



GOVERNMENT OF INDIA  
MINISTRY OF ENVIRONMENT, FOREST & CLIMATE CHANGE  
ZOOLOGICAL SURVEY OF INDIA  
KOLKATA-53

OFFICE ORDER NO. 441/2024

A Review meeting has been conducted on 07.11.2024 under the chairmanship of JS (Admin.), MoEFCC for the compliance of Hon'ble Supreme Court order dated 12.05.2023 in Civil Appeal No. 2482 of 2014 titled Aureliano Fernandes Vs. State of Goa and ors. and order dated 09.04.2024 in MA Diary No. 22553 of 2023 titled Aureliano Fernandes Vs. State of Goa and ors. Before the Hon'ble Supreme Court of India on implementation of 'the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

During the said meeting it has been directed to take immediate and effective steps (a) to familiarize the members of ICs with their duties and the manner in which an inquiry is to be conducted from the date complaint is received till report is submitted and (b) to organize orientation programmes, workshops, seminars and awareness programmes to educate women employees about the provisions of POSH Act, 2013.

Following the same, an online orientation programmes to upskill and familiarize the members of ICs and the O/Cs of all the Administrative Units of ZSI has been scheduled to be held on 13.11.2024 (Forenoon). Ms. Kavita Bhavsar, a certified POSH trainer and senior-level official serving as Company Secretary with Balmer and Lawrie, Kolkata, has agreed to serve as the resource person. VC link for the said Orientation Programmes would be provided on the scheduled date. Therefore, all are requested to take part in the programme positively.

Further to state that those Administrative Units (RCs), namely WGRC, SRC, MBRC, SbRC, GPRC, APRC, MARC, EBRC, A&NRC which have not yet organized any such orientation/sensitization programmes, are hereby directed to arrange the same on priority basis and send the updated details to the Headquarters Office, ZSI, Kolkata for onward submission of a consolidated report to the Administrative Ministry.

This is with the approval of the Director, Zoological Survey of India.

Hindi version of this Office Order is being issued separately.

(DR. GURUPADA MANDAL)  
Scientist 'E' & Head of Office

Date:- 11 November, 2024.

Copy to:-

1. Dr. Rajmohana K., Scientist 'E' & Presiding Officer, IC, ZSI, Kolkata (2 copies), with the request to make one copy available with Ms. Kavita Bhavsar, the resource person.
2. All the Officers-in-Charge and Presiding Officers of respective Administrative Units of ZSI through their registered e-mail IDs.
3. The Officer-in-Charge, Website, ZSI, Kolkata - for uploading this Office Order on Official Website of ZSI.
4. The US, CS-II Division, 2<sup>nd</sup> Floor, Vayu Wings, Indira Paryavaran Bhawan, Ministry of Environment, Forest and Climate Change, Aliganj, Jor Bagh Road, New Delhi-110003 for information, please.
5. The Hindi Officer, ZSI, Kolkata with a request to issue the Hindi version of this Office Order.
6. The Guard File.

(Issued from file No. F.17-04/2022-Estt./)