

## ANNUAL REPORT, GSICC 2019

[Under Rule 7(2)(iii) of the Gender Sensitisation and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal) Regulations, 2013]

The Supreme Court Gender Sensitization and Internal Complaints Committee (for short 'GSICC') was constituted by the then Hon'ble the Chief Justice of India vide Office Order No. 277 of 2013 dated 26.11.2013. Vide Order dated 13.11.2018 of the then Hon'ble the Chief Justice of India the Committee was reconstituted with the following composition:-

<i>Hon'ble Ms. Justice Indu Malhotra [Judge, Supreme Court of India]</i>	<i>Chairperson</i>
<i>Hon'ble Mr. Justice R. Subhash Reddy [Judge, Supreme Court of India]</i>	<i>Member</i>
<i>Ms. Seema Rani Dua, Additional Registrar [Officer in service of the Supreme Court of India]</i>	<i>Member-Secretary</i>
<i>Ms. V. Mohana, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]</i>	<i>Member</i>
<i>Ms. Priyanka S. Mathur, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]</i>	<i>Member</i>
<i>Mr. F. I. Choudhury, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]</i>	<i>Member</i>
<i>Ms. Anushree Prashit Kapadia, Advocate [Representative of Supreme Court Advocate- on-Record Association under Clause 4(2)(d)]</i>	<i>Member</i>
<i>Ms. Abha Singal Joshi, Former Director, Multiple Action Research Group [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]</i>	<i>Member</i>

*Mr. P.P. Malhotra, Senior Advocate  
and Former Additional  
Solicitor General (Senior Member of the  
Supreme Court Bar Association) [Nominee of  
Hon'ble the Chief Justice of India under  
Clause 4(2)(h)]* *Member*

*Prof. (Dr.) Mrinal Satish, Professor, Chairperson  
Delhi Judicial Academy [Nominee of Hon'ble the  
Chief Justice of India under Clause 4(2)(h)]* *Member*

Further vide Order dated 28.01.2019 of the then Hon'ble the Chief Justice of India the Committee was again reconstituted with the following composition:-

*Hon'ble Ms. Justice Indu Malhotra  
[Judge, Supreme Court of India]* *Chairperson*

*Hon'ble Mr. Justice R. Subhash Reddy  
[Judge, Supreme Court of India]* *Member*

*Ms. Seema Rani Dua, Additional Registrar  
[Officer in service of the Supreme Court of India]* *Member-Secretary*

*Ms. V. Mohana, Senior Advocate  
[Senior Member of the Supreme Court Bar under  
Clause 4(2)(b)]* *Member*

*Ms. Priyanka S. Mathur, Advocate  
[Representative of the Supreme Court Bar  
Association under Clause 4(2)(c)]* *Member*

*Mr. F. I. Choudhury, Advocate  
[Representative of the Supreme Court Bar  
Association under Clause 4(2)(c)]* *Member*

*Ms. Anushree Prashit Kapadia, Advocate  
[Representative of Supreme Court Advocate-  
on-Record Association under Clause 4(2)(d)]* *Member*

<i>Ms. Vijay Laxmi [Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]</i>	<i>Member</i>
<i>Ms. Abha Singal Joshi, Former Director, Multiple Action Research Group [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]</i>	<i>Member</i>
<i>Mr. P.P. Malhotra, Senior Advocate and Former Additional Solicitor General (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]</i>	<i>Member</i>
<i>Prof. (Dr.) Mrinal Satish, Professor, Chairperson Delhi Judicial Academy [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]</i>	<i>Member</i>
<p>The Committee was again reconstituted vide order dated 29.07.2019 by the then Hon. the Chief Justice of India with the following composition.</p>	
<i>Hon'ble Ms. Justice Indu Malhotra [Judge, Supreme Court of India]</i>	<i>Chairperson</i>
<i>Hon'ble Mr. Justice R. Subhash Reddy [Judge, Supreme Court of India]</i>	<i>Member</i>
<i>Ms. Madhu Arora, Additional Registrar [Officer in service of the Supreme Court of India]</i>	<i>Member-Secretary</i>
<i>Ms. V. Mohana, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)]</i>	<i>Member</i>
<i>Ms. Priyanka S. Mathur, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)]</i>	<i>Member</i>

*Mr. F. I. Choudhury, Advocate* *Member*  
*[Representative of the Supreme Court Bar Association under Clause 4(2)(c)]*

*Ms. Anushree Prashit Kapadia, Advocate* *Member*  
*[Representative of Supreme Court Advocate-on-Record Association under Clause 4(2)(d)]*

*Ms. Vijay Laxmi* *Member*  
*[Representative of the Supreme Court Bar Clerks' Association under Clause 4(2)(e)]*

*Ms. Abha Singal Joshi, Former Director,* *Member*  
*Multiple Action Research Group [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]*

*Mr. P.P. Malhotra, Senior Advocate* *Member*  
*and Former Additional Solicitor General (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]*

*Prof. (Dr.) Mrinal Satish, Professor, Chairperson* *Member*  
*Delhi Judicial Academy [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]*

### **COMPLAINTS:-**

Two complaints pertaining to the year 2018 which were received by the GSICC from aggrieved women were disposed of in 2019. One complaint was received in 2019 which was found to be fake.

In the year 2019, the GSICC and the Volunteers of GSICC convened six meetings on the following dates:-

- 3<sup>rd</sup> January, 2019
- 30<sup>th</sup> January, 2019
- 11<sup>th</sup> February, 2019
- 6<sup>th</sup> March, 2019
- 31<sup>st</sup> July, 2019
- 21<sup>st</sup> August, 2019

During the year 2019, the following meetings of GSICC and Volunteers were held to organize awareness programmes and to discuss other federated and corelated issues:-

(A) On 3<sup>rd</sup> January, 2019, a meeting was held in the Committee Room, Supreme Court of India attended by Hon'ble Ms. Justice Indu Malhotra, Hon'ble Mr. Justice R. Subhash Reddy, Ms. Seema Rani Dua, Member Secretary, Mr. P.P. Malhotra, Sr. Advocate, Ms. V. Mohana, Senior Advocate, Ms. Priyanka S. Mathur, Advocate, Mr. F.I. Choudhary, Advocate, Ms. Anushree Prashit Kapadia, Advocate, Ms. Abha Singal Joshi, Former Director, Multiple Action Research Group, Prof. (Dr.) Mrinal Satish, Professor, Chairperson, Delhi Judicial Academy.

In the meeting, report in Complaint no. 4 of 2018 of Sub-Committee was submitted before GSICC which was accepted. Also It was discussed to organise a Programme on 8<sup>th</sup> March, 2019 for celebrating International Women's Day.

B. On 30<sup>th</sup> January, 2019 a meeting was held in the Committee Room, Supreme Court of India attended by Hon'ble Ms. Justice Indu Malhotra, Hon'ble Mr. Justice R. Subhash Reddy, Ms. Seema Rani Dua, Member Secretary, Mr. P.P. Malhotra, Sr. Advocate, Ms. V. Mohana, Senior Advocate, Ms. Priyanka S. Mathur, Advocate, Mr. F.I. Choudhury, Advocate, Ms. Anushree Prashit Kapadia, Advocate, Prof. (Dr.) Mrinal Satish, Professor, Chairperson, Delhi Judicial Academy.

The Committee members decided to celebrate International Women's Day on 8<sup>th</sup> March, 2019 and also discussed steps to be taken for celebration.

C. On 11<sup>th</sup> February, 2019 a meeting was held in the Committee Room, Supreme Court of India attended by Hon'ble Ms. Justice Indu Malhotra, Hon'ble Mr. Justice R. Subhash Reddy, Member, Ms. Seema Rani Dua, Member Secretary, Ms. V. Mohana, Senior Advocate, Ms. Priyanka S. Mathur, Advocate, Ms. Anushree Prashit Kapadia, Advocate, Prof. (Dr.) Mrinal Satish, Professor, Chairperson, Delhi Judicial Academy, Ms. Vijay Laxami, Representative of the Supreme Court Bar Clerks' Association.

The Committee members finalized the budget of programme to be held on 8<sup>th</sup> March, 2019.

D. On 6<sup>th</sup> March, 2019 a meeting was held in the Committee Room, Supreme Court of India attended by Hon'ble Ms. Justice Indu Malhotra, Hon'ble Mr. Justice R. Subhash Reddy, Ms. Seema Rani Dua, Member Secretary, Ms. V. Mohana, Sr. Advocate, Ms. Priyanka S. Mathur, Advocate, Mr. F.I. Choudhury, Advocate, Ms. Anushree Prashit Kapadia, Advocate, Ms. Abha Singal Joshi, Former Director, Multiple Action Research Group, Prof. (Dr.) Mrinal Satish, Professor, Chairperson, Delhi Judicial Academy, Ms. Vijay Laxmi, Representative of the Supreme Court Bar Clerks' Association.

The Committee members and Volunteers reviewed the arrangements for the programme to be held on 8<sup>th</sup>, March, 2019. Also, considered the reply of respondent in Complaint No. 2 and report submitted in Complaint No 5 of 2018.

E. On 31<sup>st</sup> July, 2019 a meeting was held with volunteers of GSICC in Room No. 219 of Supreme Court New Annexe Building attended by Ms. Nisha Bagchi, Advocate, Ms. Sunita Hazarika, Advocate, Ms. Kumud Lata Das, AOR, Dr. Ritu Bhardwaj, Advocate, Ms. Purna Kumari, Advocate, Ms. Reena Singh, Advocate, Ms. CharuWalikhanna, Advocate, Mr. Vibhu Shankar Mishra, Advocate, Ms. Priyanka S. Mathur, Member, GSICC.

Ms. Madhu Arora introduced herself as a new Member Secretary of GSICC. It was suggested that meeting of volunteers should be held every alternate month. It was proposed that the next Awareness Programme be held in Section I-B (Filing section of Supreme Court).

F. On 21<sup>st</sup> August, 2019 a meeting was held with volunteers of GSICC in Room No. 219 of Supreme Court New Annexe Building attended by Ms. Madhu Arora, Member Secretary, Ms Nisha Bahchi, Advocate, Ms. Kumud Lata Das, Advocate, Dr. Ritu Bhardwaj, Advocate, Ms. Purna Kumari, Advocate, Sr. Jessy Kurian, Advocate, Ms. CharuWaliKhana, Advocate, Mr. Vibhu Shankar Mishra, Advocate.

The Volunteers in the meeting decided to organize an Open Discussion Programme for Supreme Court staff on 24<sup>th</sup> September, 2019.

## **INTERNATIONAL WOMEN'S DAY**

On 08<sup>th</sup> March, 2019 (Being the International Women's Day) a programme on Gender Sensitization was organised for Supreme Court Staff and Advocates in the Indian Law Institute, Bhagwan Das Road, New Delhi. The programme was very interesting and successful. In the programme, Hon'ble Ms. Justice Ruma Pal (Former Judge, Supreme Court of India) was invited as a Chief Guest. Hon'ble the then the Chief Justice of India, Hon'ble Judges of Supreme Court, Hon'ble Judges of Delhi High Court were invited for the programme. Padmashri Ms Shovana Narayan, a famous Kathak Dancer was invited for dance performance.

The programme consisted of:

- Introductory Note by Chairman of GSICC
- Speech by the Chief Guest
- "KO HUM" dance presented by Padmashri Ms Shovana Narayan
- Compering by Ms Ranjana Narayan
- Vote of Thanks by Prof. Mrinal Satish

The theme of the programme was duly conveyed through the speeches. Dance on the theme "KO HUM" was presented by Padmashri Ms Shovana Narayan and was highly appreciated by the audience. The programme was compared by Ms. Rajana Narayan. The programme ended with vote of Thanks by Prof. Mrinal Satish.

## **OPEN DISCUSSION PROGRAMMES:-**

GSICC conducted following Open Discussion Programmes in the precincts of the Supreme Court of India to sensitise on the issue of sexual harassment:-

**A)** On 16<sup>th</sup> January, 2019 an Awareness Programme on the Gender Sensitization for Supreme Court Advocates and Supreme Court Staff was organized in the Bar Lounge (ground floor), Supreme Court of India. In this Programme, Welcome address was given by Ms V. Mohana-Senior Advocate, Small Skit was presented by Supreme Court Advocates which was highly appreciated. The programme was compared by Ms Nisha Bagchi, Advocate. The programme ended with vote of Thanks by Ms. Priyanka S. Mathur, Member, GSICC.

In the programme various issues related to Gender Sensitization were also discussed. It was also suggested to organize such programmes more frequently to raise such issues openly.

**B)** On 24<sup>th</sup> September, 2019 Open Discussion Programme for the Supreme Court staff was organized at 1:15 PM in the Section I-B, First Floor, Old Building, Supreme Court of India. Ms. Madhu Arora, Secretary, GSICC, Ms. Nisha Bagchi, Adv., Dr. Ritu Bhardwaj, Adv., Ms. Kumudlata Das, Adv., Ms. Sunita Hazarika, Adv., Ms. Charuwalli Khanna, Adv., Ms. Vijay Lakshmi, Representative of the Supreme Court Bar Clerks' Association-Volunteers attended the discussion and given a very informative and attractive information on Gender Sensitization and about the Gender Sensitization & Internal Complaints Committee.

The Open Discussion Programme was attended by more than 100 persons and it was very greatful discussion session in which it was discussed about how to work to make work spaces more conducive to women so that they can use their working hours in productive and effective manner. The Volunteers of GSICC had chosen different situations which take place in daily life and had asked the staff to open up for such problems faced by them.

The session was to explain them as to how the volunteers are acting as a tool of GSICC for creating such environment in the Supreme Court precincts which would prevent any instance of sexual harassment and about the possible ways to deal with those issues.

#### **FINANCIAL ISSUES:-**

Hon'ble the then Chief Justice of India vide order dated 15.02.2019 sanctioned the budget of Rs 2,50,000/- (Rupees two lakhs and fifty thousand only) for effective implementation of the GSICC Regulations for the year 2019. The following expenses from the said budgetary allocation were incurred by the GSICC in organizing various programmes :

<b>Date</b>	<b>Expenses Incurred (Rs.)</b>
16.01.2019	1560.00
POSTERS	775.00
8.03.2019	86786.00
24.09.2019	1735.00
<b>Total</b>	<b>90856.00</b>



Regulation 7(2)(ii) of the GSICC obligates that the GSICC will organize programmes for the Gender Sensitisation of the Supreme Court community through workshops, seminars, posters, film shows, debates, displays etc. The GSICC proposes to conduct seminars and workshops to further the aim and object of the “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” with “The Gender Sensitisation and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013”. Therefore, a budgetary provision of Rs.2,50,000/- may be made and accorded for the calendar year 2020.

sd/-  
**Member Secretary, GSICC**  
**06.01.2020**