

समस्त पत्र-व्यवहार कुलसचिव को ही संबोधित किया जाये
किसी प्रकार के व्यक्तिगत नाम से नहीं। पूर्व संदर्भ यदि हो
तो देना आवश्यक है अन्यथा कोई कार्यवाही संभव नहीं होगी।

दूरभाष : 2529540, 25275320
तार : यूनिवर्सिटी
फ़ैक्स : 0731-2529540



देवी अहिल्या विश्वविद्यालय, इन्दौर

विश्वविद्यालय-भवन
इन्दौर-452001

क.सं.वि.क./2023 | 497

दिनांक:- 6 OCT 2023

प्रति,

- 1/ विभागाध्यक्ष/निदेशक,
समस्त अध्ययनशालाएँ,
देवी अहिल्या विश्वविद्यालय, इन्दौर
- 2/ प्राचार्य/प्राचार्या,
समस्त शासकीय/अनुदान प्राप्त अशासकीय/निजी अशासकीय महा.
जिला-इन्दौर/खण्डवा/खरगोन/घार/झाबुआ/बडवानी/बुरहानपुर/अलीराजपुर।

विषय :- UGC letter regarding : Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Prevention of Sexual Harassment (PoSH) Act., & Implementation of guidelines for Gender Champion in Educational I...

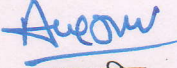
संदर्भ :- सचिव, विश्वविद्यालय अनुदान आयोग, नई दिल्ली से प्राप्त पत्र डी.ओ. नं. एफ 91-3/2020 (जी.एस.) दि. 05 जून 2023 के संदर्भ में।

महोदय/महोदया,

उपरोक्त विषयान्तर्गत लेख है कि कार्यस्थल पर महिलाओं की सुरक्षा के संदर्भ में सचिव, यू.जी.सी. के पत्र नं. डी.ओ.नं. एफ 91-3/2020 (जी.एस.) दि. 05 जून 2023 के संदर्भ में जारी दिशानिर्देशों का अवलोकन करने का कष्ट करें।

अतः संलग्न पत्र के अनुसार जारी दिशा निर्देशों एवं लिंक के परिप्रेक्ष्य में कार्यवाही सुनिश्चित कर अधोहस्ताक्षरकर्ता को अवगत कराने का कष्ट करें।

संलग्न - उपरोक्तानुसार।

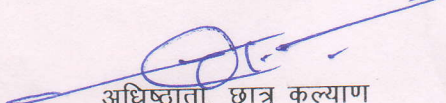

कुलसचिव

पू. क.सं.वि.क./2023 | 497

दिनांक :- 6 OCT 2023

प्रतिलिपि :-

- 1 सचिव, वि.वि. अनुदान आयोग, नई दिल्ली बहादुर शाह जफर मार्ग नई दिल्ली 110002 भारत।
- 2 क्षेत्रीय अतिरिक्त संचालक, उच्च शिक्षा विभाग, मोती तबेला, इन्दौर, संभाग, इन्दौर।
- 3 कुलपतिजी के सचिव/कुलसचिव के निज सहायक, दे.अ.वि.वि., इन्दौर की ओर सूचनार्थ।


अधिष्ठाता, छात्र कल्याण



ज्ञान-विज्ञान विभूतये

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. 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.

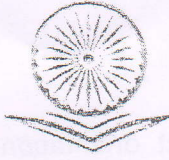
I write this to request you to kindly take action on the above points and submit online compliance of Gender Audit on SAKSHAM portal i.e.(www.saksham.ac.in) for the year of 2022-23 and also inform the same to your affiliated colleges.

Yours sincerely,


(Manish Joshi)

The Vice-Chancellors of all Universities.

The Principals of all Colleges.



ज्ञान-विज्ञान विमुक्तये

प्रा. मनिष र. जोशी
सचिव

Prof. Manish R. Joshi
Secretary



सत्यमेव जयते



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

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

20th 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 05th 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 12th 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..

विश्वविद्यालय अनुदान आयोग

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- 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.



Santosh Lambhate <santosh.lambhate@gmail.com>

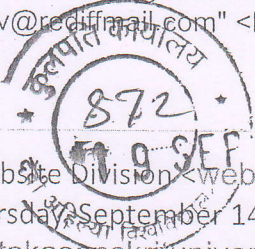
Fw: UGC letter regarding: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Prevention of Sexual Harassment (PoSH) Act., & Implementation of guidelines for Gender Champion in Educational I...

1 message

registrar.davv <registrar.davv@dauniv.ac.in>

Thu, Sep 14, 2023 at 11:31 AM

To: "vc.davv" <vc.davv@dauniv.ac.in>, "santosh.lambhate@gmail.com" <santosh.lambhate@gmail.com>, "h900_yadav@rediffmail.com" <h900_yadav@rediffmail.com>



Registered
Pl. circulate to all colleges.
AR (Adm)
17.9.
TR DCP
DSW
DR (adm)
Agan
25/5

From: Website Division <website-ugc@gov.in>

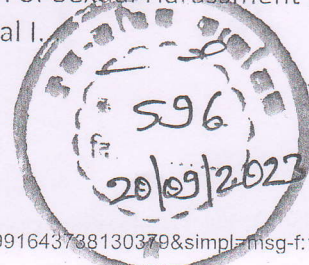
Sent: Thursday, September 14, 2023 11:27 AM

To: karnatakasanskrituniversity@gmail.com <karnatakasanskrituniversity@gmail.com>; registrar.srdpru@gmail.com <registrar.srdpru@gmail.com>; regkvafsu@gmail.com <regkvafsu@gmail.com>; musicuniverstymys@gmail.com <musicuniverstymys@gmail.com>; registrar@kuvempu.ac.in <registrar@kuvempu.ac.in>; nageshbabur@gmail.com <nageshbabur@gmail.com>; registrar@mangaloreuniversity.ac.in <registrar@mangaloreuniversity.ac.in>; registrar.mangaloreuniversity@gmail.com <registrar.mangaloreuniversity@gmail.com>; registrar@uni-mysore.ac.in <registrar@uni-mysore.ac.in>; registrar@nls.ac.in <registrar@nls.ac.in>; registrar.nrupathungauniversity@gmail.com <registrar.nrupathungauniversity@gmail.com>; REGISTRAR, RGUHS, KARNATAKA <registrar@rguhs.ac.in>; rcuregistrar@gmail.com <rcuregistrar@gmail.com>; registrar.tut@gmail.com <registrar.tut@gmail.com>; registrar.BANGALORE <registrar@uasbangalore.edu.in>; registrar@uasd.in <registrar@uasd.in>; registrar@uhsbagalkot.edu.in <registrar@uhsbagalkot.edu.in>; registrar@vtu.ac.in <registrar@vtu.ac.in>; registrar.vtubelagavi@gmail.com <registrar.vtubelagavi@gmail.com>; registrarps@vskub.ac.in <registrarps@vskub.ac.in>; reg@uoc.ac.in <reg@uoc.ac.in>; registrar@cusat.ac.in <registrar@cusat.ac.in>; registrar@kannuruniv.ac.in <registrar@kannuruniv.ac.in>; registrar@kau.in <registrar@kau.in>; regrku@gmail.com <regrku@gmail.com>; registrar@duk.ac.in <registrar@duk.ac.in>; registrar@kufos.ac.in <registrar@kufos.ac.in>; registrar@kuhs.ac.in <registrar@kuhs.ac.in>; registrar@kvasu.ac.in <registrar@kvasu.ac.in>; registrar@nuals.ac.in <registrar@nuals.ac.in>; registrar@temu.ac.in <registrar@temu.ac.in>; abvhvbpl@gmail.com <abvhvbpl@gmail.com>; regapsu@gmail.com <regapsu@gmail.com>; registrar.davv <registrar.davv@dauniv.ac.in>; Anil Sharma <registrar.davv@mp.gov.in>; reg@mpdnlu.ac.in <reg@mpdnlu.ac.in>; brauss2020@gmail.com <brauss2020@gmail.com>; registraroffice.mpbou@gmail.com <registraroffice.mpbou@gmail.com>; mchhatrasaluniversity@gmail.com <mchhatrasaluniversity@gmail.com>

Cc: DR. G.S. Chauhan <chauhan.ugc@nic.in>; Smita Bidani <smitabidani.ugc@nic.in>; Hitesh Manik <hitesh.ugc@nic.in>

Subject: Fwd: UGC letter regarding: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Prevention of Sexual Harassment (PoSH) Act., & Implementation of guidelines for Gender Champion in Educational I...

Respected Madam/Sir,
Please find the enclosed Reminder for:





1. Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Prevention of Sexual Harassment (PoSH) Act.

2. Implementation of guidelines for Gender Champion in Educational Institutions. for your kind perusal, please.

With kind regards,
UGC, New Delhi

2 attachments

 Annual-Return-of-cases-of-Sexual-Harassment-Advisory-2023.pdf
622K

 SEXUAL-HARASSMENT-Notice.pdf
834K

