

## Removal of PO or IC members before their term of office expires

HR Vidyalaya's  
POSH Snippet

Dec 16,  
2020

003

**Tenure of the Presiding Officer or any other Internal Committee Member is THREE years from the date of appointment**  
(Order in writing by the Employer)

**Can they be removed before expiry of their tenure?**  
(sl.no. 1 ~4 as per section 4 of the Act)

- 1.If She/He contravenes the Confidentiality Provisions (as per Section 16 of the Act)
2. Convicted for any offence or any inquiry is pending against
3. Found guilty in any disciplinary proceedings or pending if any
4. Abused her/his position to continue as a PO/Member
5. Otherwise too, the Employer can replace for Administrative reasons - but not when an enquiry is in process, where they are part of it.

**Employer to nominate another member as replacement - in writing & inform the employees... Ensure PO is Senior Woman Employee & 50% or more representation in IC, also shall be women**

**Section 4**

