

PUCL's Internal Complaints Committee

In pursuance of our commitment to the elimination of gender-based discrimination, and in compliance of Section 4 of [The Sexual Harassment of Women at the Workplace \(Prevention, Prohibition and Redressal\) Act, 2013](#) (hereinafter 'the POSH Act') and our experience in advocacy for legislative and policy reforms for survivors of sexual harassment, PUCL passed resolutions, most recently in the National Convention held in Ranchi in July 2025 to constitute an Grievance Redressal and Internal Complaints Committee. The National Convention ratified the decision taken in the National Council meeting held in Delhi on 18th – 19th January, 2025.

- [The Sexual Harassment of Women at the Workplace \(Prevention, Prohibition and Redressal\) Rules, 2013](#)
- [A presentation detailing the PoSH Act prepared by Lawyers' Collective and PUCL](#)

Details of Members of the ICC:

Name	State	Brief Description	Contact Details
Sandhya Gokhale, Chair	Maharashtra	She is a feminist activist and has been a part of students movement, trade union struggles, struggles of various marginalised communities, and feminist collectives. She is the General Secretary of PUCL Maharashtra. She has also served as a member of the ICC of Bombay Municipal Corporation for last 10 years and on the ICC of other organisations in the corporate sector.	Ph: 9820833422 Email: sandhyago@gmail.com
D. Nagasaila	Tamil Nadu	She has been working as an advocate for 40 years, and has experience in cases of sexual harassment since 1997. She was also involved in the export apparel council case. She has served as a member of the ICC of NIOT and the Madras High Court for two terms. She was also one of the resource persons for preparing training modules and for conducting training sessions of ICC members of the Government and Private Colleges in TN.	Ph: 9444083494 Email: nagasailad@gmail.com
Sejal Dand	Gujarat	She is a feminist activist based in India, and is a founding member of ANANDI, a feminist collective where she has worked with organizing rural & tribal marginalized women in Gujarat. She is active in national campaigns for Right to Food and	Ph: 8130200062 Email: sejaldand@gmail.com

		Mahila Kisan Adhikar Manch. She is active in advocating and training members of POSH.	
Vijayalakshmi Joshi	Rajasthan	She has been working in the women's rights field since 1998. She has also drafted policies on gender sensitisation and prevention of women workers from sexual harassment at workplace as a gender head of the Parishad Lok Jumbish programme, which was an autonomous organisation working for the universalisation of education in Rajasthan. She has served as a member of various ICCs of civil society organisations, government bodies and public sector units.	Ph: 9414040702 Email: vijayalakshmi.joshi@gmail.com
Chittajit Mitra	Uttar Pradesh	He has worked on the issues of gender, sexuality and mental health for several years now. His work has consisted of acknowledging and identifying the gradients of power structures that we all exist in.	Ph: 7376238101 Email: chittajit.mitra@gmail.com
Poorna Ravishankar	Karnataka	She is a lawyer based out of Bangalore, a women's rights activist, and has worked on multiple issues as a part of a Karnataka based coalition of women's groups called Naaveddu Nilladidre. She has also conducted several workshops on POSH, and serves on ICCs of different organisations. She has also conducted an intensive long-term gender sensitisation programme from Bangalore Police along with other organisations.	Ph: 9482851745 Email: poorna.srs@gmail.com
Kiran	Jharkhand	She has been an independent feminist activist since she was a student. She was in the JP movement and Chhatra Yuva Sangharsh Vahini. She was the Chairperson of the ICC of Coal India, where she used to work. After retirement, she continued to serve as an external/third-party member of ICCs of several NGOs and of the Central Agricultural University.	Ph: 9431392455 Email: kiran08.nishu@gmail.com

Navsharan Singh (External Member to the ICC)		Navsharan Singh an independent scholar and activist. She has a strong background in women's rights, human rights and democratic rights movements in India and South Asia. Through her published work she has contributed to the understanding of state impunity for mass violence as well as to the understanding of sexual violence against women. She has also researched and published widely on Sexual violence, Citizenship, Labour rights, Dalit women's land rights, and Reparations for mass violence. She holds degrees in economics, political economy, and a Ph.D in political science from Carleton University, Canada.	Ph: 9910171808 Email: navsharan@gmail.com
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