

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

**File No. PC-VII/2026/HRMS/11**

**New Delhi, Dated: 05/03/2026**

**General Managers,  
All Indian Railways  
(As per standard mailing list)**

**Sub : Launch of Sexual Harassment Incident Notification  
for Empowerment (SHINE) of Female Employees Module.**

As per the existing guidelines of the Government of India, committees have to be constituted at various levels to address complaints of sexual harassment faced by female employees.

2. In order to make this mechanism more confidential and to be addressed in an expeditious manner, a facility has been developed for female employees to lodge complaints on sexual harassment at the workplace through HRMS. This feature is accessible to all female employees, and they can record their complaint directly and it will be received by the concerned Committee nominated to deal with such complaints online. Further, it also has features which include an option to lodge complaints on behalf of outside visitors, contractual employees/workers or students and also to lodge complaints on behalf of women employees by authorised users (officials dealing with sexual harassment cases in HRMS). Further, a report on the same is also available for proper monitoring.

3. Employees can access the SHINE module through Employees Self Service.

4. This module will be launched on March 8, coinciding with International Women's Day. The field units may nominate the IC Committee and officials dealing with sexual harassment cases. Detailed guidelines regarding the work flow of the module will be available in the HRMS Portal.

5. Information regarding the launch of this Module may be widely circulated among all the employees especially female employees.

*V. G. B.*

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- iii. PSO/Sr. PPS/PPS to DG/HR, DG/RPF, DG/RHS, Secretary/RB for information of DGs and Secretary/RB.
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