



Government of Jammu and Kashmir  
Jal Shakti Department  
Civil Secretariat, Jammu/Srinagar  
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Subject: Re-constitution of Internal Complaints Committee (ICC) under Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act, 2013.

Government Order No:129-JK(JSD)of 2025  
Dated:20.05.2025

In pursuance of Section 4(1) of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013, and in supersession of Government Order No 215-JK(JSD) of 2024 dated: 07.10.2024, sanction is hereby accorded to the re-constitution of an Internal Complaints Committee (ICC) comprising of the following officers for prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto against women at work place, of the Jal Shakti Department:-

1.	Mrs. Arifa Ashraf, Under Secretary to the Government, Jal Shakti Department.	Presiding Officer
2.	Mr. Sahil Mahajan, Under Secretary to the Government, Jal Shakti Department.	Member
3.	Mrs. Anjali Koul, Under Secretary to the Government, Jal Shakti Department.	Member
4.	Representative of NGO to be nominated by the Social Welfare Department.	Member

The terms of reference of the above Committee shall be as under:-

- To submit its report on each complaint received by it regarding sexual harassment against women employee(s) of the Jal Shakti Department for consideration of the government.
- Quarterly/annual reports about the total number of complaints received, enquired by and action taken on the same.
- The committee shall address all complaints of sexual harassment and submit action taken reports to the Government with recommendations, in accordance with rules, on quarterly/annual basis.

By order of the Government of Jammu & Kashmir.

Sd/-

(Shaleen Kabra) IAS

Financial Commissioner (Additional Chief Secretary)  
Jal Shakti Department

Dated:20.05.2025

No. JSD-NGJ0GEN/15/2023 (CCNo. 7124908)

Copy to the:-

- Director General of Police, J&K.
- Joint Secretary (J&K) Ministry of Home Affair, Government of India, New Delhi.

3. Commissioner/Secretary to the Government. General Administration Department.
4. Commissioner/Secretary to the Government. Social Welfare Department for information. He is requested to intimate the name and details of the NGO nominated as a member of the Social Welfare Department for the aforementioned committee. for the Jal Shakti Department .
5. Director Information. J&K.
6. Director. Archives. Archaeology & Museums.
7. All Chief Engineer(s) of Jal Shakti Department.
8. Secretary. J&K Water Resources Regulatory Authority, Jammu.
9. Concerned Officers.
10. Private Secretary to Financial Commissioner, (ACS). JSD.
11. Government Order file(w.2.s.cs)
12. In charge Website.

(Rehmatullah)  
Under Secretary to the Government  
Jal Shakti Department

20/5/25

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