

भारत सरकार/GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
(रेलवे बोर्ड/RAILWAY BOARD)

No.2024/E(LL)/SHW/7

New Delhi, dated: As Signed

The General Managers,
All Zonal Railways & Production Units,
Metro Railway/Kolkata,
CORE/Prayagraj, RWP/Bela, WPO/Patna
The Director General, RDSO, Lucknow,
The Director General, NAIR, Vadodara.

Sub: Removal of earlier version of the Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 from official websites/digital platforms and use of revised version - reg.

Ref. :M/oW&CD OMs No. WW-20/1/2015-WW dated 12.05.2026 and 10.09.2026.

Please find enclosed herewith copies of the OMs dated 12.05.2026 and 10.09.2026 issued by the Ministry of Women & Child Development regarding replacement/removal of the earlier version of the Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and use of the revised version of the above mentioned Handbook (published on 12.05.2026)(copy enclosed). The revised Handbook may be accessed from the official website <https://wcd.gov.in/documents/publications> of the Ministry of Women and Child Development.

2. In view of above, it is advised to examine the official websites, portals and digital repositories and remove the earlier version of the Handbook wherever hosted/available, and replace the same with the revised version. It is also advised that the earlier version is not subsequently re-uploaded or circulated through official digital platforms.

3. It may further be ensured that only the revised/current version of the Handbook is made available through the official digital platforms of Ministry of Railways, and is used for future reference, dissemination, training and circulation, as may be required.

4. All concerned Zonal Railways, Production Units, Central Training Institutes & PSUs etc. are advised to ensure strict compliance with the above instructions.

DA: As above

Digitally signed by

PEEYUSH KAPASI

Date: 22-09-2026

16:11:44

(Peeyush Kapasi)

Director Estt.(LL)

Railway Board

Tele No.23047249

Copy to :-For necessary action and compliance.

1. CMDs/MDs/Equivalent: IRCON, RITES, RVNL, DFCCIL, CONCOR, CRIS, IRCTC, IRFC, KI MRVC, RCIL, Burn Standard, Braithwaite, NHRCL, RLDA.

2. Directors of All CTIs (IRICEN, IRIEEN, IRIMEE, IRISSET, IRITM).

3. PED/CCIS/ Railway Board

Copy to:-

(i) The Genl. Secy., AIRF, Room No. 248, & NFIR Room No. 256-C, Rail Bhavan.

(ii) The Genl.Secy, IRPOF, 268, FROA, Room No. 256-D and AIRPOA, 256-D Rail Bhavan.

Copy to: PSOs/Sr. PPS/PPS/PSs/APSs to:

MR,MoSR(S), CRB & CEO, M(TRS), M(Intra), M(OBD), MF, Secretary/ Railway Board, DG(RHS), DG(RPE), DG(Safety), All AMs, PEDs, EDs and Joint Secretaries, DS(G), Railway Board.

Room No. 269 III, Rail Bhawan, Raisina Road, New Delhi-110001.

219 PS/JS(C) / JS(E) 23/9/26

431 (PS/JS(P)) 23/9/26

2

153-A PS/JS(D) By hand 23/9/26

o/c

23/9/26

F. No. WW-20/1/2015-WW
Government of India
Ministry of Women and Child Development
Women Welfare Division

7th GPOA-3 Building,
Netaji Nagar-110023
Dated: 10.09.2026

OFFICE MEMORANDUM

Subject: Removal of earlier version of the Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 from official websites/digital platforms and use of revised version – reg.

The undersigned is directed to refer to the Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (November 2015 edition) published by the Ministry of Women and Child Development.

2. The Ministry had earlier issued OM dated **12.05.2026(copy enclosed)** regarding replacement of the copy of the Handbook hosted on the Ministry's website. The revised copy has accordingly been made available on the website of the Ministry of Women and Child Development.

3. It has now come to notice that the earlier version of the Handbook may have been downloaded, reproduced or hosted on the official websites, portals and digital repositories of various Ministries/Departments.

4. In this regard, all Ministries/Departments of the Government of India, including their Attached Offices, Subordinate Offices, Autonomous Bodies, Statutory Bodies, Authorities, Institutions, Organisations and other bodies/establishments under their administrative control, are requested to kindly:

(a) examine their official websites, portals, document repositories and other official digital platforms to ascertain whether the **earlier** version (November 2015 edition) of the Handbook is hosted or available for download;

(b) remove/delete the earlier version, including any downloadable PDF/document and corresponding link, wherever available;

(c) replace the earlier version with the **revised version (copy enclosed)** of the Handbook currently hosted on the website of the Ministry of Women and Child Development at .

(d) ensure that the earlier version is not subsequently re-uploaded or circulated through any official digital platforms; and

(e) use the revised version (**published on 12.05.2026)(copy enclosed)** for future reference, dissemination, training and circulation, as may be required.

5. The revised Handbook may be accessed from the official website <https://wcd.gov.in/documents/publications> of the Ministry of Women and Child Development .

6. The above action may kindly be taken at the earliest to ensure that only the revised/current version of the Handbook remains available through official Government digital platforms.

7. This issues with the approval of the Competent Authority.

Encl.: As above.


10/9/26
(Sandeep Gahlot)

Under Secretary to the Government of India

To

1. All Ministries/Departments of the Government of India .

Copy to:

1. Coordination Division, Ministry of Women and Child Development, to circulate to all Attached Offices/Subordinate Offices/Autonomous Bodies/Statutory Bodies/Authorities/Institutions and other organisations under the Ministry of Women and Child Development, with a request to take necessary action as indicated above.
2. Advocate Trisha Mittal A-307 First Floor, Defence Colony, New Delhi- 110024 Email- trisha91@gmail.com