

सावित्रीबाई फुले पुणे विद्यापीठ  
(पूर्वीचे पुणे विद्यापीठ)



परिपत्रक क्र. ४३ / २०२४

**विषय:—** कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ (प्रतिबंध, मनाई व निवारण) कायदा, २०१३ अन्वये अनुपालन करणेबाबत.

सावित्रीबाई फुले पुणे विद्यापीठाशी संलग्नित असलेल्या महाविद्यालयातील/मान्यताप्राप्त संस्थेतील मा.प्राचार्य/मा.संचालक यांना कळविण्यात येते की, कामाच्या ठिकाणी महिलांची लैंगिक छळवणूक (मनाई प्रतिबंध व निवारण) २०१३ व विद्यापीठ अनुदान आयोगाचे याबाबतचे विनियम तसेच विद्यापीठ अनुदान आयोगाचे अधिनियम/पत्र क्रमांक D.O No.F.91-03/2020(GS), दिनांक ०५/०६/२०२३, D.O No.F.91-03/2020(GS), दिनांक २०/०६/२०२३, D.O No.F.91-03/2020(GS), दिनांक ११/१२/२०२३ व D.O No.F.91-03/2020(GS), दिनांक २३/०१/२०२४ (सोबत प्रत) यामधील तरतुदीचे आपल्या स्तरावर अनुपालन करणे बंधनकारक आहे. तरी प्रत्येक संलग्न महाविद्यालय व मान्यताप्राप्त संस्थांनी सदर तरतुदींच्या अनुषंगाने अंतर्गत समिती स्थापन करणे आवश्यक असून समितीची नावे Unipune.ac.in-BCUD online- Login with your Credential-Click on college Profile- Select Left side menu other details- Statutory Committee या लिंकवर दिनांक ३१ मार्च, २०२४ पर्यंत अपलोड करण्यात यावी.

उपरोक्त प्रमाणे सर्व निर्देशांचे अनुपालन न केल्यास संबंधित संलग्नित महाविद्यालय/मान्यताप्राप्त परिसंस्था यांचेविरुद्ध संलग्नीकरणाच्या/मान्यतेच्या अटीचा भंग केल्याच्या कारणास्तव आवश्यक ती कारवाई करण्यात येईल, याची नोंद घ्यावी.

गणेशखिंड, पुणे — ४११ ००७ )  
जा.क्र.: सीए/ 505 )  
दिनांक : 05/03/2024 )

(मिसेष बेट)  
उपकुलसचिव

शैक्षणिक विभाग (संलग्नता कक्ष)

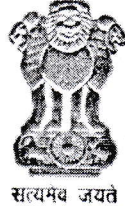
प्रत:

१. मा.प्राचार्य, सर्व संलग्नित महाविद्यालये
२. मा.संचालक, सर्व मान्यताप्राप्त परिसंस्था



प्रा. मनिष र. जोशी  
सचिव

**Prof. Manish R. Joshi**  
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 which 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](http://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.



*(Handwritten signature)*



- 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](http://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.**



प्रा. मनिष र. जोशी  
सचिव

Prof. Manish R. Joshi  
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)

20<sup>th</sup> June, 2023/ 30 ज्येष्ठ, 1945

20 JUN 2023

Respected Sir/Madam,

In continuation to our earlier communication D.O. No.91-3/2020 (GS) dated 05<sup>th</sup> June, 2023 regarding implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, it is informed that The Hon'ble Supreme Court vide its order dated 12<sup>th</sup> May, 2023 has directed to issue the following directions so as to fulfill the promise that the PoSH (Prevention of Sexual Harassment) Act holds out to working women all over the Country:-

- I. The Union of India, all State Governments and Union Territories are directed to undertake a timebound exercise to verify as to whether all the concerned Ministries, Departments, Government Organizations, authorities, Public Sector Undertakings, Institutions, bodies, etc. have constituted ICCs/ LCs/ ICs, as the case may be and that the composition of the said Committees are strictly in terms of the provisions of the PoSH Act.
- II. It shall be ensured that necessary information regarding the constitution and composition of the ICCs/ LCs/ ICs, details of the e-mail IDs and contact numbers of the designated person(s), the procedure prescribed for submitting an online complaint, as also the relevant rules, regulations and internal policies are made readily available on the website of the concerned Authority/ Functionary/ Organization/ Institution/ Body, as the case may be. The information furnished shall also be updated from time to time.
- III. A similar exercise shall be undertaken by all the Statutory Bodies of professionals at the Apex level and the State level (including those regulating doctors, lawyers, architects, chartered accountants, cost accountants, engineers, bankers and other professionals), by universities, colleges, Training Centres and educational institutions and by government and private hospitals/ nursing homes.
- IV. Immediate and effective steps shall be taken by the authorities/ managements/ employers to familiarize members of the ICCs/ LCs/ ICs with their duties and the manner in which an inquiry ought to be conducted on receiving a complaint of sexual harassment at the workplace, from the point when the complaint is received, till the inquiry is finally concluded and the Report submitted.

Cont..





- V. The authorities/ managements/ employers shall regularly conduct orientation programmes, workshops, seminars and awareness programmes to upskill members of the ICCs/ LCs/ ICs and to educate women employees and women's groups about the provisions of the Act, the Rules and relevant regulations.
- VI. A copy of this judgment shall be transmitted to the Secretaries of all the Ministries, Government of India who shall ensure implementation of the directions by all the concerned Departments, Statutory Authorities Institution, Organizations etc. Under the control of the respective Ministries. A copy of the judgment shall also be transmitted to the Chief Secretaries of all the States and Union Territories who shall ensure strict compliance of these directions by all the concerned Departments. It shall be the responsibility of the Secretaries of the Ministries, Government of India and the Chief Secretaries of every State/ Union Territory to ensure implementation of the directions issued.

I write this to request you to kindly take appropriate necessary action in this regard. It is also requested that the above information may be disseminated to your affiliated colleges and that compliance be ensured.

You are also requested to fill in details regarding compliance with the above points, through online mode on the form available on the SAKSHAM portal i.e. (saksham.ugc.ac.in) and the UAMP portal (uamp.ugc.ac.in) for the year 2022-23, at the earliest.

Yours sincerely,



(Manish Joshi)

**The Vice-Chancellors of all Universities.**

**The Principals of all Colleges.**



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.

सत्यमेव जयते

ONE EARTH • ONE FAMILY • ONE FUTURE

बहादुरशाह जफर मार्ग, नई दिल्ली-110002 | Bahadur Shah Zafar Marg, New Delhi-110002  
Ph.: 011-23236288/23239337 | Fax : 011-2323 8858 | E-mail : [secy.ugc@nic.in](mailto:secy.ugc@nic.in)



## 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**



ज्ञान-विज्ञान विमुक्तये

आचार्य मनिष र. जोशी  
सचिव

Prof. Manish R. Joshi  
Secretary



सत्यमेव जयते



आज़ादी का  
अमृत महोत्सव

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

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

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

23 January, 2024/ 3 माघ, 1945

Respected Madam/Sir,

23 JAN 2024

In continuation of advisories issued by the UGC dated 05.06.2023, 20.06.2023 and 11.12.2023 regarding Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 notified on 9th December, 2013 to provide a safe and secure environment to women at the workplace, now, a communication has been received from the Ministry of Education vide D.O.NO.18-5/2023-U.5 dated the 27th December, 2023 drawing attention towards MWCD's letter OM No. WW-16/6/2023 dated 14th November, 2023, wherein request has been made for taking appropriate action to comply with the orders of the Hon'ble High Court of Orissa in W.P. (C) No (PIL) 33000 of 2022 Smt. Biyot Projna Tripathy vs Government of Orissa before the High Court of Orissa Bench at Cuttack.

The Hon'ble High Court of Orissa has directed to all the authorities under the Central and State Government to **"Place a Billboard showing the penal consequences of sexual harassment."** The court has also directed to include **"a toll-free number and committed phone numbers to be provided on the Billboard"**.

Further, it is also requested that **Women Helpline Number 181 and Emergency Response Support System Number 112 may also be displayed conspicuously for ease of access to women in distress.**

In view of the above, you are requested to take appropriate action in this regard. It is also requested that the above information may be disseminated to your affiliated colleges as well and the compliance of the same may be ensured.

Yours sincerely,

(Manish Joshi)

To,

- The Vice-Chancellors of all Universities.
- The Principals of all Colleges.