



ज्ञान-विज्ञान विमुक्तये

प्रा. मनिष र. जोशी  
सचिव

Prof. Manish R. Joshi  
Secretary



सत्यमेव जयते



भारत 2023 INDIA

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

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

December 11, 2023/ 20 अग्रहायण, 1945

Respected Madam/Sir,

11 DEC 2023

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, was notified on December 9, 2013, to provide a safe and secure environment for women in the workplace. The University Grants Commission has also notified the 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 clearly describe the responsibilities of Higher Educational Institutions (HEIs), grievance redressal mechanism, process for making complaint and conducting inquiry, interim redressal, punishment and compensation, and consequences of non-compliance, etc. These regulations are available on the UGC website, i.e., [www.ugc.gov.in](http://www.ugc.gov.in).

The UGC Regulations, being statutory in nature, are binding for all HEIs. Specifically, sub-regulation (1) of regulation 4 of these regulations mandates:

"... every Executive Authority shall constitute an Internal Complaint Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment."

In this regard, the UGC has also repeatedly issued advisories to the HEIs to take the following actions:

- Constitute an Internal Complaints Committee (ICC) and a Women's Cell in the institutions under their administrative control to deal with gender-based violence and conduct gender sensitization programmes.
- Display banners and posters at conspicuous places in the buildings so as to create awareness amongst employees about sexual harassment and how to prevent it.
- Display the names and contact details of the members of the Internal Complaints Committee on notice boards in the institutions.
- Upload the following to their respective portals:
  - i. "Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013"
  - ii. Details regarding the constitution of the Internal Complaints Committee, along with contact information of its members such as name, phone number, address, etc.

I write this to request you to kindly ensure that the afore-mentioned UGC Regulations are implemented in your HEI and the institutions under your administrative control in totality. The details regarding compliance may be submitted online on the SAKSHAM portal, i.e., [saksham.ugc.ac.in](http://saksham.ugc.ac.in), at the earliest.



## CONTINUATION SHEET

Further, it is requested that in order to commemorate the notification of this Act, awareness programmes on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 may be conducted at your university and the affiliated colleges in the week starting from December 9, 2023, to December 15, 2023, to sensitize the students and employees about the provisions of this Act. The details of the programmes conducted by your HEI may be provided to the UGC through email at: [ugc.iccgs@gmail.com](mailto:ugc.iccgs@gmail.com).

With kind regards,

Yours sincerely,



(Manish Joshi)

To,

**The Vice-Chancellors of all Universities**  
**The Principals of all Colleges/Institutes**  
**The Directors of Women's Study Centres**