

**Government of India  
Wildlife Institute of India, Dehradun  
Wildlife Institute of India,  
Chandrabani, Subhash Nagar, Dehradun, Uttarakhand**

Dated: 26/04/2022

To

Shri Jaydip Das  
Flat no. 18, HSR Layout  
Bangalore  
Karnataka  
560086

**Registration Number : WLIOI/R/E/22/00020**

Dear Sir/Madam

I am to refer to your Request for Information under RTI Act 2005, received vide letter dated 07/04/2022 and to say that *Kindly see the attached letter and the mentioned Annexure has been emailed.*

In case, you want to go for an appeal in connection with the information provided, you may appeal to the Appellate Authority indicated below within ***thirty days*** from the date of receipt of this letter.

**Dean, FWS**

FAA & Dean

Address: Wildlife Institute of India Chandrabani Dehradun

Phone No.: 01352646202

**Yours faithfully**

( Rajiv Mehta)  
**CPIO & Deputy Registrar**  
**Phone No.: 9286140979**  
**Email : dyregistrar@wii.gov.in**



No. WII/RTI/CPIO/2021-22 (Qtr-IV)/06

Date: 26<sup>th</sup> April, 2022

To,

Mr. Jaydip Das  
Flat No. 18, HSR Layout, Bangalore,  
Karnataka – 560086  
Email: jaydipdas07@gmail.com

Sub.: Information under RTI Act, 2005–reg.

Ref.: Your Online RTI No. WLIOI/R/E/22/00020 dated 07/04/2022

Dear Mr. Jaydip Das,

Please refer to your application cited above under RTI Act, 2005. In this context, point-wise response to your queries is given below:

Information Sought under RTI	Reply
1. With respect to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act or POSH Act 2013, please provide a list of sensitization training sessions organised so far. Please provide the list of employees who have undertaken the mandatory annual sensitization training. Please provide the list of employees who have attended the workshop virtually.	See the attached Annexure-I
2. Please provide the WII Internal organizational policy against sexual harassment at workplace as mandated by the POSH Act 2013. Please add a copy of office order widely disseminating the same. Please provide details of authority or officer responsible for the Internal organizational policy. Please provide names and designation of authorities in charge of formulating the policy and reasons for delay, if any.	
3. Please provide details of places of display of consequences of sexual harassment at the most conspicuous places in the workplace with respect to the POSH Act 2013.	
4. Please provide copy of office orders or any form of agreement or admission into the institute where the consequences of sexual harassment explicitly mentioned with respect to the POSH Act 2013.	
5. Please provide the list of rules and facilities that make the Wildlife Institute of India organizational POSH policy gender neutral.	
6. Please provide the official statement of resolution or steps taken by institute on complaint by any IFS Diploma or Certificate officers against Dr. Bilal Habib. Please state if the content of the complaint falls within the definition of harassment as per POSH Act. Please provide list of members in the constituted committee to resolve the said complaint.	

If you are not satisfied with the aforesaid reply, you may appeal to the Dean, FWS & Appellate Authority, Wildlife Institute of India, Post Box 18, Chandrabani, Dehradun – 248 001, Ph. 0135-2640910.

Thanking you,

Yours faithfully,

  
(Rajiv Mehta)  
CPIO (RTI)

Information on RTI no. WLIOI/R/E/22/00020 dated 07/04/2022

**Point no. 1 –**

1. Orientation of ICC members.
2. Online training for faculty members, Sectional heads, professional fellows and WII-ICC members.
3. Training of ICC members and researchers.
4. Sensitization Workshop on Workplace Sexual Harassment (Prevention, Prohibition and Redressal) was held for members of IC-WII, Faculty and staff.
5. Sensitization Workshop on Workplace Sexual Harassment (Prevention, Prohibition and Redressal) for researchers.

Hence all the employees including IC members, WII faculty, Staff and researchers has been trained.

**Point no. 2 –**

WII Internal organizational policy against sexual harassment at workplace is under process for approval from the competent authority.

Director, WII is the authority responsible for the internal organizational policy.

Names and designation of authorities in-charge of formulating the policy –

- (a) Dr. Asha Rajvanshi, Senior Professional Fellow & Former Scientist 'G', WII
- (b) Dr. Bindu Raghvan, Professional Fellow, WII
- (c) Dr. Lallianpuii Kawlani, Scientist 'C', WII
- (d) Dr. Vishnupriya Kolipakam, Scientist 'C', WII

**Point no. 3 –**

All the displays mentioned under the act have been made at important places in the institute such as entrances, toilets, researcher hostels, foyer area etc.

**Point no. 4 –**

Not available.

  
INFORMATION PROVIDED  
UNDER RTI



**Point no. 5 –**

Will Internal organizational policy against sexual harassment at workplace is under process for approval from the competent authority.

**Point no. 6 –**

The complaint against Dr. Bilal Habib was treated by the ICC under the POSH act. ICC made following recommendation in this case-

1. The complaint was based on misunderstanding of the statement made by Dr. Bilal Habib by the complainant.
2. From the statements recorded, it is evident that Dr. Habib did not have any malafied intension of using derogatory language/unwelcoming remarks.
3. An advisory should be issued to all faculty members to restrain and refrain from making any loose remarks in the presence of officer trainees, students and staff in future in order to avoid such instances.

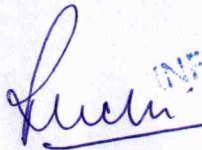
This complaint was disposed of during the tenure of two internal complaint committees. List of members for the then committee:

1. Dr. Asha Rajvanshi, Scientist 'G' - Presiding Officer
2. Shri D.K Vinod kumar, IFS Scientist 'D' – Member
3. Smt. Vikeshwari Dangwal, TG-IV (Grade-3) – Member
4. Dr. Malvika Chauhan, Himmothan Society – Member

After completion of tenure of the committee on 09-02-2018 new committee was formed, with following members:

1. Dr. Bitapi C. Sinha, Scientist 'G' – Presiding officer
2. Shri D.K. Vinod, Scientist- UNESCO C2C – Member
3. Smt. Vikeshwari Dangwal, Technical Officer – Member
4. Ms. Sarita Kumari, Lecturer, CASFOS, DDN. - Member

  
**ATTESTED**  
CPIO, Wild Life Institute of India, Dehradun



**INFORMATION PROVIDED  
UNDER RTI**