UT Administration of Dadra & Nagar Haveli and Daman & Diu
Department of Labour & Employment
Daman

No. LE/LI/DMN/POSHAct/204813/2026/103 Dated: 20-05-2026

Subject: Implementation of the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 – Constitution of Internal Complaints Committee (ICC) Regarding....

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is an Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Section 4 of the Act mandates the constitution of the Internal Complaints Committees in all the workplaces with ten or more employees.

2. The Hon'ble Supreme Court, has also recently, in the matter of Aureliano Fernandes vs State of Goa & Others, re-emphasized the importance of strict compliance of the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (SH Act), as under: -

(i) To constitute Internal Complaints Committee and Local Committees in all applicable establishments;
(ii) To take steps under the provisions of the POSH Act if no such Committee has been constituted.

3. All the private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional etc, having ten or more employees are therefore required to constitute ICC / Local Committees in accordance with the provisions of the Act.

4. All the establishments in the Union Territory of Dadra & Nagar Haveli and Daman & Diu having ten or more employees are therefore directed to comply with the provisions of the POSH Act and submit a report of compliance with the following details, to the State Mission Coordinator, Social Welfare Department, Daman (through email id sw-dnh@nic.in / dycollg-dmn-dd@nic.in), within a period of 30 days: -

(i) Copy of letter constituting ICC.
(ii) Screenshot of the registration on She-Box Portal https://shebox.wcd.gov.in

5. Non-compliance will be viewed seriously and action will be taken against defaulter in accordance with the law.

6. Mr. Sachitanand P. Mishra, State Mission Coordinator (8000844198), Social Welfare Department may be contacted in case of any support / guidance need.

7. This issues with the approval of the Competent Authority.

(Aarti Agarwal)
Deputy Director-cum-Deputy Secretary (Labour)
DNH & DD

To,
All the establishments in DNH & DD.

Copy to: -

1. The PA to Secretary (Industries), DNH & DD for kind information please.
2. The PA to Special Secretary-cum-Director (Parliament Affairs), DNH & DD for kind information please.
3. The Field Publicity Officer, Daman with a request to please give a Press Note in the local newspapers for wide publicity. Please note that this is a publicity material and not advertisement. He is also requested to regularly publish the same in social media handles of the Administration for wide publicity.
4. The Chief Officer, DMC for wide publicity.
5. The Director-cum-Deputy Secretary-cum-Deputy Director, (SW & WCD), DNH & DD
6. All Heads of Offices in Daman for wide publicity.
7. The Sarpanches / Secretaries of all the Village Panchayats in Daman for wide publicity.
8. The Assistant Director of Education, Education Department / District Panchyat, Daman / DNH / Diu for circulation amongst all the educational institutions.
9. The President, Industries Associations, Daman / DNH / Diu for circulation amongst the industries in their respective areas.
10. The President, Hoteliers Association, Daman / DNH / Diu for circulation amongst the hotels / restaurants etc.
11. The Assistant Director (IT), DNH & DD with request to please upload this Circular on the Official Website UT of Dadra & Nagar Haveli and Daman & Diu.
12. The LEO / Labour Inspector, DNH / Daman / Diu for information and necessary action.