



देवी अहिल्या विश्वविद्यालय, इन्दौर

विश्वविद्यालय भवन
इन्दौर - 452 001

क्रमांक : डी.सी.डी.सी./सामान्य/2025/384

दिनांक 20 FEB 2025

प्रति,

प्राचार्य/संचालक,
वि.वि. से सम्बद्ध समस्त शासकीय/अशासकीय महाविद्यालय,
इन्दौर, धार, झाबुआ, खरगौन, खण्डवा, बुरहानपुर, अलिराजपुर, बड़वानी म.प्र.

विषय:- विश्वविद्यालय अनुदान आयोग(उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों और छात्रों के लैंगिक उत्पीडन के निराकरण, निषेध एवं इसमें सुधार) विनियम-2015/UGC(Prevention, Prohibition, and Redressal of Sex Harassment of Women Employees and Students in Higher Educational Institutions) Regulations-2015.

संदर्भ:-पत्र क्रं- अ.शा.प.स. 91-1/2024(जीएस) दिनांक 30 अप्रैल 2024 के परिपालन में ।

महोदय,

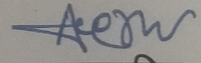
उपरोक्त विषयान्तर्गत सचिव विश्वविद्यालय अनुदान आयोग के संदर्भित पत्र का अवलोकन करे एवं उक्त अधिनियम के अनुसार उच्च शिक्षा संस्थानों में महिला कर्मचारियों एवं छात्राओं के लैंगिंग उत्पीडन के निराकरण एवं निषेध हेतु उक्त विनियम का पालन सुनिश्चित करें।

संलग्न:-

Sexual-Harassment-English-Advisory <https://shorturl.at/9wh1p>

Sexual-Harassment-Hindi-Advisory <https://shorturl.at/ET2h7>

आदेशानुसार,

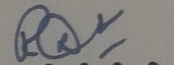

कुलसचिव

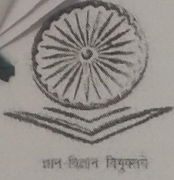
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दिनांक 20 FEB 2025

प्रतिलिपि:-

1. उपकुलसचिव (परीक्षा/गोपनीय/प्रशासन) दे.अ.वि.वि. इन्दौर की ओर सूचनार्थ ।
2. निदेशक, महाविद्यालयीन विकास परिषद्, दे.अ.वि.वि. की ओर सूचनार्थ प्रेषित ।
- 3 अतिरिक्त संचालक, उच्च शिक्षा, इन्दौर संभाग इन्दौर की ओर सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित ।


डी.सी.डी.सी.



ज्ञानं धिमानं विमुक्तये

आचार्य मनिष र. जोशी
सचिव

Prof. Manish R. Joshi
Secretary



सत्यमेव जयते

75
आज़ादी का
अमृत महोत्सव

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

D.O.No.91-1/2024 (GS)

30 अप्रैल, 2024/10 वैशाख, 1946

Respected Madam/Sir,

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.

Sexual harassment results in the 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 the right to practice any profession or to carry on any occupation, trade, or business, which includes the 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 the Convention on the Elimination of all Forms of Discrimination against Women, which was ratified on June 25, 1993, by the Government of India.

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 are available on the UGC website, i.e., www.ugc.gov.in. These regulations clearly describe the responsibilities of Higher Educational Institutions (HEIs), grievance redressal mechanisms, the process for making complaints and conducting inquiries, interim redressal, punishment and compensation, consequences of non-compliance, etc.

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 Complaints 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:

- i. To constitute an Internal Complaints Committee (ICC) and a Special/ Women's Cell in the institutions under their administrative control to deal with gender-based violence and conduct gender sensitization programs.
- ii. To display banners and posters at conspicuous places in the buildings to create awareness among employees about sexual harassment and how to prevent it.

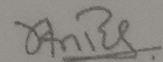
- iii. To display the names and contact details of the members of the Internal Complaints Committee on notice boards in the institutions.
- iv. To place a billboard showing the penal consequences of Sexual Harassment. A toll-free number and committed phone numbers should be provided on the billboard.
- v. To display the Women's Helpline Number 181 and Emergency Response Support Number 112 for ease of access to women in distress.
- vi. To upload the following on their respective portals:
 - "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013," and University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
 - Details regarding the constitution of the Internal Complaints Committee, along with contact information of its members such as name, phone number, address, etc.
- vii. To organize training programmes aimed at raising awareness about sexual harassment for the employees of the institutions.

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 compliance with the same may be ensured.

You are also requested to fill in all 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 **2023-24** at the earliest.

With regards,

Yours sincerely,



(Manish Joshi)

The Vice-Chancellors of all Universities.

The Principals of all Colleges.