding the proceedings of the GSICC as may be prescribed.

(5) Where the Chairperson or any Member of the GSICC—

(a) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him/her;

(b) fails to constitute an Internal Sub-Committee to inquire into a particular Complaint;

(c) fails to take action under Regulation 11;

*(d) contravenes or attempts to contravene or abets contravention of other provisions of these Regulations or any notifications/orders issued thereunder;
or*

(e) in the opinion of the Chief Justice of India has so abused his/her position as to render his/her continuance in office prejudicial to the exercise of functions of the GSICC;

such Chairperson or Member, as the case may be, shall stand removed forthwith from the GSICC by a written order of the Chief Justice of India and the vacancy so created shall be filled by fresh nomination/ election in accordance with the provisions of these Regulations.

COMPOSITION OF THE COMMITTEE

The GSICC was constituted by the then Hon'ble the Chief Justice of India vide Office Order No. 277 of 2013 dated 26.11.2013 and was reconstituted from time to time. Vide Order dated 09.07.2021 of Hon'ble the Chief Justice of India, the Committee was reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms. Justice Indira Banerjee [Judge, Supreme Court of India]	Chairperson
2	Hon'ble Mr. Justice A.S. Bopanna [Judge, Supreme Court of India]	Member
3	Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]	Member Secretary
4	Ms. V. Mohana, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]	Member
5	Mr. Soumyajit Pani, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
6	Ms. Abha Sharma, Advocate-on-Record [Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]	Member
7	Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]	Member
8	Ms. Abha Singhal Joshi, Former Director, Multiple Action Research Group [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]	Member
9	Mr. Jaideep Gupta, Sr. Advocate and Former Additional Solicitor General [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member
10	Prof. (Dr.) Mrinal Satish, Professor of Law, National Law School of India University, Bangalore [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member

Further vide Order dated 23.02.2022 of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms. Justice Indira Banerjee [Judge, Supreme Court of India]	Chairperson
2	Hon'ble Mr. Justice A.S. Bopanna [Judge, Supreme Court of India]	Member
3	Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]	Member-Secretary

4	Ms. Nina Gupta, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
5	Mr. Somvir Singh Deswal, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
6	Ms. Anindita Pujari, Advocate-on-Record [Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]	Member
7	Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]	Member
8	Mr. Jaideep Gupta, Senior Advocate [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member

Further vide Order dated 12.03.2022 of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms. Justice Indira Banerjee [Judge, Supreme Court of India]	Chairperson
2	Hon'ble Ms. Justice Hima Kohli [Judge, Supreme Court of India]	Member
3	Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]	Member Secretary
4	Ms. Nina Gupta, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
5	Mr. Somvir Singh Deswal, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
6	Ms. Anindita Pujari, Advocate-on-Record [Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]	Member
7	Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]	Member
8	Mr. Jaideep Gupta, Senior Advocate [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member

Further vide Order dated 02.09.2022 of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms. Justice Indira Banerjee [Judge, Supreme Court of India]	Chairperson

2	Hon'ble Ms. Justice Hima Kohli [Judge, Supreme Court of India]	Member
3	Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]	Member Secretary
4	Ms. Meenakshi Arora, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]	Member
5	Ms. Mahalakshmi Pavani, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]	Member
6	Ms. Nina Gupta, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
7	Mr. Somvir Singh Deswal, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
8	Ms. Anindita Pujari, Advocate-on-Record [Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]	Member
9	Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]	Member
10	Ms. Shruti Pandey, Associate Professor of Legal Practice and Director of Centre for Human Rights at Jindal Global Law School, O.P. Jindal Global University [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]	Member
11	Mr. Jaideep Gupta, Senior Advocate [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member
12	Dr. Leni Chaudhuri, Executive Director, University of Chicago Centre in India Pvt. Ltd. [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member

Further vide Order dated 28.09.2022 of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms. Justice Hima Kohli [Judge, Supreme Court of India]	Chairperson
2	Hon'ble Mrs. Justice B.V. Nagarathna [Judge, Supreme Court of India]	Member
3	Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]	Member Secretary
4	Ms. Meenakshi Arora, Senior Advocate [Senior Member of the Supreme Court Bar Association under Clause 4(2)(b)]	Member
5	Ms. Mahalakshmi Pavani, Senior Advocate	Member

	[Senior Member of the Supreme Court Bar Association under Clause 4(2)(b)]	
6	Ms. Nina Gupta, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
7	Mr. Somvir Singh Deswal, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
8	Ms. Anindita Pujari, Advocate-on-Record [Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]	Member
9	Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]	Member
10	Ms. Shruti Pandey (Professor of Legal Practice, Jindal Global Law School, O.P. Jindal Global University) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]	Member
11	Mr. Jaideep Gupta, Senior Advocate (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member
12	Dr. Leni Chaudhuri (Executive Director, University of Chicago Centre in India Pvt. Ltd.) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member

Further vide Order dated 20.10.2022 of Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:

S. No.	Name	Nominated As
1	Hon'ble Ms. Justice Hima Kohli [Judge, Supreme Court of India]	Chairperson
2	Hon'ble Mrs. Justice B.V. Nagarathna [Judge, Supreme Court of India]	Member
3	Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]	Member-Secretary
4	Ms. Meenakshi Arora, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]	Member
5	Ms. Mahalakshmi Pavani, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]	Member
6	Ms. Nina Gupta, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member
7	Mr. Somvir Singh Deswal, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]	Member

8	Ms. Anindita Pujari, Advocate-on-Record [Representative of the Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]	Member
9	Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]	Member
10	Ms. Shruti Pandey, Professor of Legal Practice, Jindal Global Law School, O.P. Jindal Global University [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]	Member
11	Mr. Jaideep Gupta, Sr. Advocate (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member
12	Dr. Leni Chaudhuri, Executive Director, University of Chicago Centre in India Pvt. Ltd. [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]	Member

BUSINESS OF THE COMMITTEE

MINUTES OF MEETINGS

5th March 2022 (Saturday) -- Video Conference

Whereas on the aforementioned date, the Committee convened as follows:

S. No.	Name	Attended As
1	Hon'ble Ms. Justice Indira Banerjee	Chairperson
2	Hon'ble Mr. Justice A. S. Bopanna	Member
3	Ms. Madhu Arora	Member-Secretary
4	Ms. V. Mohana	Member
5	Dr. Mrinal Satish	Member
6	Ms. Abha Singhal Joshi	Member
7	Ms. Abha Sharma	Member
8	Ms. Nina Gupta	Member
9	Mr. Somvir Singh Deswal	Member
10	Ms. Anindita Pujari	Member

The Hon'ble Chairperson bade farewell to all outgoing Members and appreciated their work, participation, and contribution towards GSICC. The Chairperson sought suggestions from the Members to observe International Women's Day, 2022.

The Ld. Chairperson made a warm welcome for the new Members.

22nd March 2022 (Tuesday) – Postponed

Whereas on the aforementioned date, the Committee postponed its meeting.

11th May 2022 (Wednesday) – Meeting Room

Whereas on the aforementioned date, the Committee convened as follows:

S. No.	Name	Attended As
1	Hon'ble Ms. Justice Indira Banerjee	Chairperson
2	Hon'ble Ms. Justice Hima Kohli	Member
3	Ms. Madhu Arora	Member-Secretary
4	Mr. Jaideep Gupta	Member
5	Ms. Nina Gupta	Member
6	Dr Anindita Pujari	Member
7	Mr. Somvir Singh Deswal	Member

The Hon'ble Chairperson welcomed the new Member - Hon'ble Ms. Justice Hima Kohli.

Hon'ble Ms. Justice Hima Kohli suggested that female staff of the Delhi Police may be sensitized by conducting the appropriate training for the same.

It was resolved to display posters at prominent places in the Supreme Court precincts reflecting the names and mobile numbers of the Members of the Committee.

It was further resolved to reconstitute the panel of Volunteers, with the Member Secretary requesting to publish a notification to that effect on the website of the Supreme Court.

Lastly, the Members of the Committee expressed the need to revisit and redraw the GSICC Regulations. Whereas Ms. Anindita Pujari and Ms. Nina Gupta had certain suggestions to make in relation to the activities of the GSICC, the Hon'ble Chairperson requested them to submit the same to the Member-Secretary.

21st July 2022 (Thursday) – Room No. 604, B Block, ABC Building, Supreme Court

Whereas on the aforementioned date, the Committee convened as follows:

S. No.	Name	Attended As
1	Ms. Madhu Arora	Member-Secretary
2	Mr. Jaideep Gupta	Member
3	Ms. Nina Gupta	Member
4	Dr Anindita Pujari	Member
5	Mr. Somvir Singh Deswal	Member

The meeting began with a discussion on the selection of Volunteers for the Committee. Applications were scrutinized by the Members of the Committee and fifteen (15) applications were found as per the norms mentioned in the notification dated 17.05.2022.

Additionally, it was resolved to organise an awareness programme on 30.07.2022 in the Supreme Court Bar Lounge for the BVG (Contractual) Staff working in the Supreme Court premises.

14th September 2022 (Wednesday) – Meeting Room

Whereas on the aforementioned date, the Committee convened as follows:

S. No.	Name	Attended As
1	Hon'ble Ms. Justice Indira Banerjee	Chairperson
2	Ms. Meenakshi Arora	Member
3	Ms. Mahalakshmi Pavani	Member
4	Ms. Nina Gupta (through Video Conference)	Member
5	Dr. Anindita Pujari	Member
6	Mr. Somvir Singh Deswal	Member

7	Ms. Shruti Pandey	Member
8	Dr. Leni Chaudhuri	Member

The Hon'ble Chairperson welcomed the new Members of the Committee, which was re-constituted on 02.09.2022 and suggested that a discussion regarding the next awareness programme be held under the chairmanship of the new and incoming Chairperson after the former's retirement on 23.09.2022.

14th December 2022 (Wednesday) – Meeting Room, Supreme Court

Whereas on the aforementioned date, the Committee convened as follows:

S. No.	Name	Attended As
1	Hon'ble Ms. Justice Hima Kohli	Chairperson
2	Hon'ble Mrs. Justice B.V. Nagarathna	Member
3	Ms. Meenakshi Arora	Member
4	Mr. Somvir Singh Deswal	Member
5	Dr. Anindita Pujari	Member
6	Ms. Shruti Pandey	Member

The Hon'ble Chairperson Ms. Justice Hima Kohli welcomed the Hon'ble Mrs. Justice B.V. Nagarathna as a new Member of the Committee.

A discussion took place on amendments to the GSICC Regulations. The Hon'ble Chairperson suggested that a three-Member sub-Committee should be constituted to examine the rules and explore the ways to make them simpler. However, it was directed that the said issue be kept in abeyance for the time being.

The Hon'ble Chairperson directed that the Registrar(s) of some High Courts like Delhi, Bombay and Karnataka be requested to send the GSICC Regulations applicable in the respective High Courts so that the same can be referred to by the sub-committee and incorporated to make the current Rules more workable.

Ms. Meenakshi Arora, Sr. Adv. raised the issue of overcrowding in the CourtRooms and to find out ways to make it more conducive and safer for lady members of the Bar. It was decided to sensitize male members of the Bar and court clerks about maintaining non intrusive distance from lady advocates in court. It was also pointed out by her that one of the reasons for overcrowding in courtrooms was the absence of mechanisms to regulate slotting of matters. Ms. Anindita Pujari pointed out that another reason for overcrowding is submission of physical appearance slips by advocates and clerks. Though the e-appearance module is still working, they rush to the Court for submitting their physical appearance slips to the Court Masters in cases listed for hearing for the day and resultantly most of the court rooms remain jam-packed in the morning hours, especially on the days Miscellaneous Matters are listed.

The Committee decided that the Registry will be required to print a Note on the Cause List impressing on all the advocates to give their appearances by way of email in cases where they are appearing, so that overcrowding in courts can be curbed.

Ms. Meenakshi Arora suggested that awareness and sensitization programmes be conducted for Members of the Bar, interns, clerks, etc. by professional agencies having expertise in the field.

It was proposed by Hon'ble Mrs. Justice B.V. Nagarathna that the National School of Drama, Campus Law Centre, or any other agency which works in this field be contacted to conduct such awareness programmes through skits/Nukkad plays in the month of January-February 2023 or on the eve of Women's Day which will be tentatively celebrated on 13th or 14th March, 2023 Ms. Anindita was requested to contact them.

The Hon'ble Chairperson also suggested that a list of Dos and Don'ts be drawn by taking the help of an expert agency which can be circulated or printed on the cause list.

It has been proposed that awareness programmes be organized in the Auditorium for larger gatherings. The name of Ms. Abha Singhal was proposed by Ms. Anindita Pujari for imparting the above training.

Ms. Anindita Pujari suggested that the full form of the GSICC be displayed on the Supreme Court Website on the left top side instead of the bottom so that there is more visibility. The Committee agreed to the suggestion for making changes in the website.

The Hon'ble Chairperson also asked for suggestion(s) from other Members to make the atmosphere in Courts women-friendly. It was informed by Ms. Pujari and Member Secretary that now sufficient lights have been fixed in the tunnel connecting the Main Complex to the Additional Building Complex. The Hon'ble Chairperson suggested that the possibility of fixing cat's eyes lights in strips of road where it is still dark, be explored.

Hon'ble Chairperson and Members present discussed conducting a security audit of the precincts of the Supreme Court Compound, C.K. Daphtary Block and the parking areas along with Members of the Committee on a convenient date. It has also been decided to collaborate with the DCP (Security) and inspect the Court complex to find out pockets where deployment of security personnel is required, particularly in areas of dark spots that need to be lit up properly. It has been suggested that the DCP of the area be requested to deploy some women personnel around the Lawyers Chamber block in two shifts so that they remain present till 8.00 pm.

It has been pointed out by Members that there are some men's toilets in the building, the doors of which are always open, making it embarrassing for ladies to pass by. It has been decided to instruct the CPWD authorities to inspect the spot and take immediate remedial measures, including fixing swinging doors.

Lastly, it has been decided to conduct programmes for developing soft skills of members of the Bar and invite Doctors, Psychologists and experts to give lectures from time to time on different subjects.

MINUTES OF AWARENESS PROGRAMMES

30th July 2022 (Saturday) – SCBA Bar Lounge

Whereas on the aforementioned date, the programme was attended by the following:

S. No.	Name	Attended As
1	Ms. Avani Bansal	Guest Speaker
2	Ms. Madhu Arora	Member-Secretary

3	Ms. Nina Gupta	Member
4	Mr. Somvir Singh Deswal	Member
5	Dr. Anindita Pujari	Member

An Awareness Programme was conducted for BVG Staff on Gender Sensitization. The programme was attended by more than 150 persons (staff members), both male and female.

Ms. Avani Bansal, Guest Speaker, Advocate, Supreme Court, explained to the BVG staff, regarding the Committee, Act and Regulations in Hindi.

4th November 2022 (Friday) – SCBA Bar Lounge

Whereas on the aforementioned date, the programme was attended by the following:

S. No.	Name	Attended As
1	Ms. Madhu Arora	Member-Secretary
2	Ms. Nina Gupta	Member
3	Mr. Somvir Singh Deswal	Member
4	Dr. Anindita Pujari	Member
5	Dr. Ritu Bhardwaj	Volunteer
6	Ms. Farhat Jahan Rehmani	Volunteer
7	Mr. Chandra Pal Singh	Volunteer
8	Ms. Prabha Swami	Volunteer
9	Ms. Mayuri Raghuvanshi	Volunteer
10	Mr. Varinder Kumar Sharma	Volunteer
11	Ms. Shilpi Satyapriya Satyam	Volunteer
12	Mr. Rakesh Kumar Yadav	Volunteer
13	Ms. Kumud Lata Das	Volunteer
14	Ms. KV Bharathi Upadhyaya	Volunteer
15	Mr. Raj Kumar Pandey	Volunteer

An Awareness Programme was conducted for the clerks of advocates on Gender Sensitization. The programme was attended by more than 50 clerks, both male and female.

The programme was very informative on the issues of gender sensitization, definition of sexual harassment at workplace, the objective and working of Gender Sensitization & Internal Complaints Committee which was highly appreciated. The Speakers in the programme were Ms. Kumud Lata Das (Volunteer), Ms. Nina Gupta (Member) and Mr Varinder Kumar Sharma (Volunteer) all advocates. All the speakers explained in Hindi about the Committee, Act and Regulations citing examples to make them understand.

OTHERS:

For the first time, the Supreme Court of India celebrated an All India International Day of Women Judges on 10th of March, 2022 in appreciation of and tribute to all women judges of the Indian judiciary.

ACHIEVEMENTS

- An awareness and sensitization programme was conducted for Court Clerks on 4th November, 2022.
- An awareness and sensitization programme was conducted for BVG staff on 30th July, 2022.
- The tunnel connecting the Main Complex to the Additional Building Complex has been made more accessible with proper lighting.
- Full form of GSICC is now more visible which is displayed on the left side of the Supreme Court website.
- Ms. Nina Gupta and Ms. Anindita Pujari submitted suggestions for redrafting the GSICC Regulations. The same have been reproduced in **Appendices A** and **B**, respectively.
- Posters reflecting the names and contact details of Committee Members and Volunteers have been pasted in all Lawyers' Blocks and in the main building of the Supreme Court. They have been reproduced in **Appendices C** and **D**.
- A new batch of Volunteers were enlisted for the purposes of assisting the Committee.

FUTURE ACTIVITIES

The Committee intends to conduct the following activities in the next calendar year:

- Celebration of International Women's Day
- Sensitisation/ Training Programmes for all stakeholders including- Senior Advocates, Advocates, Law Clerks, Interns, Clerks, Court staff, service providers such as: - sanitation staff, canteen staff, security, stamp paper vendor, notary and such other service providers, Litigants amongst others.
- Organisation of *nukkad-nataks* for creating awareness.
- Training of the Members of the Committee.

VOLUNTEERS OF THE COMMITTEE

Whereas Regulation 7(2)(v) provides for the enlisting and activation of a team of volunteers for the purposes of *inter alia*, rendering consultation and guidance to any aggrieved woman as well as assisting the Committee in gender Sensitization and crisis management.

15 Volunteers were enlisted as Volunteers of GSICC, the list of the same was uploaded on the Supreme Court Website on 05.08.2022.

MEETINGS OF THE VOLUNTEERS

18th October 2022 (Tuesday) – Room No. 604, B Block, ABC Building, Supreme Court

Whereas on the aforementioned date, the meeting was attended by the following:

S. No.	Name	Attended As
1	Ms. Madhu Arora	Member-Secretary
2	Ms. Nina Gupta	Member
3	Mr. Somvir Singh Deswal	Member
4	Dr. Anindita Pujari	Member
5	Mr. Mukesh Kumar Singh	Volunteer
6	Dr. Ritu Bhardwaj	Volunteer
7	Ms. Farhat Jahan Rehmani	Volunteer
8	Mr. Chandra Pal Singh	Volunteer
9	Ms. Prabha Swami	Volunteer
10	Ms. Mayuri Raghuvanshi	Volunteer
11	Ms. Nisha Bagchi	Volunteer
12	Mr. Varinder Kumar Sharma	Volunteer
13	Ms. Archana Pathak Dave	Volunteer
14	Ms. Shilpi Satyapriya Satyam	Volunteer
15	Ms. Reena Rao	Volunteer
16	Mr. Rakesh Kumar Yadav	Volunteer
17	Ms. Kumud Lata Das	Volunteer
18	Ms. KV Bharathi Upadhyaya	Volunteer
19	Mr. Raj Kumar Pandey	Volunteer

All the Volunteers were introduced and a discussion on the next function/awareness programme was held.

18th November 2022 (Friday) - Room No. 604, B Block, ABC Building, Supreme Court

Whereas on the aforementioned date, the meeting was attended by the following:

S. No.	Name	Attended As
1	Ms. Madhu Arora	Member-Secretary
2	Mr. Mukesh Kumar Singh	Volunteer
3	Dr. Ritu Bhardwaj	Volunteer
4	Ms. Farhat Jahan Rehmani	Volunteer
5	Ms. Mayuri Raghuvanshi	Volunteer
6	Ms. Nisha Bagchi	Volunteer
7	Mr. Varinder Kumar Sharma	Volunteer
8	Ms. Archana Pathak Dave	Volunteer
9	Ms. Reena Rao	Volunteer
10	Mr. Rakesh Kumar Yadav	Volunteer

All the Volunteers present in the meeting discussed the preparation of the GSICC Volunteers Poster. It was unanimously decided that the Poster will be prepared as per seniority based on the date of enrolment with Bar Council.

It was decided that posters will be prepared incorporating the names and contact details of Committee Members and also of all the Volunteers. The posters will be displayed on Notice Boards in the premises of Supreme Court including Chamber Blocks, near lifts, washrooms and other prominent places.

BUDGETARY ALLOCATIONS

Hon'ble the Chief Justice of India vide order dated 08.02.2022 sanctioned a budget of ₹1,50,000/- (Rupees One Lakh and Fifty Thousand only) for effective implementation of the GSICC Regulations for the year 2022. The following expenses from the said budgetary allocation were incurred by the GSICC for organizing various meetings in the year 2022:

Date of Meeting/ Programme	Reason	Expenses Incurred (₹)
21.07.2022	GSICC Members meeting (except Hon'ble Judges)	₹ 246.00
30.07.2022	Awareness programme for BVG staff	₹ 2865.00
18.10.2022	GSICC Members meeting (except Hon'ble Judges)	₹ 525.00
04.11.2022	Awareness programme for clerks of Advocates	₹ 3085.00
18.11.2022	Meeting of Volunteers	₹ 610.00
Total		₹ 7331.00

Regulation 7(2)(ii) of the GSICC obligates that the GSICC will organize programmes for the Gender Sensitization of the Supreme Court community through workshops, seminars, posters, film shows, debates, displays etc. The GSICC proposes to conduct seminars and workshops to further the aim and object of the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" with "The Gender Sensitization and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013".

Therefore, a budgetary provision of ₹ 5,00,000/- (Rupees Five Lakh only) has been requested to be made for the calendar year 2023.

PHOTO GALLERY 2022



APPENDIX -A: SUGGESTIONS SUBMITTED BY MS NINA GUPTA, ADVOCATE

1. Awareness programs should not only be confined to Supreme Court precincts. It should go beyond and among the less privileged classes as there is a total lack of awareness of this law.
2. Lecture series should be started and we should do it physically for local eminent personalities to give a talk and on zoom to enable eminent personalities from other parts of the country and may be outside India to participate.
3. Gender sensitization should not be the only object but gender discrimination and other related issues should also be covered under the umbrella of this Committee.
4. We need to sensitize different categories of persons entering the Supreme Court premises. We should categorize them for eg. Court clerks, junior members of the Bar, senior members of the Bar, drivers/parking staff and security staff.
5. We should conduct seminars/lectures to cover University level students especially in co-educational institutions. Suggestions for topics should also be invited from Volunteers.
6. Misuse of this law has to be looked into and exceptions need to be carved out. We need to deliberate on how effective Section 14 of the POSH Act is.
7. We should become watch guards for acts such as Girl child trafficking and fixed time marriage with a foreigner who is travelling within India etc.
8. Classes be organized by calling specialist/technical experts to educate women on techniques to be used to protect themselves from any sexual harassment or attacks (reference is made to Regulation 7(2) (vi)).
9. Committee's term is for two years but volunteers have no term. They have been continuing for years. I am told only 6-7 volunteers are active in the meetings. There should be a shuffle amongst those who are not active and active members may be retained and fresh enthusiastic volunteers may be added.
10. Active volunteers should also be called for one meeting after every 2-3 months for their suggestions.
11. A dedicated room can be allocated for GSICC members to meet the volunteers and meet any person with grievance.
12. To facilitate effective implementation of Regulation 3 which provides as under:-

“GSICC will coordinate with the Supreme Court security services to devise ways and means by which a system of prevention of and crisis management that is both gender sensitive as well as prompt and effective is put in place. It will maintain regular contact through the Member Secretary with the Supreme Court security services to ensure that in crises arising out of incidents of sexual harassment, GSICC members, and/or the volunteers identified by it, shall be intimated of such incidents without delay.”

It is suggested that phone numbers along with photos be placed of the members of the Committee who are from the Bar at security checkpoints, chambers block and toilets etc. to enable urgent contact with the members of the Committee.

13. Need to revisit Gender Sensitization Regulation 2013.

**APPENDIX -B: SUGGESTIONS SUBMITTED BY MS ANINDITA PUJARI,
ADVOCATE**

**GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE
SUPREME COURT OF INDIA
NEW DELHI 110001**

GENERAL POWERS/DUTIES FOR THE REALISATION OF THE OBJECTIVES OF THE REGULATIONS

• **REGULATION 7:** FUNCTIONS OF THE GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE

(1) The GSICC shall be responsible for framing a policy from time to time and its implementation with regard to gender sensitization and prevention and redressal of Sexual Harassment in the Supreme Court.

1. **REGULATION 14:** POWERS OF GSICC AND INTERNAL COMPLAINTS COMMITTEE.

(1) The GSICC shall have the power to issue circulars on notifications prescribing its procedure and for the purpose of carrying out in implementing the provisions of the present regulations in their spirit and intent.

(2) The GSICC shall have the power to pass any orders to be able to carry out the objectives and mandate of the present regulations including directing any party or person to take any suitable action.

2. **REGULATION 15:** DUTIES

The GSICC in coordination with and with the assistance of the office of the Supreme Court shall-

(j) Take any other action and or measures to ensure an effective and meaningful implementation of the present Regulations.

SUGGESTIONS WITH THE CORRESPONDING REGULATIONS OF THE GENDER SENSITIZATION AND SEXUAL HARASSMENT OF WOMEN AT THE SUPREME COURT OF INDIA (PREVENTION, PROHIBITION AND REDRESSAL) REGULATIONS, 2013.

<u>Serial no.</u>	THE GENDER SENSITIZATION & SEXUAL HARASSMENT OF WOMEN AT SUPREME COURT REGULATIONS, 2013	SUGGESTIONS
1.	<u>Regulation 15:</u> DUTIES	LOCATING THE SITE OF THE OFFENCE AND ENSURING A SAFE SC PRECINCTS.

	<p>The GSICC in coordination with and with the assistance of the office of the Supreme Court shall-</p> <p>(a) Take measures to provide a safe working environment at the Supreme Court of India precincts.</p>	<ul style="list-style-type: none"> • Locate places where past incidents of sexual harassment have occurred in the past. • Locate the sites which are isolated and secluded. • Locate the sites where the lighting is dim. • The tunnel between the old Court building and the new building may be made more accessible with proper lighting, a designated pathway with sign boards. • Chamber blocks may have glass doors to improve transparency. • Entry and Exit to Court rooms may be made barrier free to avoid congestion. • Sufficient number of cameras in corridors, canteens, chamber blocks, etc. should be installed. • The curtains in the security check areas may be replaced with kiosks.
<p>2.</p>	<p><u>Regulation 7:</u> FUNCTIONS OF THE GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE.</p> <p>(2) Gender Sensitization and Orientation: the GSICC shall take the following steps with regard to gender sensitization and orientation: -</p> <p>(i) GSICC will ensure the prominent publicity of the policy on gender sensitization and prevention and redressal of sexual harassment in the Supreme Court of India in all places in the Supreme Court precincts such as the court building, old and new chamber blocks, library, health centre, canteens etc.</p> <p>iv) GSICC may enlist the help of NGOs, associations, volunteers, lawyers, lawyer's bodies, or the concerned legal services authorities to carry out these programmes.</p> <p><u>Regulation 15:</u> DUTIES</p> <p>(d) organise workshops and awareness programmes at regular intervals for sensitising the persons carrying out the work at the Supreme Court premises with the provisions of the present regulations and orientation programs for the members of the</p>	<p>SENSITIZATION AND TRAINING: - REACHING OUT TO ALL STAKEHOLDERS AND SERVICE PROVIDERS</p> <ul style="list-style-type: none"> • Senior Advocates • Advocates • Law clerks • Interns • Clerks • Court staff • Service providers such as: - sanitation staff, canteen staff, security, stamp paper vendor, Notary and such other service providers. • Litigants • Quarterly Workshops for Senior Advocates, Advocates, Clerks, Interns, Law Clerks and other Court staff including those in hospitality services, sanitation, Registry, etc. • Each chamber block, to conduct its own workshop. • Involvement of counsellors in the workshop. • Self-defense training may be organized.

	internal committee in the manner as may be prescribed.	
3.	<p>Regulation 7: FUNCTIONS OF THE GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE</p> <p>(2) Gender Sensitization and Orientation: the GSICC shall take the following steps with regard to gender sensitization and orientation: -</p> <p>(i) GSICC will ensure the prominent publicity of the policy on gender sensitization and prevention and redressal of sexual harassment in the Supreme Court of India in all places in the Supreme Court precincts such as the court building, old and new chamber blocks library, health centre, canteens etc.</p> <p>Regulation 15: DUTIES</p> <p>(b) The GSICC in coordination with and with the assistance of the office of the Supreme Court shall display at any conspicuous place in the Supreme Court of India and on its website, the penal consequences of sexual harassment and the order constituting the internal committee under the present regulations.</p>	<ul style="list-style-type: none"> • The Tab button on the Hon’ble Supreme Court’s Website for GSICC should display the full form for better visibility and easy accessibility. • Posters at every place possible including the Advocates canteen, litigants canteen, chambers, offices, staircase, notice boards, etc. both in the main Supreme Court building, new building and the chamber blocks should be pasted.
4.	<p>Regulation 8: COMPLAINT OF SEXUAL HARASSMENT.</p>	<ul style="list-style-type: none"> • The Supreme Court website may have a readily available, easy to access and simple to fill form to register e-complaints. • Drop box in court, chamber, canteens, SCBA, SCOARA lounges, etc. for complaints and suggestions to be submitted.
5.	<p>Regulation 7: FUNCTIONS OF THE GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE</p> <p>(2) Gender Sensitization and Orientation: the GSICC shall take the following steps with regard to gender sensitization and orientation: -</p> <p>iv) GSICC may enlist the help of NGOs, associations, volunteers, lawyers, lawyer’s bodies, or the</p>	<ul style="list-style-type: none"> • The volunteer list may be updated. • Women and men with less than 10 years of experience may be preferred. • Chamber blocks may have their own volunteers. • “He for She” volunteer group may be formed.

	<p>concerned legal services authorities to carry out these programmes.</p> <p>v) adequately representative team of volunteers and shall ensure the widespread publicity of the contact details (both official and personal) of all its members and volunteers. the services of such volunteers shall be available at all times to any aggrieved woman or any person in need of consultation or guidance volunteers will also assist_in the gender sensitization crisis mediation and crisis management duties of GSICC but shall not participate in the task of formal and redressal of complaints under these regulations and procedures.</p> <p>vi) GSICC will organise and train members and volunteers to equip them to handle sexual harassment cases including legal and medical aspects of aid.</p>	
6.	<p>Regulation 7: FUNCTIONS OF THE GENDER SENSITIZATION AND INTERNAL COMPLAINTS COMMITTEE</p> <p>(2) Gender Sensitization and Orientation: the GSICC shall take the following steps with regard to gender sensitization and orientation: -</p> <p>(iii) GSICC shall submit an annual report by December 31st every year to the Chief Justice of India which shall be made public outlining the activities undertaken by it and charting out a blueprint for the activities/steps to be taken up in the following year along with necessary budget allowances required by it. The GSICC shall include in its Annual Report the number of cases filed, if any, and their disposal under these Regulations in the annual report.</p>	<ul style="list-style-type: none"> • Analysis of previous reports, if any, including Annual Reviews may be done which will help us understand the working of the regulation in the last 10 years and whether there is any need to make changes on the basis of experience gained. • a 10-year commemorative report may be brought out. • Activities to commemorate 10 years of Supreme Court Gender Sensitization Regulation, 2013 (which came into effect on 27.08.2013) may be considered.

	<p>Regulation 15: DUTIES</p> <p>The GSICC in coordination with and with the assistance of the office of the Supreme Court shall-</p> <p>(i) Monitor the timely submission of reports by the Internal Sub-Committee.</p>	
--	--	--

APPENDIX -C: POSTER OF GSICC COMMITTEE MEMBERS

SUPREME COURT OF INDIA

Gender Sensitisation and Internal Complaints Committee

Email ID: membersecretarygsicc@gmail.com

MEMBERS

In case of any complaint(s), please contact any of the following:

Ms Madhu Arora मधु अरोड़ा	Member-Secretary (Additional Registrar)	9911159234
Ms Meenakshi Arora मीनाक्षी अरोड़ा	Member (Senior Advocate)	9811034485
Ms Mahalakshmi Pavani महालक्ष्मी पावनी	Member (Senior Advocate)	9810229493
Ms Nina Gupta नीना गुप्ता	Member (Advocate)	9810979505
Mr Somvir Singh Deswal सोमवीर सिंह देसवाल	Member (Advocate)	9313060905
Ms Anindita Pujari अनिदिता पुजारी	Member (AOR)	9810411772
Ms Vijay Laxmi विजय लक्ष्मी	Member (Clerk)	9873040311
Ms Shruti Pandey श्रुति पांडे	Member (External Member)	9811107409
Mr Jaideep Gupta जयदीप गुप्ता	Member (Senior Advocate)	9811045435
Dr Leni Chaudhuri लेनी चौधरी	Member (External Member)	9820639762

APPENDIX -D: POSTER OF GSICC VOLUNTEERS

SUPREME COURT OF INDIA

Gender Sensitisation and Internal Complaints Committee

VOLUNTEERS

Ms. Nisha Bagchi निशा बागची	9810037772
Ms. Prabha Swami प्रभा स्वामी	9810589733
Mr. Varinder Kumar Sharma वारिंदर कुमार शर्मा	9810101807
Ms. K. V. Bharathi Upadhyaya के. वी. भारथी उपाध्याय	9818081199
Ms. Kumud Lata Das कुमुद लता दास	9311090852
Ms. Reena Rao रीना राजी	9212345786
Dr. Ritu Bhardwaj ऋतू भरद्वाज	9891375537
Mr. Chandra Pal Singh चंद्र पाल सिंह	9899242219
Mr. Raj Kumar Pandey राज कुमार पांडेय	9312004143
Mr. Rakesh Kumar Yadav राकेश कुमार यादव	9466083424
Ms. Archana Pathak Dave अर्चना पाठक दवे	9971222581
Ms. Shilpi Satyapriya Satyam शिल्पी सत्यप्रिया सत्यम	9810445088
Ms. Mayuri Raghuvanshi मयूरी रघुवंशी	9717344186
Ms. Farhat Jahan Rehmani फरहात जहां रहमानी	9868179046
Mr. Mukesh Kumar Singh मुकेश कुमार सिंह	9873856650

‘Gender equality includes protection from sexual harassment and right to work with dignity, which is a universally recognised basic human right...’

- **Supreme Court of India in
Vishakha v. State of Rajasthan, (1997) 6 SCC 241**

Gender Sensitization and Internal Complaints Committee, Room No.- 604, ABC
Building Supreme Court of India, Bhagwan Das Road, New Delhi, Delhi 110001
Email: membersecy.gsicc@gmail.com