



वेस्टर्न कोलफील्ड्स लिमिटेड Western Coalfields Limited

(भारत सरकार का मिनी रत्न श्रेणी-1 उपक्रम) (A Miniratna Cat.-1 Government of India Undertaking)

विभाग: मा. सं. एवं औद्योगिक संबंध DEPT: HR & Industrial Relations

कोल ईस्टेट, सिविल लाइन्स, नागपुर -440001. Coal Estate, Civil Lines, Nagpur-440001

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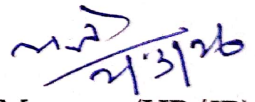
फ़ा क्र. F. No.: वेकोलि/औसं/एसई/आईसीसी/577 दिनांक Date : 04/03/2026

// OFFICE ORDER //

In continuation to this Office Order No. WCL/IR/SE/Circular/390, dated 14th /15th February, 2013 and subsequent Office Order No. 1493, dated 29th July, 2013, Officer Order No. WCL/IR/SE/429, dated 21st February, 2015, Office Order No. WCL/IR/SE/ICC/368/157, dated 22nd January, 2018, Office Order No. WCL/IR/SE/ICC/368/64, dated 23rd April, 2021, Office Order No. WCL/IR/SE/ICC/368/2023/2328, dated 15th December, 2023 & Office Order No. WCL/IR/SE/ICC/368/2024/191, dated 3rd May, 2024, the Internal Complaints Committee (ICC) to look into the complaints of Sexual Harassment of female employees in workplace under WCL HQ, in accordance with "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" is hereby reconstituted as mentioned below :-

- | | |
|---|------------------|
| 1. Mrs. Medha Hardas, General Manager (Legal) : | Chairperson |
| 2. Shri P. S. Lal, Chief Manager (HR/IR) : | Member/Secretary |
| 3. Mrs. Jagriti Reheja, Manager (HR/EE) : | Member |
| 4. Mrs. Suhasini N. Deshpande, Advocate : | Member |

This issues with the approval of Competent Authority.


General Manager (HR/IR)

Distribution :-

- All Committee Members
Mrs. Medha Hardas, General Manager (Legal), WCL HQ.
Shri P. S. Lal, Chief Manager (HR/IR), WCL HQ.
Mrs. Jagriti Reheja, Manager (HR/EE), WCL HQ.
Mrs. Suhasini N. Deshpande, Advocate, Advocate, 288, Ramnagar,
Opp. Mata Mandir, Nagpur - 440 010.
- All HOD, WCL HQ.
- All AGMs, WCL Areas & CWS Tadali.
- TS to CMD/Dir (HR)/D(T)Op./D(T) P&P/D(F), WCL HQ.

CC to :-

- General Manager (MP/IR), CIL, Kolkata.
- General Manager (Rescue), MRS Indora.
- Principal, WTI, Wardha.
- Sr. Manager (HR), IR/SE, WCL HQ.