



**High Court of Jharkhand Gender Sensitization and
Internal Complaints Committee
Annual Report 2024-25**

Message from Hon'ble Chairperson

As we enter into an inclusive era of Viksit Bharat which identifies “Naari” as a pillar of sustainable development, Gender Sensitization is an inherent tool for achieving it. At Jharkhand High Court, I feel honoured to be associated with Gender Sensitization and Internal Complaints Committee which aims to evolve Gender sensitive Culture at workplace to accommodate growth of each and every individual regardless of sex. Our motto is to overcome the sexism at workplace and protect the identity and autonomy of every individual who are associated with us. I congratulate the Committee members for their unwavering support and dedication in pursuit of the goals of the Committee. I am elated to see a positive response from Judicial officers, Court Staff, Bar and litigants in promoting increased sensitivity towards gender biasness. This annual report is indication of our commitment to pursue social justice and equity and create a more gender neutral and safe workplace. We are committed to zero tolerance towards sexual harassment and discrimination. Through Prevention of Sexual Harassment (POSH) laws and Gender Sensitization and Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021 we strive to create a safer place for the women and shatter the stereotypical mind-set to bring out the true potential of the women at work place. Gender Sensitization is an on-going process which calls for motivating every individual to pursue the vision of inclusive sustainable development and adopt gender

neutral empathy and respect at workplace. This report is a mark of our allegiance to the motto of *Viksit Bharat* and all inclusive development.

I extend my gratitude to the readers for taking out time to read this report. Our annual report and webpage linked to the official website of High Court of Jharkhand is an effort to include legal development that took place around the year to promote awareness and educate people about Gender Sensitization.

Anubha Rawat Choudhary, J.

Message from Hon'ble Member

It is a matter of privilege to extend this message as a member of the Gender Sensitization and Internal Complaints Committee of the Hon'ble High Court of Jharkhand. The establishment of this Committee reflects the judiciary's solemn commitment to uphold the constitutional ideals of equality, dignity and justice for all, irrespective of gender.

Gender sensitization is not merely a procedural formality but a foundational value integral to the fair and dignified functioning of any institution, particularly within the precincts of the justice delivery system. As custodians of constitutional rights and arbiters of justice, it is incumbent upon us to ensure that the High Court remains a space where every individual feels safe, respected, and valued.

This Committee has worked over the past year to foster awareness, provide sensitization programs, and establish accessible mechanisms for addressing grievances pertaining to gender-based discrimination and harassment. The importance of such initiatives cannot be overstated, for justice is not only about adjudicating disputes in courtrooms but also about nurturing environments that reflects fairness, inclusivity, and mutual respect.

Our role as members of this Committee is to remain vigilant, empathic, and proactive in addressing concerns and providing a culture where dignity and equality are not abstract ideals but lived realities within the institution. The judiciary, by setting such standards within its own house, reinforces public confidence in the impartiality and moral authority of the courts.

I extend my sincere appreciation to my esteemed sister of the Committee and to the members of the Bar and Registry for their co-operation and Commitment to these principles. Let us collectively continue our efforts towards creating progressive, inclusive, and just institutional environment, in consonance with the values enshrined in our Constitution.

Sanjay Prasad, J.

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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 2013¹, "*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* ("**Committee**") 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

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

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
- 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

Business of the Committee & Status of Complaint

Meetings of the Committee

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.	18.03.2024
2.	16.05.2024
3.	01.07.2024
4.	26.11.2024
5.	18.02.2025

Date of Meetings of the Internal Sub-Committee

Sl No.	Date of Meeting
1.	20.03.2024
2.	02.04.2024
3.	15.04.2024
4.	01.05.2024
5.	13.05.2024

Status of Complaints

No. of complaints filed in the year 2024 – 01

No. of complaints disposed in the year 2024 – 01

On a Complaint Petition dated 11.03.2024 and upon consent of Hon'ble The Chairperson, a three member Internal Sub-Committee was constituted for conducting a fact finding inquiry in the aforesaid complaint instituted as **ICC No. 01/2024**.

In light of the directions of the Committee, the Internal Sub-Committee conducted a fact finding inquiry and submitted its confidential report dated **14.06.2024** before the Committee. The Committee vide its meeting dated 01.07.2024, considered the Inquiry Report of the Internal Sub-Committee and resolved to accept the findings and recommendations therein. The Committee further resolved that in the light of **Regulation 11 (3)** of the Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition And Redressal) Regulations, 2021, the Minutes of the Meeting of the Committee was placed before the Hon'ble the Chief Justice, High Court of Jharkhand. Accordingly, after placing the same, necessary directions were passed in this regard by Hon'ble the Chief Justice, High Court of Jharkhand, Ranchi.

It is pertinent to flag out in this context that the status of the complaint is also available on the webpage of the Committee whereby the Respondent was physically debarred of entry in the High Court of Jharkhand precincts for a period of one year. Further, name and details of the parties have been kept confidential in the best interest of justice.

Programme on Gender Sensitization

High Court of Jharkhand Gender Sensitization & Internal Complaints Committee under the aegis of High Court of Jharkhand organized a Programme on Gender Sensitization, Workplace Sexual Harassment on May 10, 2024.

A Programme on Gender Sensitization with focus on Prevention, Prohibition and Redressal of Sexual Harassment of Women at the Workplace was organized at the Jharkhand High Court on 10.05.2024. The programme was organized by the High Court of Jharkhand Gender Sensitization and Internal Complaints Committee.

High Court of Jharkhand Gender Sensitization & Internal Complaints Committee under the aegis of High Court of Jharkhand organized a Workshop on “Gender Sensitization with focus on POSH Act, 2013 & related High Court of Jharkhand Regulations, 2021” on March 20, 2025 (Thursday) from 04:30 P.M. to 05:45 P.M. at Recreation Room, Ground Floor, Advocate Block-2, High Court of Jharkhand, Ranchi.

This Workshop was conducted with the blessing and patronage of Hon’ble Mr. Justice M. S.Ramachandra Rao, Chief Justice, High Court of Jharkhand. The workshop was graced by the Hon’ble Mrs. Justice Anubha Rawat Choudhary, Chairperson and Hon’ble Mr. Justice Sanjay Prasad, Member, of the High Court of Jharkhand Gender Sensitization and Internal Complaints Committee and Ld. Members of the Committee.

The key speakers of the Workshop were Shri Manoj Prasad, Registrar General, High Court, Senior Advocate Shri P. P. N. Roy, Member, Advocate Shri Amit Kumar Das,

Member, Dr.Raj Shree Verma, Associate Professor, XISS & Member and Ms. Tanvee, Member Secretary, Gender Sensitization Committee –cum- Dy. Registrar Judicial, High Court who also the convenor and moderator of the event.

Hon'ble Mrs. Justice Anubha Rawat Choudhary, deliberated that a workplace free of harassment is a right, not a privilege and encouraged to stop collective culture of silence and tolerance towards discriminatory conduct. Ld. Registrar General spoke about personal inconvenience should never stop a victim from raising concerns over sexual harassment at workplace. Ms. Tanvee shared the data conducted by the Survey of Women's Indian Chamber of Commerce and Industries (WICCI), which mentions that even after more than a decade of implementation of the POSH Act, 2013, 53% of Indian women suffer this at work place even in organized sector. The demonstration of the webpage of Gender Sensitization [<https://jharkhandhighcourt.nic.in/ihcj/>] linked to the official website of High Court was also done by Dr. Verma.

The distinguished guests and versatile participants included members of the Registry, members of the bar, officers and staff of the High Court, volunteers of the Gender Sensitization Committee, bank officers, police personnel, etc. deputed at the High Court. There was detailed discussion on POSH Act, 2013 and related High Court of Jharkhand Regulations, 2021 with PPTs, live examples, and case studies. What made the workshop truly interesting was the POSH QUIZ and interactive session wherein active participation was registered. Further, all participants were honoured with a Certificate of Participation to encourage them.

The workshop concluded with a positive commitment to usher in a new era of accessibility, efficiency, equality and transparency in our legal system with the aim to create a more gender neutral work environment within the premises of the High Court and beyond.

Judgments and Orders

LAND MARK JUDGEMENTS

1. ALLEGED RAPE AND MURDER INCIDENT OF A TRAINEE DOCTOR IN R.G. KAR MEDICAL COLLEGE AND HOSPITAL, KOLKATA AND RELATED ISSUE.

SMW(CLR.) NO. 2 OF 2024, DECIDED ON 20.08.2024

REPORTED IN (2024)9 SCC 528

The Hon'ble Supreme Court of India observed that the female medical professionals face different forms of sexual violence at the workplace by colleagues, seniors and persons in authority. The lack of institutional safety norms at medical establishments against both violence and sexual violence against medical professionals is a matter of serious concern. The Hon'ble Supreme Court attempted to flag the ground reality indicating the lack of institutional safety standards in healthcare establishments and a no-exhaustive formulation has been set out w.r.t Medical professionals who are posted for night-duties are not provided adequate resting spaces. Interns, residents and senior residents are made to perform thirty-six hour shifts in conditions where even basic needs of sanitation, nutrition, hygiene and rest are lacking. Lack of security personnel in medical care units is more of a norm than an exception. More often than not, medical professionals, which include young resident doctors, interns and nurses, are left to handle unruly attenders. Medical care facilities do not have sufficient toilet. On the urgent need to formulate protocols governing the issues which this order has highlighted, the Hon'ble Supreme Court have attempted to compose for this purpose a diverse body of persons with experience in healthcare institutions and so a National Task Force (NTF) with the proposed members of the medical profession is constituted.

2. SOCIETY FOR ENLIGHTENMENT AND VOLUNTARY ACTION AND ANOTHER V. UNION OF INDIA AND OTHERS.

W.P (C)NO. 1234 OF 2017, DECIDED ON 18.10.2024

REPORTED IN 2024 SCC Online SC 2922

The petitioner is an NGO and approached the Hon'ble Supreme Court under Article 32 of the Constitution to raise an issue that despite the enactment of the Prohibition of Child Marriage Act, 2006, the rate of child marriage in India is alarming. The petitioner sought for stronger enforcement mechanism, awareness programs, and the appointment of Child Marriage Prohibition Officers and comprehensive support systems for child brides and accordingly the petitioner prayed for the issuance of the effective guidelines. The Hon'ble Supreme Court observed that the right to childhood belongs to all sexes. Education- primary, sexual and life enhancing is integral to right to childhood. Further it has been observed that the state must establish and enforce a legal framework and explicitly prohibits child marriage, accompanied by robust mechanism for implementation ad redress. The Hon'ble Court in the light of the analyses in the judgment formulated specific guidelines for achieving the elimination of child marriage while bearing in mind the delicate socioeconomic interplay and for useful implementation of PCMA.

3. RAJEEB KALITA V. UNION OF INDIA AND ORS

WRIT PETITION (C) NO. 538 OF 2023

DECIDED ON 15.01.2025

REPORTED IN 2025 SCC Online SC 81

Writ petition styled as "Public Interest Litigation" was filed under Article 32 of the Constitution of India for the direction upon the States and UTs.to ensure basic toilet facilities are made available in all Court/Tribunals in the Country for men, women and handicapped persons including Transgender as envisaged under Article 21 of the Constitution of India. The Hon'ble Supreme Court held that toilets/washrooms/restrooms are not merely a matter of convenience, but a basic necessity which is a facet of human rights. Access to proper sanitation is recognized as a fundamental right under Article 21 of the Constitution, which guarantees the right to life and personal liberty. The Hon'ble Court further held

and issued directions in the larger public interest to High Courts and the State Governments/UTs shall ensure the construction and availability of separate toilet facilities for males, females, PwD, and transgender persons in all Court premises and Tribunals across the Country.

4. AJAY MALIK V. STATE OF UTTARAKHAND AND ANR

CRIMINAL APPEAL NO. 441/2025 (ARISING OUT OF SPECIAL LEAVE PETITION (CRL.) NO.8777/2022, DECIDED ON 29.01.2025

REPORTED IN 2025 SCC Online SC 185

Two Criminal appeals were preferred by accused and the State against Uttarakhand High Court's decisions for compounding and quashing the criminal proceedings against the accused/ appellant allowing the co-accused's application for discharge from allegations of wrongfully confining and trafficking of a female domestic worker. The Hon'ble Supreme Court observed that despite the growing demand, this indispensable workforce has also been the most vulnerable to exploitation and abuse. Domestic workers often belong to marginalized communities such as SC, ST, OBC and economically weaker sections and are compelled to undertake domestic work due to financial hardship or displacement, further reinforcing their vulnerability. Hon'ble Court further highlighted that there are Bills that have never materialize into tangible laws or policies. In the light of doctrine of *parens patriae*, the Court said that it is imperative that the Legislature takes steps towards ensuring an equitable and dignified life for domestic workers, direction to jointly constitute Committee comprising subject experts to consider the desirability of recommending a legal framework for the benefit, protection and regulation of the rights of domestic workers.

5. MAATR SPARSH AN INITIATIVE BY AVYAAN FOUNDATION V. UNION OF INDIA & OTHERS.

WRIT PETITION (CIVIL) NO. 950/2022

DECIDED ON 91.02.2025

In a petition seeking directions to construct feeding and child care rooms and creche at public spaces and buildings. The Hon'ble Supreme Court observed that the practice of breastfeeding in public places and work places should not be stigmatized. The Hon'ble Court highlighted the right of nursing mothers to breastfeed their children. The Court remarked that the health of the infant is linked to the status of the women and their roles as mothers and as contributors to the social and economic development. In this matter the Court considered the advisory issued by the Secretary, Ministry of Women and Child Development with the Ministry of Labour and Employment, dated 27.02.2024 to States/ UTs to allocate space for feeding/nursing rooms, creches etc. in public buildings. Further the Court observed that as for the public buildings that are currently being constructed, sufficient space be reserved for the purposes in the form of child-care and nursing rooms. The Government to issue advisories to communicate to all PSUs to set apart separate rooms and accommodations for children, feeding and nursing of infants.

6. SARITA CHOUDHARY V. HIGH COURT OF MADHYA PRADESH

WRIT PETITION(S)(CIVIL) NO(S) 142/2024 ORDER DATED 28.02.2025

The Hon'ble Supreme Court set aside the dismissal of two women judicial officers terming them "punitive, arbitrary and illegal", the Hon'ble Court directed the women judicial officers to be reinstated within 15 days according to their seniority. The petition filed by two women judicial officers from Madhya Pradesh who were sacked for "inefficiency" and "misconduct". The Hon'ble Court said that the judiciary, with greater women representation and sense of equality, must set an example for the government and legislature. The Hon'ble further observed that "A miscarriage affects a person's identity, leading to disappointments and challenges to motherhood identity and role, stigma and isolation, amongst other aspects."

Budget

Financial Sanction

A sum of Rupees Three Lacs and Twenty Five Thousands only (Rs. 3,25,000/-) only was approved under the head of “Office Expense” as the budgetary estimates for the HCJGSICC for the financial year i.e. 2024-2025. A sum of Rupees Two Lacs Sixty Three Thousand Eleven (2,63,011/-) only was utilized towards Orientation-cum-Workshop conducted on 10.05.2024 in the premises of the Court by the Hon’ble High Court of Jharkhand Gender Sensitization and Internal Complaints Committee, printing of Gender Sensitization Annual Report 2023, installation of notices at all the earmarked conspicuous places as well as the ladies washrooms available within the precincts of the Court and Workshop on Gender Sensitization on 20.03.2025 in the premises of the Court by the Hon’ble Committee. Besides, a sum of Rupees Three Lacs and Fifty Thousand only (Rs. 3,50,000/-) only has been approved under the head of “Office Expense” as the budgetary estimates for the HCJGSICC for the next financial year i.e. 2025-2026.

Posh Quiz

POSH QUESTIONNAIRE

1. In which year Prevention of Sexual Harassment Act came into force?
 - a. 2013
 - b. 2014
 - c. 2015
 - d. 2016

2. What can be the minimum and maximum number of members of High Court of Jharkhand Gender Sensitization and Internal Complaints Committee (ICC)?
 - a. Minimum 09 and Maximum 13 members
 - b. Minimum 08 and Maximum 12 members
 - c. Minimum 07 and Maximum 13 members
 - d. Minimum 10 and Maximum 25 members

3. The POSH Act was enacted after which Supreme Court's landmark judgment?
 - a. Bina Tamta v. High Court of Delhi
 - b. Poornima Advani v. Union of India
 - c. Vishaka and Ors. v. State of Rajasthan
 - d. Madhu v. State of Kerala

4. Who comes under '*aggrieved woman*' who are authorized to file a complaint on sexual harassment under the Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021?
 - a. Married woman
 - b. Girl below 18 years
 - c. Unmarried adult woman
 - d. All of the above

5. Right against discrimination on the ground of sex between male and female, is guaranteed as what type of Right?
 - a. Absolute Right
 - b. Legal Right

- c. Fundamental Right
 - d. Both b and c.
6. The Gender Sensitization & Sexual Harassment of Women at High Court of Jharkhand (Prevention, Prohibition and Redressal) Regulations, 2021 came into effect on:
- a. 18th February, 2023
 - b. 18th February, 2022
 - c. 19th February, 2022
 - d. 19th February, 2023
7. What is the term and tenure of each member of the HCJGSICC ?
- a. 01 year
 - b. 02 years
 - c. 03 years
 - d. 04 years
8. At present who among the following is **not** presently a member of the High Court of Jharkhand Gender Sensitization and Internal Complaints Committee?
- a. Ms. Priti Srivastava
 - b. Dr. Raj Shree Verma
 - c. Adv. Amit Kumar Das
 - d. Sr. Adv. Ritu Kumar
9. How frequently the meeting of HCJGSICC should be conducted as per the Regulations, 2021?
- a. Once in Four months in a calendar year
 - b. Once in Two months in a calendar year
 - c. Once in Three months in a calendar year
 - d. Once in Five months in a calendar year
10. “Employee” under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 means?
- a. Regular employee

- b. Temporary employee
- c. Ad hoc / Daily wage employee
- d. All of the above

11. Who is the Chairperson of the High Court of Jharkhand Gender Sensitization and Internal Complaints Committee?

- a. Hon'ble Mr. Justice Pradeep Srivastava
- b. Hon'ble Mr. Justice Sanjay Prasad
- c. Hon'ble Mr. Justice Navneet Kumar
- d. Hon'ble Mrs. Justice Anubha Rawat Choudhary

12. The fact finding inquiry upon complaint of sexual harassment should be completed by the Internal Sub-Committee within how many days of the constitution of the Internal Sub-Committee?

- a. 30 days
- b. 60 days
- c. 90 days
- d. 120 days

Answers Kit

Q No.	Answers
1.	a
2.	c
3.	c
4.	d
5.	d
6.	b
7.	b
8.	d
9.	a
10.	d
11.	d
12.	c

Galleries













