

F.No.17-12/2023-U.5
Government of India
Ministry of Education
Department of Higher Education
U.5 Section

Shastri Bhawan, New Delhi - 110001
New Delhi, dated the 4th December, 2023

To

1. The Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. The Member-Secretary, All India Council for Technical Education, Nelson Mandela Marg, Vasant Kunj, New Delhi-110070.

Subject:- Reference from Ministry of Women & Child Development (MWCD) regarding Organising Sexual Harassment at Workplace Prevention Week up to 9th December 2023.

Sir,

I am directed to forward herewith a copy of D.O.Letter No.13016/2/2017-WW-Part(1) dated 22nd November, 2023 as received from MWCD on the above subject.

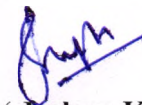
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, enacted on December 9, 2013, aims to create a safe and secure environment for women at workplaces. The Act mandates organizations to constitute Internal Complaint Committees (ICC) and authorizes the Appropriate Government to constitute Local Complaint Committees (LCC) in every district.

3. It is responsibility of employer to ensure compliance of the provisions of the Act as well as sensitise their employees towards the need to uphold the dignity of women and end gender stereotype so as to encourage more and more women to participate in economic activities.

4. MWCD has requested the Ministry of Education to direct all organizations under its purview to commemorate the week in the run up to 9th December, 2023, as the '**Sexual Harassment at Workplace Prevention Week.**' by organizing various activities which may include constituting / revamping ICs / LCs, in case the same has not been done so far, organizing sensitization workshops for employees, disposing off the pending cases before ICs and LCs and to ensure strict compliance of each of the provisions of the SH Act in letters and spirit for creating a safe working environment free from sexual harassment for the working women both in formal and non-formal/ organised and un-organised sectors.

5. It is requested to take further necessary action in accordance with the D.O.Letter No.13016/2/2017-WW-Part(1) dated 22nd November, 2023 issued by MWCD.

Yours faithfully,



(**Jasleen Kaur**)

Under Secretary to the Govt. of India
Tel.: 23381698

Encl.: As above.