



कर्मचारी भविष्य निधि संगठन  
Employees Provident Fund Organisation

श्रम एवं रोजगार मंत्रालय, भारत सरकार

MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA

मुख्यकार्यालय/ HEAD OFFICE



एन.बी.सी.सी. सेंटर, ब्लॉक-2, ग्राउंड फ्लोर- 4<sup>th</sup> फ्लोर, ईस्ट किडवाई नगर, नई दिल्ली -110023

NBCC Centre, Block-2, Ground Floor- 4<sup>th</sup> Floor, East Kidwai Nagar, New Delhi-110023

Website: [www.epfindia.gov.in](http://www.epfindia.gov.in), [www.epfindia.nic.in](http://www.epfindia.nic.in)

No. HRD-II/03/2023/MISC-Part(1)/1061

Date: 08 JUL 2024

To

All ACC(HQ) / Director (PDNASS),  
ACC (Zones),  
RPF (ASD) Head Office,

**Sub: Appointment of Complaints Officers as per The HIV and AIDS (P&C) Act, 2017 -reg.**

Madam/Sir,

Please find enclosed a copy of DO letter No. X-19020/022023-NACO (IEC&MS) dated 03.06.2024 Shri V. Hekali Zhimomi, IAS, Addl. Secretary & Director General, National AIDS Control Organisation, MoHFW on the subject cited above for further necessary action.

Encl: As above

Yours faithfully,

(S K Suman)

Addl. Central P.F. Commissioner (HR)

Copy to:

1. OSD to CPFC: for information please.
2. PS to ACC (HQ) (HR)
3. FA & CAO/Director, PDNASS/All ACC (HQ), Head Office
4. Chief Vigilance Officer
5. All Addl. CPFCs (Head Office)
6. RPF-I (IS/NDC) for uploading on website
7. DD (OL) for Hindi Version



सत्यमेव जयते



आज़ादी का  
अमृत महोत्सव



जाने समझे, जुग-जुग जीरो!

वी. हेकाली झिमोमी, भा.प्र.से.  
अपर सचिव एवं महानिदेशक  
V. Hekali Zhimomi, IAS  
Additional Secretary & Director General

राष्ट्रीय एड्स नियंत्रण संगठन  
स्वास्थ्य और परिवार कल्याण मंत्रालय  
भारत सरकार  
National AIDS Control Organisation  
Ministry of Health & Family Welfare  
Government of India

D.O. No. X-19020/02/2023-NACO (IEC&MS)  
Dated: 3<sup>rd</sup> June, 2024

Dear Ma'am,

As we strive to combat the spread of HIV/AIDS in our nation, I am reaching out to the Employees' Provident Fund Organisation to underscore the significance of adhering to the provisions stipulated in the HIV & AIDS (Prevention and Control) Act 2017, as well as ensuring the diligent implementation of the HIV & AIDS Policy, 2022, across all establishments under your purview.

2. The HIV and AIDS (P&C) Act, 2017 is landmark legislation which came into effect from September 10, 2018 with the objective to prevent and control the spread of HIV and AIDS and for reinforcing the legal and human rights of persons infected with and affected by HIV and AIDS.

3. Additionally, it is imperative to implement the HIV and AIDS Policy for Establishment, 2022, alongside the aforementioned Act. A pivotal aspect of the HIV and AIDS (P&C) Act, 2017, is the establishment of a grievance redressal mechanism through designated Complaints Officers within establishments.

4. Section 21 of the Act mandates that establishments with 100 or more individuals, and healthcare establishments with 20 or more persons, designate a Complaints Officer to address complaints related to violations of the Act. Additionally, section 12 of the Act led to the notification of the HIV and AIDS Policy for Establishments, 2022, which outlines essential guiding principles for workplaces to minimize the impact of HIV and AIDS. I urge you to take proactive steps to ensure that the HIV & AIDS Act and Policy are fully implemented across all offices under your jurisdiction. As a responsible entity entrusted with the welfare of employees, it is imperative to ensure that the rights and protections guaranteed under this legislation are upheld by your esteemed organization. Together, let us demonstrate our commitment to upholding the rights and well-being of every employee.

5. You are requested to prioritize the appointment of Complaints Officers in all establishments and take appropriate steps to adhere to workplace principles aimed at mitigating the impact of HIV and AIDS across all officers under your jurisdiction. Enclosed for your kind reference are copies of both the Act and the Policy.

Thank you for your attention to this matter.

Yours sincerely,

Ms. Neelam Shami Rao  
Central Provident Fund Commissioner (CPFC)  
EPFO Head Office, Bhavishya Nidhi Bhawan,  
14, Bhikaiji Cama Place, New Delhi-110 066

(V. Hekali Zhimomi)

6th Floor, Chandralok Building, 36 Janpath, New Delhi-110001 Tel: 011-23325331 Fax: 011-23351700  
E-mail : dgoffice@naco.gov.in

अपनी एचआईवी अवस्था जानें, निकटतम सरकारी अस्पताल में मुफ्त सलाह व जाँच पाएँ  
Know your HIV status, go to the nearest Government Hospital for free Voluntary Counselling and Testing

Coord/HR/soy  
Acc(HA)-CAFO  
As this subject  
for spce offices  
ca naco to follow  
16/24