

# SEXUAL HARASSMENT PREVENTION & REDRESSAL REPORT

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**Project:** Construction of 50 m Intermediate lane steel truss bridge in Uttarkashi – Lambgaon-Ghansali-Tilwara Motor Road km 98- near Hanuman Temple, Block-Bhilangana, District Tehri, Uttarakhand

**Location:** Ghansali

**Executing Firm:** M/S Doon Infrastructure

**Implementing Agency:** U PREPARE, Uttarakhand

**Client:** Program Manager, U PREPARE, Dehradun, Uttarakhand

**FPIU:** Executive Engineer, TD, PWD, Ghansali

**Funding Agency:** The World Bank



## **1. OBJECTIVE**

To ensure the creation of a safe and respectful working environment at the bridge construction site, in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the World Bank's Environmental and Social Framework (ESF). This report outlines actions taken to prevent any form of workplace harassment, especially in the absence of female staff.

## **2. WORKFORCE PROFILE**

- Total Labour Strength: 30-35 (7 Skilled, 12 Semi-skilled, 16 Unskilled)
- Female Workers: None
- Female Staff: None

## **3. PREVENTIVE MEASURES IMPLEMENTED**

- **Awareness Signage:** Banners in Hindi displayed at worksite and camp promoting zero tolerance towards harassment.
- **Worker Sensitization:** Topics related to workplace conduct and respect included in labour inductions and toolbox talks.
- **Complaint Mechanism:** GRC formed for labour; monitored by OHS Officer.
- **Nodal Officer Designated:** The OHS Officer is the point of contact for any harassment-related complaints.



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अस्थाई खण्ड, लोक निर्माण विभाग, घनसाली, मुख्यालय-घुमेटीधार  
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पत्रांक :-

दिनांक-14/11/2024

### कार्यालय ज्ञाप

जनपद टिहरी में विश्व बैंक पोषित U-PREPARE परियोजना के Contract Agreement No:18/01/BR/RFB/UGIDP/UGRIDP/2023 Dated-29-08-2025 के अन्तर्गत Construction of 50 M Span Intermediate Lane Steel Truss Motor Bridge in Uttarkashi-Lambda-Ghansali-Tilwada Motor Road km-98 near Hunuman Temple in District Tehri का कार्य प्रगति पर है। जिसके लिए Grievance Redressal Committee (GRC) गठित किये जाने के आदेश के अनुपालन में निम्नानुसार Grievance Redressal Committee (GRC) गठित की जाती है।

क्रोसं	नाम	पदनाम	समिति	मोबाइल नं
01	इं० डी०सी० नौटियाल	अधिकारी अभियन्ता	अध्यक्ष	9412140974
02	इं० अंकित भट्ट	सहायक अभियन्ता	सदस्य सचिव	9891834993
03	श्री अंकित बिष्ट	ठेकेदार प्रतिनिधि	सदस्य	6398115632
04	श्रीमती कृष्णा गैरोला	स्थानीय निवासी	सदस्य	9627978433
05	श्री गोविन्द प्रसाद बडोनी	स्थानीय निवासी	सदस्य	8126174902

(इं० डी०सी० नौटियाल)  
अधिकारी अभियन्ता,  
अ०ख०, ल००निं०वि०, घनसाली,  
मुख्यालय-घुमेटीधार

पत्रांक- 1404/06च०

तददिनांक।

- प्रतिलिपि:- 01 कार्यक्रम प्रबन्धक, पी०आई०य०-ल००निं०वि०, U-PREPARE देहरादून को सूचनार्थ प्रेषित।  
02 मुख्य अभियन्ता स्तर- I, पी०आई०य० (पी०डब्ल०डी०) U-PREPARE आई०टी० पार्क, सहस्त्रधारा, रोड देहरादून।  
03 सहायक अभियन्ता, अ०ख०, ल००निं०वि०, घनसाली को सूचनार्थ प्रेषित।  
04 समस्त समिति सदस्य गण।  
05 मैसर्स दून इन्फस्ट्रक्चर 5-ए०, वेस्ट रेस्ट कैम्प, देहरादून को सूचनार्थ प्रेषित।

अधिकारी अभियन्ता,  
अ०ख०, ल००निं०वि०, घनसाली,  
मुख्यालय-घुमेटीधार

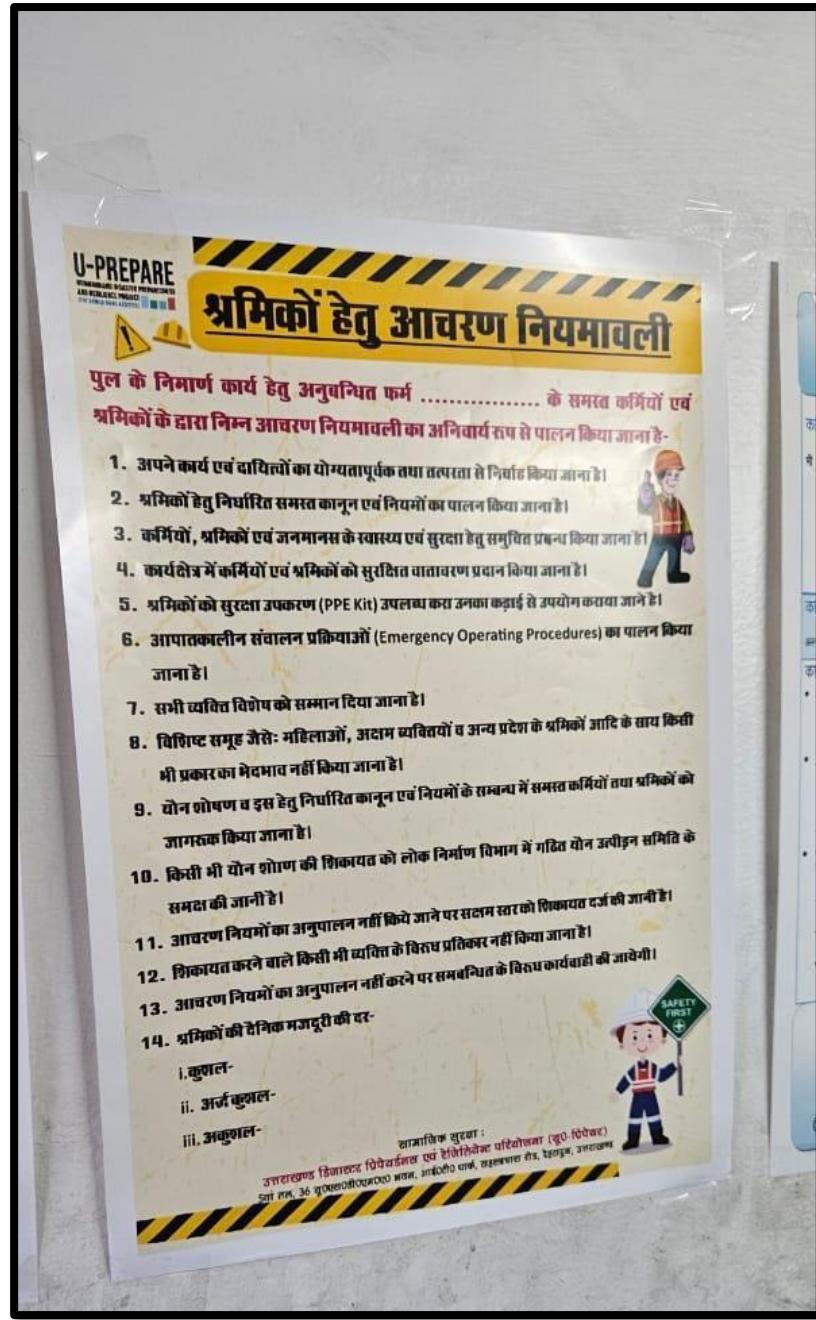


Fig 1: Code Of Conduct for Labourers at Site

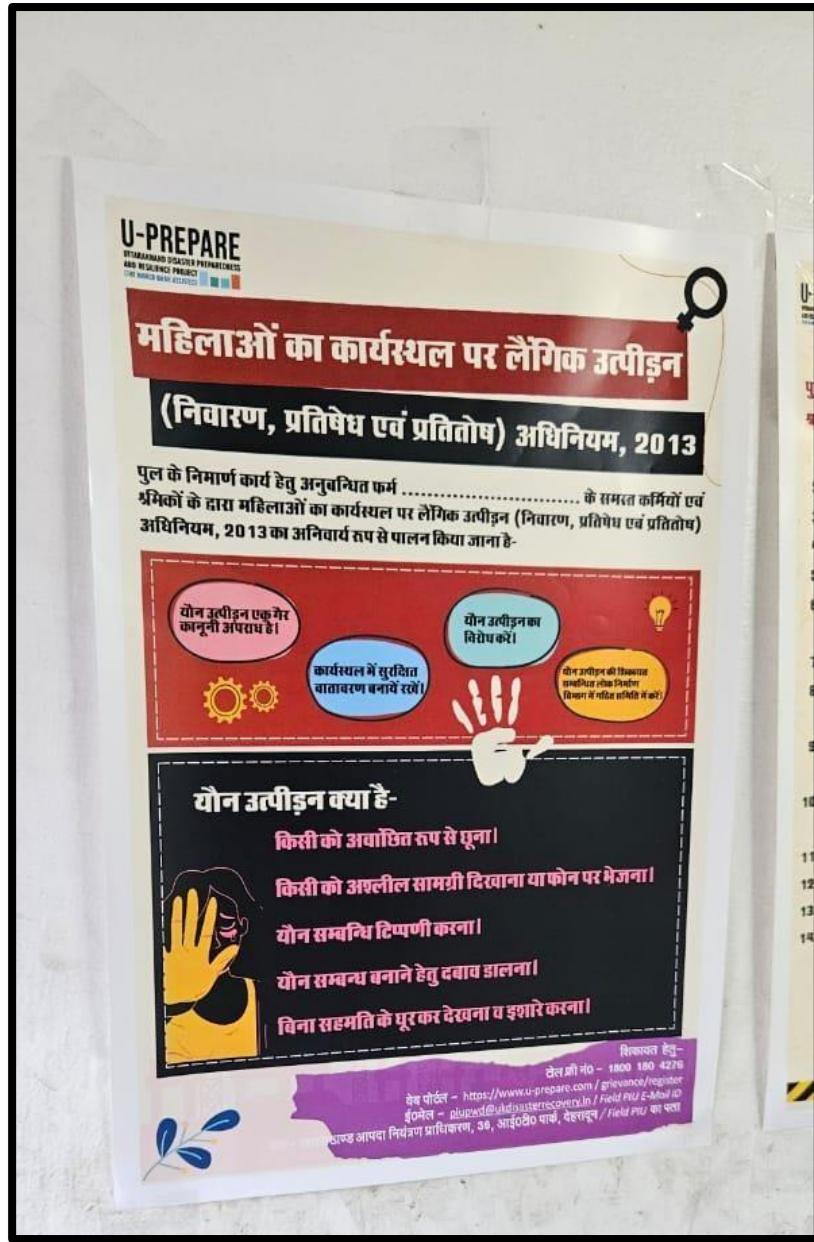


Fig 2: Prevention of Sexual Abuse against women information at site

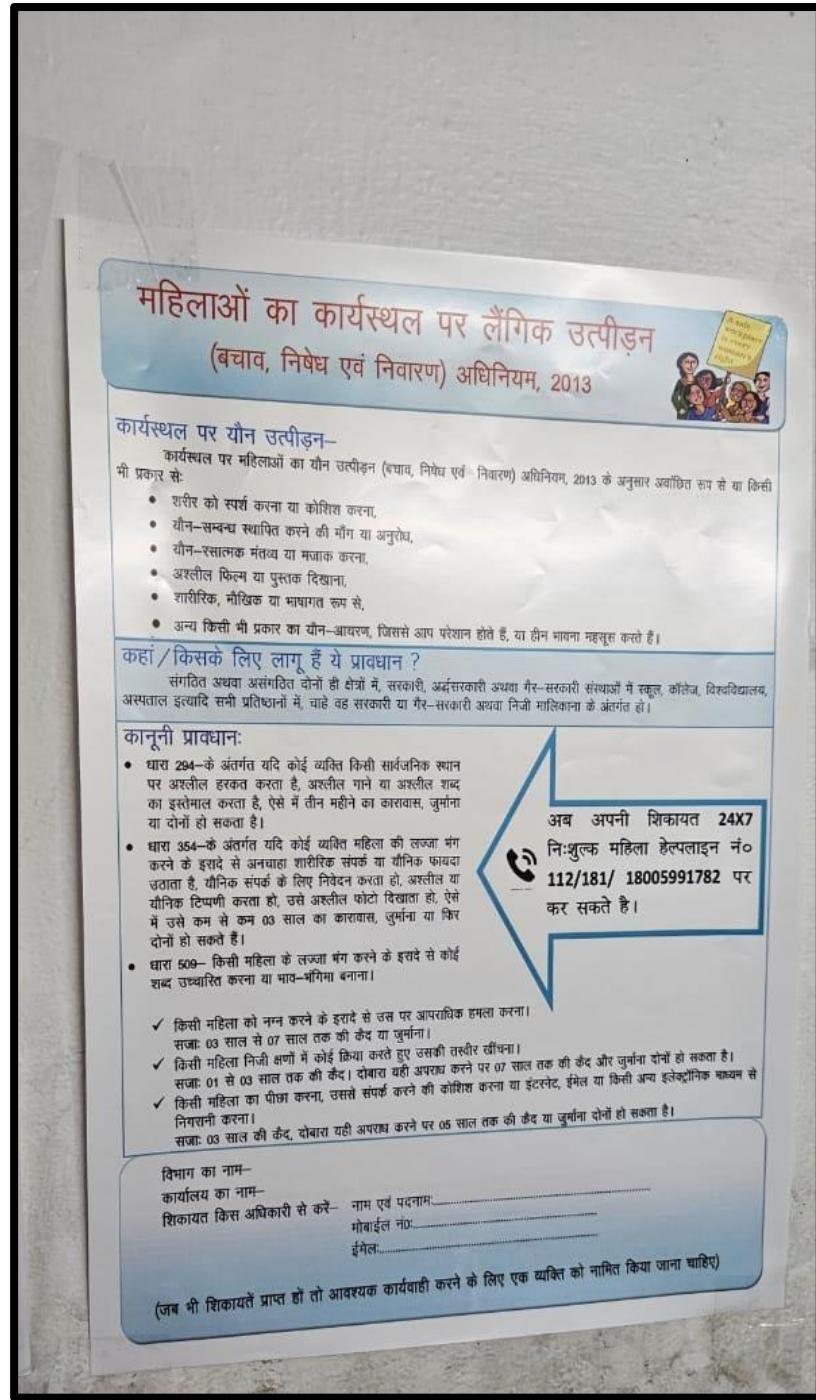
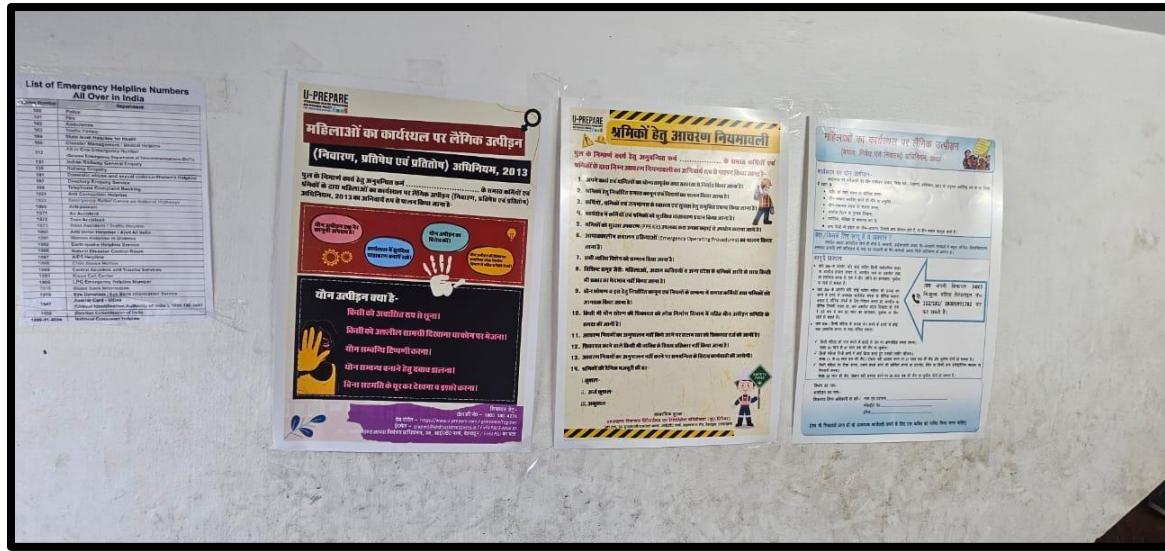


Fig 3: Prevention of Sexual Abuse against women information at site



**Fig 4: Social Cause posters at site**

#### 4. INTERNAL COMMITTEE (NOT APPLICABLE)

As there are currently no female employees or staff posted at the project site and the total workforce is under 10 permanent staff, a formal Internal Committee (IC) has not been constituted. In lieu of this, grievance redressal responsibilities are assigned to the site's designated OHS Officer in alignment with World Bank and Government of India guidelines.

#### 5. INCIDENT REPORTING STATUS

Month	Complaints Received	Resolved	Pending	Remarks
[Insert Month]	0	0	0	No complaints received

#### 6. CONCLUSION

No instances of sexual harassment have been reported at the bridge site at Daluwala. Preventive mechanisms are functional, and the workforce is regularly sensitized despite the absence of female staff. The project is committed to upholding a safe and dignified work environment.