



ज्ञान-विज्ञान विमुक्तये

प्रा. मनिष र. जोशी
सचिव

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Secretary



सत्यमेव जयते



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

D.O No.F.91-3/2020 (GS)

15 ज्येष्ठ, 1945/June 05, 2023

Respected Sir/Madam,

5 JUN 2023

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 was notified on 9th December, 2013 to provide a safe and secure environment to women at the workplace.

Sexual Harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment.

The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

University Grants Commission has also notified University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India which are available on UGC website i.e www.ugc.ac.in. These Regulations clearly describes responsibilities of the higher educational institutions, grievance redressal mechanism, process for making complaint and conducting inquiry interim redressal, punishment and compensation, consequences of non-compliance etc. UGC Regulations being statutory in nature are binding for universities and colleges.

The Ministry of Education has requested to take the following action in order to sensitize the issue related to maintenance of safe working environment as per "Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013"

- To issue advisory to the Universities /Colleges/Higher Educational Institutions (HEIs) to constitute an Internal Complaints Committee (ICC) and a Special cell in the institutions under your administrative control to deal with the issue of gender based violence and to conduct gender sensitization programmes.



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- ii. To display banners/posters at conspicuous places in the buildings to create awareness amongst employees about what is sexual harassment and how to prevent it.
- iii. To display names and contact details of the members of the Complaints Committee at Notice Boards in the Institutions.
- iv. To upload the (i) "Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013":- (ii) Constitution of the Committee and details of the Members of the Complaints Committee such as name, phone number, address etc. on their respective portals.
- v. To conduct training programmes to sensitize the employees of the Institutions.

I write this to request you to kindly take action on the above points and submit online compliance of Gender Audit on SAKSHAM portal i.e.(www.saksham.ac.in) for the year of 2022-23 and also inform the same to your affiliated colleges.

Yours sincerely,



(Manish Joshi)

The Vice-Chancellors of all Universities.

The Principals of all Colleges.