

DATED : 25.07.2017

CORAM :

THE HONOURABLE MR. JUSTICE S.M.SUBRAMANIAM

Dr.Mrs.R.Sethulatha ... Petitioner
Vs.

1. The Secretary,
Department of Higher Education,
Government of Tamil Nadu,
Fort St. George,
Chennai - 600 009.
2. The Principal,
Presidency College,
Chepauk, Chennai - 600 005.
3. The Director of Collegiate Education,
College Road, Egmore,
Chennai - 600 008.
4. Dr.R.Gowri Shankar,
No.3, 4th Street,
Veera Pandian Nagar,
Choolaimedu,
Chennai - 600 094.

Prayer : Petition filed under Article 226 of the Constitution of India, to issue a Writ of Mandamus, directing the respondents 1 to 3 to constitute a complaints committee by strictly adhering the requirements as contemplated under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 by including the third party from amongst non-Governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment and pass orders and communicate the same to the petitioner.

For Petitioner : Mr.T.Thiageswaran
For M/s.Waraon and Sai Rams

For Respondents : Mr.K.Dhanajeyan (For R1 to R3)
Special Government Pleader

O R D E R

This writ petition pertains to Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter called "the Act").

2. The writ petitioner is holding the post of Assistant Professor in the Department of English, Presidency College (Autonomous), Chennai - 5. The writ petitioner submitted a complaint on 27th March 2017 to the Principal, Presidency College, raising certain serious allegations against the 4th respondent, who is also working as a Assistant Professor in the same College.

3. On a perusal of the copy of the complaint dated 27th March 2017, this Court is able to realise that the complaint submitted by the writ petitioner is very serious in nature and is required to be sensitised by the Authorities.

4. In fact, the writ petitioner has extracted the messages sent by the 4th respondent through SMS and Whats App in the writ petition. On receipt of the complaint, the Principal constituted a Committee consisting of

Committee Head:

1.Dr.Ko.Jeyanthi, Head of the Department-Mathematics

Committee Members:

2.Dr.D.Glastin, Head of the Department-Computer Science

3.Dr.Sujiritha Mactalin, Head of the Department-Psycology

4.Dr.Poo.Meena, Associate Professor, Zoology Department

Member of NGO:

5.Dr.P.Manorama,
Project Director,
Community Health and Education Society.

5. The Committee constituted by the Principal, Presidency College conducted an enquiry on 15th April 2017 and submitted a report on 21st April 2017 and the Principal submitted the report dated 21st April 2017 to the Director of Collegiate Education in his proceedings dated 18th July 2017.

6. At this juncture, the writ petitioner moved the present writ petition with the prayer for a direction to respondents 1 to 3 to constitute a Complaint Committee by adhering the requirements as contemplated under Section 4 of the Act.

7. The learned counsel appearing for the writ petitioner

contended that though the Principal has constituted a Committee consisting of the Head of the Departments working in the same college, the constitution itself is in violation of the provisions of the Act and therefore, the enquiry conducted is not in accordance with the provisions of the Act. Thus, the enquiry is vitiated.

8. The learned Government Pleader while contesting the arguments, informed this Court that on receipt of the complaint from the writ petitioner, prompt action was taken by the Principal and the Committee was constituted without any further delay and the enquiry was also conducted on 15th April 2017. Thus, there is no delay on the part of the Principal in initiating action on the complaint.

9. Further, it is contended that it is the first occasion, where the college has received such a complaint against the 4th respondent and they had to deal with the situation as a first instance and therefore, the Principal, who was not familiar with the legal implications of the said Act constituted the Committee by appointing the Head of the Departments, who are all responsible Professors in the College. However, this Court has to go into the legal requirements as contemplated under the Act and any violation therein has to be cured.

10. Violence against women is perhaps the most shameful human rights violation, and it is perhaps the most pervasive. It knows no boundaries of geography, culture or wealth. As long as it continues, we cannot claim to be making real progress towards equality, development and peace.

11. "It is not enough to focus on the harm to women as sexual beings; the law must also focus on women's systematic disadvantages ... and facilitate women's equal empowerment ... as creative, committed workers. We need an account of hostile work environment harassment that highlights its dynamic relation to larger forms of general hierarchy at work."

12. Feminism arose as a result of unequal laws created by men through whom women were denied certain fundamental rights. Simone de Beauvoir, a French philosopher, has been the most important feminist thinker. She has shown as how from the earliest times men enslaved women due to their physical structure. Women, as it happened generally became weak due to repeated child birth, so they were thought to be less important than the male members of the group.

13. This inferior and unequal status of women is the main reason behind sexual violence behind them.

14. While gender violence is as old as humanity it is only in the past two decades that it has been publically recognized, systematically structured and legislated against to a significant degree. In 1990's such violence was finally admitted on international level with recognition of human rights issue. Internationally, the World Conference on Human Rights (1993) at Vienna, which was one of the main turning points in women's right declared that human rights of women and of the girl child are inalienable, integral and indivisible part of universal human rights. The Vienna Declaration specifically condemned gender based violence and all forms of sexual harassment and exploitation. The Conference concluded that:

" The human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic and social and cultural life at national, regional and international levels, and eradication of all forms of discrimination on grounds of sex are primary objectives of the international community.... The world governmental and non-governmental organisations to intensify their efforts for the protection on human rights urges governments, institutions, intergovernmental and non-governmental organisations to intensify their efforts for the protection and promotion of human rights of women and the girl-child."

15. Sexual Harassment at the work place is an extremely sensitive issue. For most it is taboo, due to the limitations of traditional gender hierarchies.

16. However, keeping in mind the principles of our great Nation, the Government thought fit of enacting laws in this regard and accordingly, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted.

17. The Act provides protection against the sexual harassment for woman at workplace, for complaints of sexual harassment and matters connected therewith and incidental thereto.

18. The statement of objects and reasons are extracted hereunder:

"Statement of Objects and Reasons:

Sexual harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourages women's participation in work, thereby adversely affecting their social

and economic empowerment and the goal of inclusive growth.

2. The Constitution of India embodies the concept of equality under Articles 14 and 15 and prohibits discrimination on grounds of religion, race, caste, sex or place of birth or any of them. Article 19(1)(g) gives the fundamental right to all citizens to practise any profession, or to carry on any occupation, trade or business. This right presupposes the availability of an enabling environment for women, which is equitable, safe and secure in every aspect. Article 21, which relates to the right to life and personal liberty, includes the right to live with dignity, and in the case of women, it means that they must be treated with due respect, decency and dignity at the workplace.

3. Article 11 of the Convention on Elimination of All Forms of Discrimination (CEDAW), to which India is a party, requires State parties to take all appropriate measures to eliminate discrimination against women in the field of employment. In its General Recommendation No.19(1992), the United Nations Committee on CEDAW further clarified that equality in employment can be seriously impaired when women are subjected to gender-specific violence, such as sexual harassment at the workplace. India's commitment to protection and promotion of women's constitutional rights as well as respect for its obligations under various international treaties is unequivocal.

4. With more and more women joining the workforce, both in organized and unorganized sectors, ensuring an enabling working environment for women through legislation is felt imperative by the Government. The proposed legislation contains provisions to protect every woman from any act of sexual harassment irrespective of whether such woman is employed or not.

5. The Supreme Court of India in the case of Vishaka & Ors. V. State of Rajasthan & Ors. [1997 (7) SCC 323], also reaffirmed that sexual harassment at workplace is a form of discrimination against women and recognised that it violates the constitutional right to equality and provided guidelines to address this issue pending the enactment of a suitable legislation.

6. It is, thus, proposed to enact a comprehensive legislation to provide for safe, secure and enabling environment to every woman, irrespective of her age or employment status (other than domestic worker working at home), free from all forms of sexual harassment by fixing the responsibility on the employer as well as the District Magistrate or Additional District Magistrate or the Collector or Deputy Collector of every District in the State as a District Officer and laying down a statutory redressal mechanism.

7. The notes on clauses explain in detail the various provisions contained in the Bill.

8. The Bill seeks to achieve the above objectives.

19. The term "aggrieved woman" is defined in Section 2(a) of the Act as below:

(a) "aggrieved woman" means -

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

20. The term "employer" was defined under Section 2(g) of the Act. The term "Internal Committee" means an Internal Committee constituted under Section 4 of the Act. Thus, the Internal Committee should be constituted pursuant to the requirements stipulated under Section 4 of the Act.

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21. Section 3 deals with "Prevention of sexual harassment". Section 4 Chapter II deals with constitution of Internal Committee, which is relevant for the case on hand.

22. Section 4 reads as follows:-

"4. Constitution of Internal Complaints Committee -

(1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee".

Provided that where the offices or administrative

units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:-

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee,-

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest, Such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

This clause provides for the constitution of Internal Complaints Committee. It provides that every employer of a workplace shall constitute, by an order in writing, a Committee to be known as the "Internal Complaints Committee". It further provides that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

It also provides that employer shall nominate members of the Internal Committee which shall consist of-

(a) a Presiding Officer who shall be woman employed at a senior level at workplace from amongst the employees;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge and (c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment. Out of these members at least one-half shall be nominated from amongst women.

It also provides that the term of the Presiding Officer and every Member of the Internal Committee shall be specified by the employer which shall not exceed three years from the date of their nomination and their fees or allowances for holding the proceedings of the Internal Committee, as may be prescribed by rules made in the behalf, shall be paid by the employer.

It also provides that the Presiding Officer or any Member of the Internal Committee shall be removed from

the Committee, if he - (a) contravenes the provisions of section 16; or (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or © he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or (d) has so abused his position as to render his continuance in office prejudicial to the public interest, and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this clause.

23. Chapter IV deals with "complaint of sexual harassment" under Section 9 a complaint to be filed. Section 10 deals with "Conciliation" and Section 11 provides "Inquiry into complaint".

24. The "action to be taken during the pendency of enquiry" is contemplated in Chapter V Section 12 and Section 13 deals with Inquiry report. Section 14 prescribes "Punishment for false or malicious complaint and false evidence" and Chapter VI Section 19 deals with the Duties of employer.

25. The Supreme Court of India in the case of Vishaka & Ors. V. State of Rajasthan & Ors. [1997 (7) SCC 323], also reaffirmed that sexual harassment at workplace is a form of discrimination against women and recognised that it violates the constitutional right to equality and provided guidelines to address this issue pending the enactment of a suitable legislation. While dealing with various aspects of the matter, the Hon'ble Supreme Court held as follows:-

Page No. 247 Paragraph No.6:

"5. Apart from Article 32 of the Constitution of India, we may refer to some other provisions which envisage judicial intervention for eradication of this social evil. Some provisions in the Constitution in addition to Articles 14, 19(1)(g) and 21, which have relevance are:

Article 15:

"15. Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth - (1) The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place or birth or any of them.

(2) * * *

(3) Nothing in this article shall prevent the State from making any special provision for women and

children."

Article 42:

"42.Provision for just and humane conditions of work and maternity relief. The State shall make provision for securing just and humane contitions of work and for maternity relief."

Article 51-A:-

"51-A. Fundamental duties: It shall be the duty of every citizen of India.

(a) to abide by the Constitution and respect its deals and institutions,,

(b)-(d)

(e) to promote harmony and the spirit of common brotherhood amongst all the people of India transcending religious, linguistic and regional or sectional diversities; to renounce practices derogatory to the dignity of women;"

6. Before we refer to the international conventions and norms having relevance in this field and the manner in which they assume significance in application and judicial interpretation, we may advert to some other provisions in the Constitution which permit such use. These provisions are:

Article 51:

"51. Promotion of international peace and security. The State shall endeavour to

(a)- (b)

(C) foster respect for international law and treaty obligations in the dealings of organised peoples with one another; and

Article 253:

"253. Legislation for giving effect to international agreements. Notwithstanding anything in the foregoing provisions of this Chapter, Parliament has power to make any law for the whole or any part of the territory of India for implementing any treaty, agreement or convention with any other country or countries or any decision made at any international conference, association or other body."

Seventh Schedule:

"List 1 - Union List

14. Entering into treaties agreements with foreign countries and implementing of treaties, agreements and conventions with foreign countries."

Page No. 249 Paragraph No.11:

"11. The obligation of this Court under Article 32 of

the Constitution for the enforcement of these fundamental rights in the absence of legislation must be viewed along with the role of judiciary envisaged in the Beijing Statement of Principles of the Independence of the Judiciary in the LAWASIA region. These principles were accepted by the Chief Justices of Asia and the Pacific at Beijing in 1995 as those representing the minimum standards necessary to be observed in order to maintain the independence and effective functioning of the judiciary. The objectives of the judiciary mentioned in the Beijing Statement are:

"Objectives of the Judiciary:

10. The objectives and functions of the Judiciary include the following:

(a) to ensure that all persons are able to live securely under the Rule of Law;

(b) to promote, within the proper limits of the judicial function, the observance and the attainment of human rights; and

(c) to administer the law impartially among persons and between persons and the State."

Page No. 250 Paragraph No.12:

12. Some provisions in the 'Convention on the Elimination of All Forms of Discrimination against Women', of significance in the present context are:

Article 12 :

"1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

xxxx

xxxxx

xxxx

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

xxx

xxxxx

xxxxxx

Article 24:

"States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognised in the present Convention."

Page No. 252 to 254 Paragraph No.17:

17. The GUIDELINES and NORMS prescribed herein are as under:-

HAVING REGARD to the definition of 'human rights' in Section 2(d) of the Protection of Human Rights Act, 1993, TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time, It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women:

1. Duty of the Employer or other responsible persons in work places and other institutions:

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required.

2. Definition:

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) physical contact and advances;
- b) a demand or request for sexual favours;
- c) sexually coloured remarks;
- d) showing pornography;

e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.

Where any of these acts is committed in circumstances where under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

3. Preventive Steps:

All employers or persons in charge of work place whether in the public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

(a) Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.

(b) The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.

(c) As regards private employers steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.

(d) Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

4. Criminal Proceedings:

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims, or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

5. Disciplinary Action:

Where such conduct amounts to mis-conduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

6. Complaint Mechanism:

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organization for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

7. Complaints Committee:

The complaint mechanism, referred to in (6) above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its member should be women.

Further, to prevent the possibility of any under pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the government department concerned of the complaints and action taken by them. The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the

Complaints Committee to the Government department.

8. Workers' Initiative:

Employees should be allowed to raise issues of sexual harassment at workers meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

9. Awareness:

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in suitable manner.

10. Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

11. The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

12. These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.

26. Thus, all the aspects in this regard is unambiguously provided in the Act itself. Such being the provisions enacted for the welfare and protection of women at workplace, it is the duty of the employer to see that such an environment is created for the purpose of creating the society in which women can work in peace and put their efforts for the development of our great nation and contribute their services.

27. When this Court raised concern to the learned counsel appearing for the respondent, the Government Pleader was fair enough to take up the issues to the employer and the Principal also fair enough to agree with the suggestions given by this Court as well as by the Government Pleader in this regard.

28. When the Principal of the College himself was present before this Court on two occasions, this Court has expressed bit of its mind with regard to the implementation of the Act in its letter and spirit. The Principal of the college has taken up the

issue in a right perspective and immediately made a recommendation to the Director of Collegiate Education and accordingly, an action under the Service law was undertaken and disciplinary action against the 4th respondent also was initiated. Further, the Principal issued an order in proceedings dated 18th July 2017 constituting a Committee, complying with the Section 4 of the Act.

29. Accordingly, Dr.Ko.Jeyanthi, Head of the Department-Mathematics was appointed as Committee Head, Dr.D.Glastin, Head of the Department-Computer Science, Dr.Sujiritha Mactalin, Head of the Department-Psycology and Dr.Poo.Meena, Associate Professor, Zoology Department were appointed as Committee Members. This apart, Dr.P.Manorama, Project Director, Community Health and Education Society was appointed as Member from outside.

30. Accordingly, the requirement as contemplated under Section 4 of the Act has been complied with. Further, it is represented that the Committee will go into the nature of the complaint afresh and conduct an enquiry by providing opportunities to all the parties concerned in this regard.

31. This Court is satisfied with the actions taken by the Principal of the College. Considering the fact that this is the first occasion that the college is dealing with, the provisions of this Act, the delay happened can be pardoned.

32. This Court feels that such complaints received from the employees are to be dealt without any delay and the issue has to be sensitised to the subordinate officials to deal with the complaints in an appropriate manner. In this regard, this Court feels that it is appropriate to direct the Secretary to Department of Higher Education and Directorate of Collegiate Education to issue appropriate circular with regard to the implementation of the Act to all the colleges and so as to prevent any such delay in future.

33. This Court appreciates the quick action initiated by the Principal, Presidency College, in this issue and place the same on record. This appreciation shall be entered in his service records.

34. Thus, recording the fact that a fresh Committee is constituted to deal with the complaint submitted by the writ petitioner on 27th March 2017 by the Principal in his proceedings dated 18th July 2017, the Writ Petition stands disposed of. However, there is no order as to costs. Consequently, connected miscellaneous petition is also closed.

35. The Registry is directed to communicate the copy of the order to the the Secretary to Department of Higher Education and Directorate of Collegiate Education to issue appropriate circular with regard to the implementation of the Act to all the colleges, in order to implement the provisions of the said Act in its letter and spirit, while dealing with the complaint regarding the sexual harassment at work places.

Sd/-
Assistant Registrar(CCC)

//True Copy//

Sub Assistant Registrar

may

To

1. The Secretary,
Department of Higher Education,
Government of Tamil Nadu,
Fort St. George,
Chennai - 600 009.
2. The Principal,
Presidency College,
Chepauk, Chennai - 600 005.
3. The Director of Collegiate Education,
College Road, Egmore,
Chennai - 600 008.

+1cc to Mr.Waran and sairams, Advocate, S.R.No.52257

+1cc to the Government Pleader, S.R.No.53495

W.P. No.18130 of 2017

KG(CO)
GN(21/08/2017)

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