



स्वास्थ्य एवं परिवार कल्याण मंत्रालय के तहत सांविधिक निकाय
Statutory Body under the Ministry of Health & Family Welfare

F.No 23-6/2025-INC

Dated:-

04 MAR 2025

Circular

Sub:- Awareness on Sexual Harassment of Women employees and students in higher education institutions (Prevention Prohibition and Redressal) Regulation, 2015 of University Grants Commission.

As you are aware, the Sexual Harassment of Women employees and students in Higher Education Institutions (HEI) Prevention, Prohibition and Redressal UGC Regulation, 2015 (Hereinafter referred to as the regulation) has been notified through gazette on 2nd May, 2016 (Copy available at www.ugc.gov.in) and Act 2013 to provide a safe and secure environment to women employees and students at the HEIs at workplace.

In this regard, UGC addressed a letter NO. D.O No. 91-1/2024 (GS) Dated 30.04.2024 to all the Universities and the Principal of all Colleges in the Country to comply Act and Regulations of UGC. **(Copy of the letter enclosed)**

In view of the above it is their requested that the Universities may disseminate the above information to their all affiliated Colleges and appropriate compliance be ensured.

You are requested to provide the required compliance to advisories issued to HEI on actionable points as per the above mentioned UGC letter through the online forms available on the **SAKSHAM portal (saksham.ugc.ac.in) and the UAMP portal (uamp.ugc.ac.in)** for the year 2023-24 as desired by UGC.

Encls:-As above

Lt Col (Dr) Sarvjeet Kaur
Secretary

Copy forwarded to:-

1. All Vice Chancellor of All Universities
2. All The Principal of Schools/Colleges of Nursing
3. INC website

उपचर्या शिक्षा के एकसमान मानक प्राप्त करने के लिए प्रयासरत

Striving to Achieve Uniform Standards of Nursing Education

Website: www.indiannursingcouncil.org E-mail: secy.inc@gov.in

Phone: 011-66616800, 66616821, 66616822



आचार्य 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.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](http://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:

- 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.
- 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.