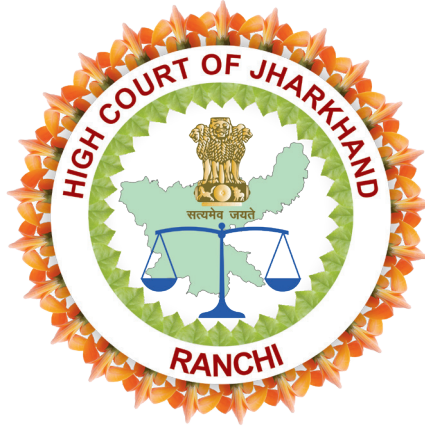


**High Court of Jharkhand  
Gender Sensitization  
and  
Internal Complaints Committee**

**ANNUAL REPORT  
2025**







# **High Court of Jharkhand Gender Sensitization and Internal Complaints Committee**

**Annual Report  
2025**



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## Message From Hon'ble Member, HCJGSICC

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**HON'BLE MRS. JUSTICE ANUBHA RAWAT CHOUDHARY**  
*Judge, High Court of Jharkhand & Chairperson, HCJGSICC*

**MESSAGE**

*It is both an honour and a solemn responsibility to present the Annual Report of the Gender Sensitization and Internal Complaints Committee of the High Court of Jharkhand (HCJGSICC) for the year 2025.*

*The year under review marks a phase of purposeful consolidation following the reconstitution of the Committee in April 2025 under the Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021. During this period, the Committee has steadfastly continued to discharge its mandate as a vital institutional mechanism dedicated to safeguarding dignity, equality, and a secure working environment for every stakeholder within the precincts of the High Court.*

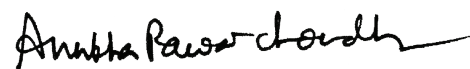
*Gender sensitization is not a singular initiative but an ongoing institutional ethos. It transcends awareness programmes and calls for the creation of enabling, inclusive, and responsive workplace structures. In 2025, the High Court undertook significant and forward-looking measures in this direction. The inauguration of the Crèche within the High Court premises in October 2025 marks a progressive step towards supporting working parents and nurturing a more compassionate and family-responsive institutional environment. The subsequent inauguration of the Lady and Senior Advocates' Lounge in December 2025 further underscores the Court's commitment to ensuring dignified, secure, and well-appointed spaces for women advocates and senior members of the Bar, thereby reinforcing both professional equity and institutional respect.*

*The Committee also remained actively engaged in dialogue, awareness, and capacity-building initiatives. The Workshop convened on 10 December 2025 on the theme "Concerns and its Strategy to Combat Challenges of Gender in the Workplace" witnessed meaningful participation from Hon'ble Judges, members of the Bar, officers and staff of the Registry, and other stakeholders. The deliberations reflected a shared recognition that fostering a gender-sensitive culture is a collective endeavour grounded in empathy, vigilance, and constitutional commitment.*

*It is heartening to record that no complaint of sexual harassment was reported during the year. While this may be indicative of enhanced awareness and confidence in the existing safeguards, it simultaneously reinforces the imperative of sustained vigilance, accessibility, and institutional responsiveness. The High Court of Jharkhand remains unequivocally committed to a policy of zero tolerance towards sexual harassment and discrimination in any form.*

*As a constitutional court entrusted with the protection of fundamental rights and the advancement of justice, the High Court must exemplify in its internal functioning the very values it enforces. In alignment with the broader national vision of a progressive and inclusive Viksit Bharat—where women are recognized as central to sustainable and equitable development—the initiatives undertaken during the year reaffirm our resolve to translate the principles of gender sensitivity into lived institutional reality.*

*I place on record my sincere gratitude to Hon'ble the Chief Justice, High Court of Jharkhand, and my esteemed brother Judges for their continued guidance, encouragement, and institutional support to the Committee. I also record my sincere appreciation to Hon'ble Mr. Justice Sanjay Prasad, Hon'ble Member of the Committee, for his invaluable guidance and unwavering support in furtherance of the Committee's mandate. I further acknowledge, with deep appreciation, the dedicated efforts and steadfast commitment of the distinguished members of the Committee, the constructive cooperation extended by the Bar and the Registry, and the support of all stakeholders. This Report stands not merely as a chronicle of the year's endeavours, but as a renewed affirmation of our collective pledge to uphold gender justice, equality, and constitutional morality in both letter and spirit.*



**Anubha Rawat Choudhary, J.**  
Chairperson, HCJGSICC



**HON'BLE MR. JUSTICE SANJAY PRASAD**  
*Judge, High Court of Jharkhand & Member, HCJGSICC*

## MESSAGE

*It gives me profound satisfaction to contribute this message to the Annual Report of the Gender Sensitization and Internal Complaints Committee of the High Court of Jharkhand (HCJGSICC) for the year 2025.*

*The very constitution and continued functioning of the GSICC embody the judiciary's unwavering allegiance to the constitutional promises of equality, dignity, and substantive justice. In the architecture of the justice delivery system, gender sensitivity is not an ancillary concern; it is intrinsic to the legitimacy of the institution itself. A court must not only dispense justice but also exemplify, in its own environment, the principles of fairness, respect, and security that it seeks to uphold.*

*Throughout the year under review, the Committee pursued its mandate with renewed commitment, placing emphasis on deepening institutional consciousness and reinforcing preventive safeguards. Efforts were directed towards cultivating a work culture that is perceptive to gendered experiences and attentive to the diverse realities of those who serve within the High Court's precincts. Structured sensitization initiatives and sustained interaction with members of the Bar, officers of the Registry, and Court staff have enriched dialogue and strengthened collective accountability.*

*Notably, the infrastructural measures introduced during 2025 signify a thoughtful progression towards inclusivity. The establishment of a Crèche within the Court premises and the creation of the Lady and Senior Advocates' Lounge are emblematic of a responsive institution that recognizes the practical dimensions of equality. These initiatives move beyond abstract commitments, embedding constitutional values into the everyday fabric of professional life and affirming the right of every individual to participate in a secure and supportive environment.*

*It is reassuring that no complaint of sexual harassment was received during the year. While this may reflect heightened awareness and trust in the existing framework, it simultaneously calls for sustained attentiveness. Institutional credibility rests not merely on the absence of grievances but on the assurance*

*that redressal mechanisms remain accessible, impartial, and humane. The Committee remains steadfast in ensuring that its processes inspire confidence and uphold procedural fairness.*

*The authority of the judiciary is anchored not only in its pronouncements but also in its conduct. By nurturing an equitable and respectful institutional culture, the High Court of Jharkhand strengthens the moral foundations upon which public faith in the justice system rests.*

*I place on record my sincere gratitude to Hon'ble the Chief Justice for His Lordship's constant guidance, encouragement, and unwavering support in advancing the objectives of the Committee. I also acknowledge with deep appreciation the valued counsel and cooperation of my esteemed brother Judges, whose collective commitment to institutional integrity fortifies these initiatives.*

*I further place on record my sincere appreciation for the exemplary leadership of Hon'ble Mrs. Justice Anubha Rawat Choudhary, Hon'ble Chairperson of the HCJGSICC, whose thoughtful and empathetic stewardship and steadfast commitment to fostering a respectful and inclusive institutional culture have greatly strengthened the Committee's functioning. My appreciation extends to the Members of the Committee, the Bar, and the Registry whose sensitivity to issues of gender justice and steadfast commitment to institutional accountability has been instrumental in advancing the Committee's objectives. It is my earnest belief that, through continued collaboration and shared purpose, we shall further the ideals of gender justice and contribute meaningfully to a more inclusive workplace.*



**Sanjay Prasad, J.**  
**Member, HCJGSICC**

# Constitution of the High Court of Jharkhand Gender Sensitization & Internal Complaints Committee

In compliance of the directions of the Hon'ble Supreme Court of India in the case of Writ Petition (Civil) No. 162 of 2013<sup>1</sup>, "The Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations 2021", has been approved and adopted by Hon'ble High Court of Jharkhand, Ranchi which has come into force with effect from the date of its publication in the Official Gazette i.e. 19.02.2022. Further, in terms of the provisions contained under Chapter II (Regulation No. 4 to 7) of said Regulation, High Court of Jharkhand Gender Sensitization & Internal Complaints Committee ("HCJGSICC") has been constituted.

## CONSTITUTION OF THE COMMITTEE

Constitution of the Hon'ble High Court of Jharkhand Gender Sensitization and Internal Complaints Committee was done vide Office Order of High Court of Jharkhand (Office Order No. 224 / Accounts dated 30.04.2025), constituting the Committee.

### Hon'ble Chairperson

1. **Hon'ble Mrs. Justice Anubha Rawat Choudhary**, Judge and Chairperson, High Court of Jharkhand Gender Sensitization & Internal Complaints Committee, Ranchi

### Hon'ble Member

2. **Hon'ble Mr. Justice Sanjay Prasad**, Judge and Member, High Court of Jharkhand Gender Sensitization & Internal Complaints Committee, Ranchi

### Ld. Members:

3. **Shri P. P. N. Roy**, Member of Committee and Senior Advocate, High Court of Jharkhand, Ranchi
4. **Shri Amit Kumar Das**, Member of Committee and Advocate, High Court of Jharkhand, Ranchi
5. **Dr. Raj Shree Verma**, Member of Committee and Gender Rights and Social Justice Practitioner & Educationist and Associate Professor at Xavier Institute of Social Service
6. **Ms. Priti Srivastava**, Member of Committee and Child Protection Specialist (CPS), UNICEF, Jharkhand
7. **Ms. Shikha Agrawal**, Member Secretary & Member of the Committee -cum- Deputy Secretary, SCMS Secretariat, High Court of Jharkhand, Ranchi

<sup>1</sup> Ms. Binu Tamta & Anr Vs. High Court of Delhi & Ors (Writ Petition (Civil) No. 162 of 2013)

# Business of the Committee & Status of Complaint

In compliance of the statutory requirement by the **Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition And Redressal) Regulations, 2021** [Regulation 6], the meetings of the Committee were conducted.

## Date of Meetings of the Committee

Sl No.	Date of Meeting
1.	18.02.2025
2.	26.06.2025
3.	31.10.2025
4.	01.12.2025

## Status of Complaints

Around 1259 e-mails were received during the Calendar year 2025 but none of the grievances was related to the subject matter of the Committee (HCJGSICC)

Minutes of the Meetings of HCJGSICC conducted in the Year 2025:

### 1. Meeting dated 18.02.2025

The meeting of HCJGSICC was convened at 4:35 P.M. in the Video Conference Hall, High Court of Jharkhand. The meeting was convened under the esteemed guidance of Hon'ble Mrs. Justice Anubha Rawat Choudhary, Chairperson and Hon'ble Mr. Justice Sanjay Prasad, esteemed Member. The Committee directed that the The Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulation 2021 be circulated to all sections/departments of the Court for awareness and sensitisation and further direction was given to get the aforesaid Regulation translated in Hindi Language.

### 2. Meeting dated 26.06.2025

The meeting of HCJGSICC took place at 1:30 P.M. in the Video Conference Hall, High Court of Jharkhand. The meeting was convened under the esteemed guidance of Hon'ble Mrs. Justice Anubha Rawat Choudhary, Chairperson and Hon'ble Mr. Justice Sanjay Prasad, esteemed Member. The Committee approved the annual report for the year 2024-2025 and also directed that the Hindi Translation of The Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulation 2021 be uploaded on the web page of the Committee. The Committee also resolved to announce a research paper competition on the topic "Concerns and its Strategy to Combat Challenges of Gender in the premises of High Court of Jharkhand." It was further resolved that the winners will be given an opportunity to present their paper in the upcoming workshop.

### **3. Meeting Dated 31.10.2025**

The meeting of the HCJGSICC was held at 1:30 P.M. in the Video Conference Hall, High Court of Jharkhand, under the esteemed guidance of Hon'ble Mrs. Justice Anubha Rawat Choudhary, Chairperson. Upon consideration of the reports received from the District Courts of Jharkhand, the Committee observed that the Internal Complaints Committees (ICCs) functioning at the District level do not have a regulatory framework analogous to the High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021, resulting in a lack of procedural uniformity. It was further noted that the District ICCs are encountering practical difficulties, particularly with respect to financial resources and the appointment of external members. In view thereof, the Member Secretary was directed to place a proposed draft Regulation before the Committee for its consideration.

Additionally, it was proposed that a workshop be conducted in the month of December, subsequent to the Silver Jubilee Ceremony of the High Court of Jharkhand.

### **4. Meeting Dated 01.12.2025**

The meeting was held by circulation to decide upon the modalities for organizing the workshop titled "Concerns and Strategies to Combat Challenges of Gender in the Workplace", scheduled to be held on 10th December, 2025.

## Inauguration of Crèche Facility at the High Court of Jharkhand

In furtherance of its continuing commitment to gender sensitization, workplace equity, and institutional inclusivity, the High Court of Jharkhand marked a significant milestone with the inauguration of a dedicated Crèche and Day Care Centre within the High Court premises. The facility was formally inaugurated on 9th October, 2025 by Hon'ble Mr. Justice Tarlok Singh Chauhan, The then Chief Justice of High Court of Jharkhand in the presence of Hon'ble Judges, members of the Bar, Registry officials, and other stakeholders.

The establishment of the crèche reflects the High Court's progressive approach towards creating a supportive and enabling work environment, particularly for working parents. Recognizing that care giving responsibilities often disproportionately impact women professionals, the initiative seeks to alleviate practical constraints that may hinder their full and effective participation in the justice delivery system. By providing safe, accessible, and reliable childcare within the court campus, the High Court has taken a meaningful step toward advancing gender-sensitive institutional practices.

The crèche has been designed to provide a secure, nurturing, and child-friendly environment for the children of judges, judicial officers, advocates, and court staff. Equipped with age-appropriate facilities and supervised by trained personnel, the centre aims to ensure the holistic well-being of children while their parents discharge professional duties. The availability of on-site childcare is expected to significantly reduce work-family conflict and enhance productivity, attendance, and overall workplace satisfaction among court functionaries.

From the perspective of the Gender Sensitization Committee, the initiative embodies the principles underlying gender justice and substantive equality. It aligns with broader constitutional values of dignity, equality of opportunity, and non-discrimination, and complements national policy directions encouraging the establishment of workplace crèches. Importantly, the measure also promotes a more inclusive institutional culture by acknowledging care giving as a shared social responsibility rather than a private burden.



The Committee views this development as a best-practice model within the judicial ecosystem and an important step toward mainstreaming gender-responsive infrastructure in court complexes. The High Court of Jharkhand, through this initiative, has reaffirmed its commitment to fostering a humane, equitable, and family-friendly workplace.

The Gender Sensitization Committee places on record its appreciation for the vision and leadership of Hon'ble the Chief Justice and all stakeholders involved in conceptualizing and operationalizing this facility. The Committee will continue to monitor its functioning and encourage similar gender-sensitive measures in the future to further strengthen an inclusive work environment within the institution.



## Inauguration of Lady and Senior Advocates' Lounge

On 8th December, 2025, the High Court of Jharkhand marked a significant step towards strengthening inclusive institutional infrastructure with the inauguration of the Lady Advocates' Lounge and the Senior Advocates' Lounge within the Court premises. The initiative reflects the Court's continued commitment to creating a dignified, safe, and facilitative environment for members of the Bar.

The dedicated Lady Advocates' Lounge has been conceptualized as a secure and comfortable space to support women practitioners, acknowledging their growing presence and vital contribution to the justice delivery system. The Senior Advocates' Lounge, likewise, has been established to provide an appropriate professional space for interaction and recreation.

The inauguration of these facilities underscores the institutional resolve to promote gender sensitivity, professional well-being, and a supportive working atmosphere within the High Court, in alignment with the broader objectives of the HCJGSICC.



## Workshop on Gender Sensitization

High Court of Jharkhand Gender Sensitization & Internal Complaints Committee under the aegis of High Court of Jharkhand organized a Workshop on “Concerns and its Strategy to Combat Challenges of Gender in the Workplace” on December 10, 2025 (Wednesday) at 05:00 P.M. at Recreation Room, Ground Floor, Advocate Block-2, High Court of Jharkhand, Ranchi.

The Workshop was conducted under the august patronage and guidance of Hon’ble Mr. Justice Tarlok Singh Chauhan, the then Chief Justice of the High Court of Jharkhand. It was graced by Hon’ble Mrs. Justice Anubha Rawat Choudhary, Chairperson, HCJGSICC, and Hon’ble Mr. Justice Sanjay Prasad, Member, HCJGSICC, along with other Hon’ble Judges of the High Court of Jharkhand and Learned Members of the Committee.

The keynote addresses were delivered by Hon’ble Mr. Justice Tarlok Singh Chauhan, Former Chief Justice, High Court of Jharkhand; Hon’ble Mrs. Justice Anubha Rawat Choudhary; and Hon’ble Mr. Justice Sanjay Prasad, who emphasized the institutional responsibility of fostering a safe, equitable, and gender-sensitive work environment within the justice delivery system.





A highly engaging and interactive session on “Concerns and Strategies to Combat Gender-Based Challenges in the Workplace” was conducted by Dr. Raj Shree Verma, Associate Professor, XISS, and Member, HCJGSICC. The session witnessed enthusiastic participation from stakeholders, with structured presentations supported by PowerPoint modules and practical illustrations, facilitating meaningful dialogue and exchange of perspectives.

The interactive deliberations were followed by paper presentations by the three winners of the Research Paper Competition organized by the Hon’ble Committee on the theme “Concerns and Strategies to Combat Gender-Based Challenges within the Premises of the Jharkhand High Court.” The presenters offered thoughtful and constructive suggestions aimed at enhancing gender inclusivity within the institutional framework. The winners were felicitated with certificates and prizes in recognition of their scholarly contribution.

The Workshop saw active and spirited participation from a wide spectrum of stakeholders, including the Learned Registrar General and Members of the Registry, Members of the Bar, Officers and Staff of the High Court, Volunteers of the Gender Sensitization Committee, as well as Bank Officials and Police Personnel deputed at the High Court of Jharkhand.

The programme concluded on a note of collective resolve and optimism, reaffirming the commitment to promote accessibility, efficiency, equality, and transparency within the legal system, and to strengthen efforts towards building a more gender-sensitive and inclusive work environment within the precincts of the High Court and beyond.

# Judgments and Orders

## LAND MARK JUDGMENTS

### 1. **Dr. Sohail Malik v. Union of India**

*2025 INSC 1415 (Civil Appeal 404 of 2024)*

Hon'ble Supreme Court held that under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) constituted at the workplace of the aggrieved woman has jurisdiction to inquire into a complaint of sexual harassment even if the respondent is employed in a different department or organization. Hon'ble Court clarified that the expression "where the respondent is an employee" in Section 11(1) of the POSH Act does not limit jurisdiction to the respondent's workplace, but is procedural in nature. Emphasising a purposive and victim-centric interpretation of the statute, Hon'ble Court ruled that the ICC's role is to conduct a fact-finding inquiry, and upon completion, its findings and recommendations must be forwarded to the respondent's employer, who is obligated to take action in accordance with the applicable service rules.

### 2. **X v. Nirmal Kanti Chakrabarti and Others**

*2025 SCC Online SC 1964*

Hon'ble Supreme Court clarified the strict and mandatory application of limitation periods under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Hon'ble Court held that a complaint of sexual harassment must be filed within three months from the date of the last incident, extendable by a further period of three months for valid and recorded reasons, making six months the absolute outer limit. On facts, Hon'ble Court found that the complaint filed by X, a faculty member at WBNUJS, Kolkata, in December 2023 against the then Vice-Chancellor, Dr. Nirmal Kanti Chakrabarti, was time-barred, as the last alleged incident of sexual harassment had occurred in April 2023. Hon'ble Court further clarified that subsequent administrative or institutional actions, such as removal from an academic or administrative position pursuant to collective decisions, cannot be treated as a "continuing wrong" so as to extend the limitation period under the POSH Act. Although the judgment initially contained an unusual direction requiring the inclusion of the judgment in the respondent's resume, accompanied by the observation that wrongdoing should not be forgotten, this direction was subsequently deleted by the Supreme Court in November 2025, acknowledging that imposing a stigmatic consequence in the absence of a finding on merits was inappropriate.

### 3. **Dr. Jaya Thakur v. Government of India & Ors.,**

*W.P.(C) No. 1000 of 2022 (decided on 30 January 2026),*

Hon'ble Supreme Court held that lack of gender-segregated toilets, non-availability of menstrual absorbents, and absence of safe disposal mechanisms in schools violate the constitutional rights of adolescent girls under Articles 14, 21, and 21A. The Court unequivocally recognized the right to dignified menstrual health as an intrinsic part of the right to life, dignity, privacy, health, and reproductive autonomy under Article 21, and held that such deficiencies amount to discrimination, denial of equality of opportunity, and impairment of meaningful access to education. Applying the doctrine of substantive equality, the Court ruled that the State has a positive constitutional obligation to remove structural barriers caused by menstruation, particularly for girls from economically weaker sections and girls with disabilities. Issuing comprehensive and binding directions, the Court mandated all States and Union Territories to ensure functional gender-segregated toilets with water, free oxo-biodegradable sanitary napkins, Menstrual Hygiene Management (MHM) corners, safe disposal systems, gender-responsive curricula, teacher sensitisation, and periodic inspections with accountability mechanisms. The judgment was placed under continuing mandamus, emphasizing that menstrual hygiene is not a matter of policy discretion but a constitutional imperative essential for dignity, participation, and equal citizenship.

### 4. **K. Umadevi. Government of Tamil Nadu**

*2025 INSC 781 Civil Appeal No. 2526 of 2025 (Arising Out Of SLP (Civil) No. 20178 of 2022)*

Hon'ble Supreme Court allowed the appeal and held that the appellant, a Tamil Nadu government school teacher, was entitled to maternity leave for her first child from her second marriage, notwithstanding that she had two children from an earlier marriage who were born prior to her entry into service and were not in her custody. The Court set aside the Division Bench judgment of the Madras High Court, which had denied maternity leave by treating the pregnancy as relating to a "third child" under Fundamental Rule 101(a). Interpreting the rule purposively and in light of constitutional guarantees, the Court ruled that maternity benefits are an integral facet of a woman's reproductive rights and dignity under Article 21, reinforced by Article 42 and international conventions. Relying heavily on *Deepika Singh v. CAT*, the Court clarified that children from a prior marriage—particularly where the woman has no custody and the childbirth is the first during the subsisting marriage and service—cannot be used to deny maternity leave. While population control is a legitimate State objective, it cannot be applied mechanically to defeat maternity entitlements. The Court directed the State to grant maternity leave and release admissible benefits within two months.

## 5. In Jane Kaushik vs Union of India & Ors

*(2025 INSC 1248)*

This judgment marks a landmark intervention by the Hon'ble Supreme Court against systemic discrimination faced by transgender persons, particularly in the sphere of employment. It squarely confronts the persistent gap between constitutional recognition of transgender rights and their effective enforcement in everyday life.

The petitioner, Jane Kaushik, a qualified transgender woman employed as a teacher, was terminated by private schools in Uttar Pradesh and Gujarat after she disclosed her gender identity. Viewing her experience not as an isolated instance of prejudice but as a manifestation of institutional failure, the Court examined violations of Articles 14, 15, 17, 19, and 21 of the Constitution. It underscored that equality, dignity, and freedom of expression are interlinked and indivisible guarantees, especially for transgender persons whose identities have historically been marginalised.

A Bench comprising Justices J.B. Pardiwala and R. Mahadevan strongly criticised the “grossly apathetic attitude” of Union and State authorities in implementing the Transgender Persons (Protection of Rights) Act, 2019 and the Rules of 2020. Despite clear statutory mandates, the Court noted pervasive non-compliance, including the failure to establish Transgender Protection Cells, appoint complaint officers, and create effective grievance redressal mechanisms. Such administrative neglect, the Court held, renders statutory protections illusory and undermines constitutional guarantees.

Reaffirming the constitutional vision articulated in *NALSA v. Union of India*, the Court clarified that “reasonable accommodation” is a positive obligation flowing from substantive equality and is binding on both State and non-State actors. It further held that transgender persons cannot be compelled to seek employer permission for gender-affirming procedures, subject only to reasonable administrative notice.

Recognizing that declaratory relief alone is insufficient, the Court awarded compensation of ₹2 lakh to the petitioner and held both governmental authorities and private schools accountable. To bridge the gap between promise and practice, it constituted an eight-member Advisory Committee headed by former Delhi High Court Judge Justice Asha Menon to formulate a comprehensive equal opportunity policy, including norms on reasonable accommodation in workplaces and public spaces. The Union Government was directed to frame its policy within three months of receiving the Committee's report, thereby shifting transgender rights jurisprudence from recognition to enforceable responsibility

# Budget

## Financial Sanction

A sum of Rupees Three Lacs and Fifty Thousand only (Rs. 3,50,000/-) only was approved under the head of "Office Expense" as the budgetary estimates for the HCJGSICC for the financial year i.e. 2025-2026. A sum of near about Rupees One Lac Forty One Thousand (1,41,000/-) only was utilized towards Workshop conducted on 31.10.2025 in the premises of the Court by the Hon'ble High Court of Jharkhand Gender Sensitization and Internal Complaints Committee. Besides, a sum of Rupees Three Lacs and Eighty Five Thousand only (Rs. 3,85,000/-) only has been approved under the head of "Office Expense" as the budgetary estimates for the HCJGSICC for the next financial year i.e. 2026-2027.



# Research Paper by the Winners of the Research Paper Competition on the topic " Concerns and its strategy to combat challenges of gender in the premises of the Jharkhand High Court."

Priya Saw- 1st Winner

*Title : Unmuted Inclusion in Action: From Voices to Transformation*

## Abstract

The High Court of Jharkhand, as a vibrant and evolving institution, holds the responsibility not only of dispensing justice but of embodying it within its premises. Gender concerns in the Court are often narrowly equated with women's issues, overlooking how men, transgender, and non-binary individuals also face bias and stereotyping. The High Court of Jharkhand, as a temple of justice, must embody inclusivity not just in its judgments but also in its environment, ensuring dignity, equality, and safety for all stakeholders- from judges and lawyers to clerks, security personnel, and petitioners. This paper argues for a holistic, gender-sensitive approach that transcends infrastructure and addresses the cultural, professional, and interpersonal dimensions of inclusivity. It proposes practical strategies including sensitization workshops, gender-sensitized courtroom practices, litigant assistance systems, gender-neutral facilities, a strengthened HCGSICC, community-building initiatives, and the institution of a quarterly "Gender Champion" award. Together, these measures aim to dismantle stereotypes, cultivate empathy, and normalize dignity within the Court. By reimagining its premises as a space of equal respect for all, the High Court of Jharkhand can emerge as a national leader in embedding justice not only in judgments but also in everyday experience.

## Keywords

- Gender sensitivity in courts
- Gender stereotypes
- Inclusivity and dignity
- Practical reforms

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## Introduction

A court is not only a forum of justice but also a mirror of the society it serves. Within the solemn corridors of the High Court of Jharkhand, countless individuals—advocates, clerks,

litigants, officers, and support staff—participate in the pursuit of justice. Yet, beneath the grandeur of law lies an undeniable reality: gender continues to shape experiences within court premises in ways that are both visible and subtle.

Too often, “gender concerns” are pre-decided to mean women’s concerns alone. While women have historically borne the brunt of discrimination—through lack of facilities, harassment, and dismissive courtroom culture—men and other gender identities are not untouched by bias. A junior male lawyer mocked for being “soft-spoken,” a security guard ridiculed for showing vulnerability, or an LGBTQ+ staff member subjected to silence and erasure—each reflects how gender stereotypes can distort dignity.

Therefore, the challenge before us is not to address women alone, but to reimagine the court as a gender-sensitive institution for all. The Jharkhand High Court, by virtue of being a young High Court with the energy to innovate, is uniquely positioned to redefine inclusivity within judicial spaces. This paper aims to examine the multiple dimensions of gender concerns in the Court premises and propose strategies that are not just corrective, but visionary—transforming the Court into a place where justice is felt not only in judgments, but also in everyday interactions.

### **Strategies and Practical Implementation**

While the High Court of Jharkhand has already invested in world-class infrastructure—spacious courtrooms, hygienic washrooms, escalators, lifts, seating areas, and lounges—the deeper challenge of gender lies not in architecture but in attitude. True transformation requires embedding gender sensitivity into the everyday functioning of the Court. The following strategies aim to address these concerns through practical, implementable measures.

#### **A. Sensitization and Training**

Gender inclusivity cannot be assumed; it must be cultivated. Periodic sensitization workshops should be made mandatory for all stakeholders, from judges and lawyers to clerks, security guards, and housekeeping staff. These sessions must go beyond mere lectures, incorporating case studies, role-play, and discussions on unconscious bias, respectful language, and gender-neutral communication.

Practical implementation can include quarterly in-person workshops and e-learning modules available on the High Court’s internal portal. A calendarized schedule ensures continuity, while short assessment quizzes can measure effectiveness. Such programs will gradually dismantle stereotypes and create a culture of respect that infrastructure alone cannot deliver.

#### **B. Gender-Sensitized Courtroom Practices**

The courtroom is the heart of justice, but it can also become a stage for ridicule when gender bias intrudes. Instances of petitioners being mocked or advocates trivialized because of their gender are not isolated; they reflect a cultural undercurrent that must be confronted.

To combat this, the Court can adopt a [Code of Conduct on Gender Respect](#) applicable

to all practicing advocates, monitored by both the Bar Council and the Court. Judges should be encouraged to intervene when disrespectful remarks are made. Furthermore, the High Court Gender Sensitization & Internal Complaints Committee (HCGSICC) can create a **redressal channel specifically for gender-related misconduct in proceedings**, ensuring that dignity is non-negotiable in the courtroom.

### C. **Support Systems for Litigants in Person**

Litigants in person, especially women and individuals from marginalized communities, often find the court environment intimidating. Many lack legal knowledge, making them vulnerable not just to procedural hurdles but also to social humiliation.

The establishment of a **Litigant Assistance Desk** within the High Court premises can address this gap. Staffed with trained volunteers and legal aid representatives, such a desk can guide petitioners about their cases, waiting procedures, and courtroom etiquette. A specialized **Assistance Cell for Domestic Violence, Maintenance, and Sexual Harassment Cases** would provide additional psychological comfort to victims seeking justice. These interventions humanize the court and remind litigants that justice is not a privilege but a right.

### D. **Inclusive Facilities Beyond Women's Needs**

While women's lounges and washrooms are already a welcome step, gender inclusivity must go further. The Court can pioneer the establishment of gender-neutral washrooms, acknowledging the presence and dignity of transgender and non-binary persons.

Additionally, the creation of a **counselling and privacy room** within the premises can serve as a safe retreat for victims of domestic violence or sexual harassment who may require composure during proceedings. A **crèche facility**, accessible to advocates, clerks, and litigants with children, will also strengthen the Court's role as an enabling environment for all genders.

### E. **Strengthening the HCGSICC**

The High Court Gender Sensitization & Internal Complaints Committee must not remain a distant institution but a visible and approachable safeguard. Posters displaying the Committee's role, contact details, and helpline numbers should be prominently placed at entrances, lounges, and waiting areas.

Practical steps include introducing an **anonymous complaint mechanism** through both physical drop boxes and a secure digital platform. Regular audits must ensure that complaints are disposed of within a fixed timeframe, with periodic reports submitted to the Chief Justice. Visibility, accessibility, and accountability together can make the HCGSICC a trusted instrument of reform.

### F. **Community-Building Within the Premises**

Finally, gender sensitivity is not merely the absence of discrimination; it is the presence of empathy and solidarity. Building a sense of community among stakeholders can help normalize inclusivity.

The Court can initiate **peer-support circles**, where senior advocates mentor juniors, not only in law but also in professional conduct. Monthly open forums, titled *“Voices from the Court,”* can invite staff, clerks, and support workers to safely express concerns. These initiatives democratize the court space, ensuring that every voice—whether of a senior counsel or a housekeeping staff member—matters equally.

### G. Recognition through a “Gender Champion” Initiative

Reforms thrive not only on enforcement but also on encouragement. To sustain gender sensitivity as a lived value, the High Court can institute a **“Gender Champion Award”** to be conferred once every three months. This recognition would be given to an individual—be it a judge, advocate, clerk, security personnel, or housekeeping staff—who demonstrates outstanding commitment to upholding dignity, inclusivity, and respect within the Court premises.

The criteria may include:

- i. Assisting a litigant in person with empathy,
- ii. Demonstrating gender-neutral communication in challenging circumstances,
- iii. Taking active steps against harassment or mockery, or
- iv. Initiating small but meaningful reforms in one’s sphere of duty.
- v. Practical implementation can be ensured through nominations collected by the HCGSICC, followed by a transparent review process. A simple felicitation ceremony in the Court premises, along with a certificate of recognition, will not only honor the individual but also set an example for others. Over time, the *“Gender Champion”* program can cultivate a culture where gender sensitivity is not just mandated, but celebrated.

## Conclusion

The High Court of Jharkhand has already invested in the finest infrastructure, but true justice lies in how people experience the institution, not just how they move through its corridors. The strategies outlined—ranging from sensitization workshops, gender-sensitized courtroom practices, and support systems for litigants in person, to inclusive facilities, a stronger HCGSICC, community-building, and the recognition of a quarterly Gender Champion—are not abstract ideals. They are practical steps with the power to shift culture, embed dignity, and make gender sensitivity a living value within the Court.

Their impact would be unmistakable: petitioners in person guided with respect, advocates arguing without fear of ridicule, staff working in an atmosphere of equality, and every stakeholder—whether man, woman, or beyond the binary—feeling seen and valued. By celebrating a Gender Champion every three months, the Court would keep this commitment alive, ensuring that inclusivity does not fade into policy paperwork but becomes part of daily practice.

If implemented with sincerity, these measures will position the High Court of Jharkhand as a national leader, showing that a young institution can set standards of wisdom and empathy for the rest of the judiciary. Let the Court be remembered not merely for its escalators, lounges, or spacious halls, but for its ability to lift every voice onto the bench of dignity. In doing so, it will not just deliver justice—it will embody it.

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## “Concerns and the Strategy to Combat Challenges of Gender in Premises of Jharkhand High Court.”

### Abstract

Gender equality and women’s rights in institutional spaces like courts are not merely aspirational—they are essential for ensuring justice, dignity, and safety. Within the **premises of the High Court of Jharkhand**, concerns around gender—particularly sexual harassment and discrimination—have prompted the institution to frame and enforce a dedicated strategy. This paper analyzes the key gender-related challenges faced within the Court, and presents the strategies adopted under statutory and institutional frameworks to combat these issues.

**Keywords:** Gender Concerns, Institutional framework, Strategies, Recommendations.

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### I. Gender Concerns in the Premises of Jharkhand High Court

#### Case study: Misconception of Physical equality vs. Cerebral equality among genders

A general order was issued for the High Court staff to stay available for assisting the Hon’ble Chief Justice for extended hours regarding the official works of the Court. A particular section made the roaster where female employees had more days of extended work hours than the male employees. On questioning this roaster, an explanation was given that male colleagues supposedly contribute more physically, which is why they deserve less days of extended hours to level the field. This represents the misconception that still exists in the workplace that equality includes physical equality and not cerebral equality when it comes to efficiency for equal pay in the workplace for even white collar jobs in govt. institutions. However, the female employees were eventually exempted which applauds the concern of Hon’ble High Court on Women’s safety and wellbeing.

#### A. Sexual Harassment and a Hostile Workplace

Though the High Court environment is legally oriented, it is not immune from workplace sexual harassment or gender-based discrimination. Female staff, lawyers and visitors can face unwelcome physical or verbal advances or gender biased treatment that compromises their dignity and safety, even impact their professional development.

#### B. Lack of Awareness and Redressal Mechanisms

Before 2022, even with the existence of India’s national POSH Act (2013), internal awareness among court staff and stakeholders was limited. Victims often felt unsure about reporting procedures or feared retaliation.

#### C. Institutional and Symbolic Bias

Public statements and judicial dicta, such as observations made by the Jharkhand High Court citing traditional social roles of women (e.g., mandating a wife serve

aged in-laws citing Manusmriti), have reinforced gender stereotypes and cultural bias. Such pronouncements risk undermining the institution's ability to remain a gender-neutral, rights-respecting space.

## II. Legal and Institutional Framework: Regulations & Committees

### A. The POSH Act, 2013

At the national level, the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** (POSH Act) provides statutory protection to women across all workplaces with over ten employees. It includes definitions of sexual harassment, requirements for internal complaints committees (ICCs), timelines, inquiry procedures, and protection against malicious complaints.

### B. Jharkhand High Court Regulations, 2021

In compliance with Supreme Court directions (in W.P. (Civil) No. 162/2013), the **"Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021"** were adopted by the High Court and gazetted on **19 February 2022**. These regulations implement the POSH framework specifically for the Court premises, defining jurisdiction, membership, procedures, outreach, and reporting mechanisms via the **High Court of Jharkhand Gender Sensitization & Internal Complaints Committee** (HCJGSICC).

### C. HCJGSICC: Structure and Mandate

The Committee is constituted under Regulations 4 to 7 and typically includes judges, legal professionals, NGOs or social advocacy experts, and court staff representatives. Member-secretaries and chairpersons have two-year terms (renewable once). It is empowered to frame sensitization policies, conduct inquiries, mediate crises, and assist aggrieved women through volunteers and support personnel.

## III. Strategies for Combating Gender Challenges

The High Court employs a multi-pronged strategy, aligned with the Regulations and periodic programming initiatives.

### A. Awareness & Sensitization Workshops

Regular workshops and orientation programs are conducted for all stakeholders in the Court: judges, registry staff, advocates, support staff, and volunteers.

- On **17 March 2025**, a major program was chaired by Hon'ble Chief Justice Sanjaya Kumar Mishra and led by Hon'ble Justice Anubha Rawat Choudhary, focusing on prevention and redressal mechanisms under POSH Act and the 2021 Regulations. Attended by over 120 participants including senior judges, practitioners, and registry members, the event emphasized policies, QR-code-based access to information, and the slogan "Career has no Gender".
- A prior **workshop on 20 March 2025** specifically addressed POSH

compliance and safe workplace atmosphere, reinforcing legal obligations and mechanisms of grievance redressal.

#### **B. Policy Visibility and Publicity**

The HCJGSICC ensures wide visibility of internal policy through posters, noticeboards, chamber blocks, libraries, canteens, digital displays, and public spaces within the Court. QR-codes linking to official policy documentation have been installed to promote accessibility to victims.

#### **C. Annual Reporting**

Each year by **31 December**, the HCJGSICC prepares and submits a publicly accessible report to the Chief Justice detailing:

- Number of complaints received.
- Status of inquiries and outcomes.
- Workshops and sensitization events conducted.
- Plans and budget proposals for forthcoming interventions.

#### **E. Volunteer Network and External Support**

To supplement internal capacities, the Committee enlists volunteers who provide crisis mediation, counseling, guidance and support to aggrieved women.

### **IV. Assessment of Effectiveness and Key Gaps**

#### **A. Strengths**

1. **Legal Compliance and Structure:** By implementing bespoke regulations, forming a dedicated Committee, and following due procedure, the High Court has aligned itself with legal mandates.
2. **Active Awareness Efforts:** Frequent workshops, outreach through visible displays and QR-enabled notices have increased awareness among stakeholders.
3. **Transparent Reporting:** Annual public reports ensure accountability and help assess evolving needs.

#### **B. Areas of Concern**

1. **Cultural and Symbolic Resistance:** Instances like judicial citations of tradition-based expectations for women reinforce archaic norms undermining formal gender-equitable policy goals.
2. **Enforcement Limitations:** Sensitization programs, while well-intentioned, may not fully shift entrenched institutional culture without wider structural reforms.
3. **Lack of Data on Outcome:** While policy mechanisms exist, there is scarce public information on actual complaint resolution statistics and follow-up actions.
4. **Dependency on Volunteers:** Reliance on volunteer support may not be

sustained long-term without institutional staffing or budgetary allocations.

## V. Recommendations for Strengthening Strategy

### A. Institutionalize Gender Audit and Cultural Change

Commission periodic internal gender audits, anonymous climate surveys, and staff training to address deep-seated biases and the symbolic statements by judiciary members that contradict gender-sensitive policy aims.

### B. Expand Structural Support

Allocate budgeted staff positions dedicated to gender grievance handholding, counseling, and follow-up.

### C. Engage External NGOs and State Bodies

Collaborate with the Jharkhand State Commission for Women, women's rights NGOs, and legal services authorities.

## Conclusion

The High Court of Jharkhand has taken significant strides in addressing gender concerns through a structured regulatory framework, visible outreach, sensitization workshops, and an institutional complaints mechanism. The Regulations of 2021 and the HCJGSICC embody law-aligned strategy and capacity for prevention, redressal, and awareness. However, institutional culture remains a critical terrain: traditional biases and symbolic rhetoric continue to coexist with formal commitments.

To fulfill the Constitutional promise of equality, dignity, and safe professional participation for all genders under Articles 14, 15, 19(1)(g), and 21 of the Constitution, the Court must enhance transparency, institutional accountability, and a culture of genuine gender equity.

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## Amit Kumar Mishra- 3rd Winner

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**TITLE: - GENDER JUSTICE IN THE JHARKHAND HIGH COURT: BETWEEN CONSTITUTIONAL PROMISE AND INSTITUTIONAL PRACTICE**

### Abstract

The High Court of Jharkhand, while constitutionally mandated to uphold the principles of equality and a growing discourse on gender justice, remains structurally gendered in its composition and culture. The Jharkhand High Court, emblematic of broader systemic patterns, reflects a persistent underrepresentation of women and a historically inadequate institutional response to gender-based discrimination. The High Court of Jharkhand, like many Indian judicial institutions, has increasingly come to recognize this contradiction and has taken steps—both symbolic and structural—to realign its internal environment with the constitutional commitment to equality, dignity, and non-discrimination.

In recent years, the imperative to foster a gender-sensitive and equitable environment within judicial institutions has gained significant momentum. The Jharkhand High Court, while committed to upholding constitutional values of equality and dignity, continues to face multifaceted challenges related to gender representation, workplace safety and cultural biases.

This paper undertakes a critical examination of gender-related challenges within the institutional framework of the High Court of Jharkhand.

#### **Key Words:-**

Gender Justice, Gender Asymmetries, constitutional commitment, etc.

#### **1. Introduction: The Judiciary as a Gendered Institution**

The Indian judiciary occupies a paradoxical space: it is both the adjudicator of gender rights and a site of entrenched gender asymmetries. Courts in India have traditionally operated as masculinised spaces. In the Jharkhand High Court, the absence of adequate female representation for years starkly reflected this structural imbalance. This underrepresentation is not merely statistical—it has epistemic consequences. It limits the jurisprudential perspectives available to the court and narrows the interpretive lens through which rights and remedies are framed.

Despite progressive jurisprudence on sexual harassment, reproductive autonomy, and gender equality, the internal functioning of courts often reproduces patriarchal hierarchies. The Jharkhand High Court, though relatively nascent, is illustrative of this disjuncture.

#### **2. Structural Gender Deficits: Mapping the Terrain**

## 2.1 The Gender Gap on the Bench

The representational deficit of women in the higher judiciary is not merely a statistical anomaly but a structural feature of judicial appointments. Since its establishment in 2000, the Jharkhand High Court has appointed only five women judges, with a solitary female judge currently serving among 15 sitting judges. This underrepresentation is symptomatic of a broader exclusionary logic embedded within the collegium system, which privileges elite networks and informal patronage over diversity and merit.

## 2.2 The Gender Gap in the strength of the officers and employees.

The representational deficit of women in the strength of the officers and employees is not merely a statistical anomaly but a structural feature of a growing gender discourse. Since its establishment in 2000, the Jharkhand High Court has never appointed /posted any women Registrar General or any female Registry members at the key post i.e. Registrar (Administration), Registrar (Establishment) & Registrar (Judicial). Even in District Judiciary also, there is no female Principal District and Sessions Judges in any of the Judgeships of the State of Jharkhand as well as only seventeen (17) female officers out of two hundred four (204) serving officers in the District Judge Cadre. At the district judiciary level, while national averages show women constituting around 36.3% of judges, Jharkhand lags behind in ensuring proportional representation in Superior Judicial Service. This underrepresentation of women judicial officers in Jharkhand is not merely a statistical anomaly—it is a reflection of deeper structural, cultural, and institutional issues within the legal and judicial ecosystem.

## 3. Normative Intervention: The 2021 Gender Sensitization Regulations

### 3.1 Genesis and Juridical Foundations

In response to the Supreme Court's directive in Writ Petition (Civil) No. 162 of 2013 and building upon the normative framework laid down in *Vishaka v. State of Rajasthan* (AIR 1997 SC 3011), the High Court of Jharkhand promulgated the "Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021." These regulations, notified on 19 February 2022, represent a formal institutional acknowledgment of the need for gender-sensitive governance within the judiciary.

### 3.2 The HCJGSICC: Composition and Mandate

The Gender Sensitization and Internal Complaints Committee (HCJGSICC) is constituted as a quasi-judicial body with a mandate to:

- Prevent and redress sexual harassment within the High Court premises.
- Promote gender sensitization through training and awareness programs.
- Recommend disciplinary action in cases of proven misconduct.

Its composition—comprising sitting judges, senior advocates, external experts (including representatives from UNICEF and academia), and court officials—seeks to balance institutional authority with external oversight.

### 3.3 Constitutional and Statutory Alignment

The regulatory framework is anchored in the constitutional guarantees of equality (Article 14), non-discrimination (Article 15), professional freedom (Article 19(1) (g)), and personal liberty (Article 21) as well as the landmark judgement of Hon'ble the Supreme Court of India in *Vishaka v. State of Rajasthan*, AIR 1997 SC 3011 . It also aligns with the statutory mandate of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, thereby integrating constitutional morality with legislative compliance.

## 4. Critical Appraisal: Between Compliance and Transformation

### 4.1 Institutional Gains

The establishment of the HCJGSICC marks a significant normative shift. It institutionalizes a long-overdue mechanism for addressing gender-based grievances and signals a commitment to internal accountability. The inclusion of external members enhances the committee's credibility and mitigates the risks of institutional bias.

### 4.2 Persistent Gaps

However, the efficacy of the HCJGSICC is constrained by several factors:

- Limited dissemination of its mandate among the members of the Bar.
- Absence of periodic reporting, impact assessment, or public disclosure of its activities.
- Lack of integration with broader judicial training and capacity-building frameworks.

Moreover, the committee's reactive posture—focused primarily on redressal—must be complemented by proactive strategies aimed at cultural transformation.

## 5. Toward Substantive Gender Justice: A Transformative Agenda

To move beyond procedural compliance toward substantive gender justice, the following interventions are imperative:

- **Democratizing Judicial Appointments:** Reform the collegium system to incorporate diversity criteria and ensure gender-balanced nominations.
- **Institutionalizing Gender Training:** Embed gender sensitization modules within judicial academy and continuing legal education programs.
- **Transparency and Accountability:** Mandate annual reporting by the HCJGSICC, including anonymized data on complaints, resolutions, and outreach efforts.

- **Mentorship and Leadership Development:** Create structured mentorship programs for women in the legal profession to facilitate career progression and leadership.

## 6. Theoretical Framework: Gender, Power, and Institutional Legitimacy

The judiciary, as a site of both symbolic and material power, is not immune to the gendered logics that structure broader society. Feminist legal theorists have long argued that law is not a neutral arbiter but a product of historically masculinist epistemologies. The underrepresentation of women in judicial institutions is not merely a matter of numbers—it reflects the exclusion of alternative epistemic standpoints and lived experiences from the adjudicative process.

Drawing on the work of scholars such as Catharine MacKinnon and Sandra Harding, one can argue that the absence of women and marginalized voices in judicial decision-making perpetuates a form of “epistemic injustice.” This not only affects the internal legitimacy of the judiciary but also its capacity to deliver justice that is responsive to the complexities of gendered life.

## 7. Comparative Perspectives: Learning from Other Jurisdictions

### 7.1 Indian High Courts

Several High Courts, including those of Delhi, Bombay, and Karnataka, have established gender sensitization committees and adopted internal regulations. However, the degree of institutionalization, transparency, and outreach varies widely. The Delhi High Court, for instance, has integrated gender sensitization into its judicial training programs and publishes annual reports—practices that the Jharkhand High Court could emulate.

### 7.2 Global Benchmarks

Internationally, courts in jurisdictions such as South Africa and Canada have adopted more robust frameworks for gender equity. The South African Constitutional Court, for example, has institutionalized gender audits and actively promotes representational diversity. The Canadian judiciary has developed comprehensive sexual harassment policies and conducts regular climate surveys to assess institutional culture.

These comparative models underscore the importance of moving beyond reactive mechanisms toward proactive institutional design that embeds gender equity into the very architecture of judicial governance.

## 8. The Role of the Bar and Civil Society

While institutional reform within the judiciary is essential, the broader legal ecosystem—including the Bar and civil society—plays a critical role in shaping gender norms. Bar associations must take responsibility for fostering inclusive professional cultures, addressing harassment within courtrooms, and supporting women advocates through mentorship and policy advocacy.

Civil society organizations, particularly those working at the intersection of gender and law, can serve as watchdogs, collaborators, and knowledge partners. Their engagement with the HCJGSICC—whether through training, research, or monitoring—can enhance the committee’s effectiveness and public legitimacy.

## 9. Beyond Compliance: Toward a Feminist Judicial Ethic

Ultimately, the goal is not merely to comply with constitutional mandates or statutory obligations but to cultivate a feminist judicial ethic—one that recognizes the structural nature of gender inequality and seeks to dismantle it through both adjudication and institutional practice.

## 10. Conclusion: Reclaiming the Judiciary as a Democratic Space

The Jharkhand High Court’s adoption of the 2021 Regulations and the operationalisation of the HCJGSICC are necessary but insufficient steps toward gender justice. To reclaim the judiciary as a truly democratic space, reform must be both structural and cultural, both procedural and epistemic. It must be animated by a vision of justice that is not only blind to gender but also attuned to its complexities.

The pursuit of gender equity within the High Court of Jharkhand is not merely a matter of policy compliance but a constitutional and moral imperative. A judiciary that is inclusive, sensitive, and representative is foundational to the delivery of justice in its truest sense.

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## HIGH COURT OF JHARKHAND, RANCHI

### NOTICE

In case of sexual harassment at workplace (precincts of this Court), complaint may be lodged by the aggrieved women (any female, of any age whether employed or not) who claims to have been subjected to any act of sexual harassment) on -

1. The website of High Court of Jharkhand (Gender Sensitization portal)

or

2. The email id: [hcjgsicc-jhc@jharkhandmail.gov.in](mailto:hcjgsicc-jhc@jharkhandmail.gov.in)

or

3. By a written complaint (in sealed envelope) to the Office of the Registrar General or to the Office of the Member Secretary, High Court of Jharkhand Gender Sensitization and Internal Complaints Committee.



Scan QR Code to access web portal

By Order



## झारखण्ड उच्च न्यायालय, राँची

### सूचना

कार्यस्थल (इस न्यायालय परिसर में) पर लैंगिक शोषण से आहत महिला (किसी भी उम्र की कोई महिला, कार्यरत हो या नहीं, जिनका यह मानना हो कि उनके साथ लैंगिक शोषण हुआ है) द्वारा निम्नांकित तरीके से शिकायत दर्ज की जा सकती है-

1. झारखण्ड उच्च न्यायालय, राँची के वेबसाइट पर। (जेंडर सेंसिटाइजेशन पोर्टल)

2. [hcjgsicc-jhc@jharkhandmail.gov.in](mailto:hcjgsicc-jhc@jharkhandmail.gov.in) पर ईमेल कर।

3. महानिबंधक के कार्यालय अथवा सदस्य सचिव, झारखण्ड उच्च न्यायालय लैंगिक संवेदीकरण एवं आंतरिक शिकायत समिति के कार्यालय में लिखित आवेदन (सीलबंद लिफाफे में) देकर।



वेब पोर्टल पर जाके ऐतु में Code स्कैन करें

आदेशानुसार























## Inauguration of Crèche Facility at the High Court of Jharkhand







**“Intellectually, mentally and spiritually,  
woman is the equal of man”  
- Mahatma Gandhi**

