







Regarding Training on the POSH Act 2013 and UGC Regulation 2015 Compliances

 *"Sexual harassment of women at workplace not only creates a negative impact on the aggrieved women but also negatively affects the workplace as a whole. It undermines the Vision, Mission, Objective and Reputation of the Workplace. Therefore, to prevent and prohibit sexual harassment of women at workplace, implementation of the POSH Act 2013 is a legal compliance".*

Respected Madam /Sir,

Training on the **POSH Act, 2013** (Prevention of Sexual Harassment of Women at Workplace Act, 2013), Compliances of **UGC Regulations 2015**, **AICTE Regulations 2016**, advisories of **NMC** (National Medical Commission) and **INC** (Indian Nursing Council) is being organized. This training will provide participants with detailed knowledge, practical insights, and an opportunity to clarify their queries and doubts.

-  **Total Duration of the Training:** 5 Hrs. One-day (Includes 1 Hour for Q & A)
-  **Dates:** Saturday, April 11, 2026
-  **Time:** 10:00 AM – 03:00 PM
-  **Mode:** Online (Live Interactive Sessions via Zoom)
-  **Registration Fee:** Rs. 500/-

We kindly request your participation and encourage you to share this information with your colleagues. Please find the Google Form link below for registration and further details:

<https://forms.gle/VC2DEinSCwMZUF2Z6>

Participants will be provided a certificate of training completion, duty certificate, soft copy of Handbook, Formats and Report proformas etc.

Regards,

Dr. Manoj Wagh
[O] +91 98346 38432
Pune, Maharashtra



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



No. CDN-20011/28/2023/Coord-NMC
Government of India
National Medical Commission
Coordination Division



वसुधैव कुटुम्बकम्
ONE EARTH - ONE FAMILY - ONE FUTURE

Pocket- 14, Sector- 8,
Dwarka, Phase-1, New Delhi-77
Dated the 28th July, 2023

To,

The Dean & HoD
All Health Institutions/Medical Colleges under NMC.

Subject: - Directions of the Hon'ble Supreme Court of India regarding the implementation of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013)

Sir/Madam,

The Hon'ble Supreme Court vide its Judgement dated 15.05.2023 has ordered all The Institutions/Organizations to implement the provisions of Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act, 2013) and to constitute and compose the Internal Complaint Committees (ICCs), Local Committees (LCs), Internal Committees (ICs), under them at appropriate level. A copy of the O.M. dated 20.06.2023 in this regard is enclosed.

2. Accordingly, all the medical colleges are requested to comply with the directions of The Hon'ble Supreme Court of India as under:

a) All Health Institutions/Medical Colleges are directed to undertake a time bound exercise to verify as to whether the Medical Colleges/ Institutions has constituted ICCs/LCs/ICs, as they case may be and that the composition of the said committees are strictly in terms of the provision of the PoSH Act.

b) All Health Institutions/Medical Colleges shall ensure that necessary information regarding the constitution and composition of the ICCs/LCs/ICs, details of the e-mail IDs and contact 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 Institution/Organization/Authority/Functionary/Body, which is required to be updated from time to time.

3. The issue with the approval of Chairman, NMC.

Yours sincerely,

(K. Srinidhi)
Under Secretary, NMC
Email: ksrinidhi.kari@gov.in



दूरभाष/Phone :25367033/35/36/37/41
25366650,1800111150

ई-मेल/ E-mail : admin@nmc.org.in

वेबसाइट/ Website : www.nmc.org.in

पॉकेट -14, सेक्टर-8, द्वारका,
फेस-1, नई दिल्ली-110077

Pocket- 14, Sector- ,Dwarka,
Phase - 1, New Delhi-110077



संयुक्त कुटुंबकम्
ONE EARTH • ONE FAMILY • ONE FUTURE

राष्ट्रीय आयुर्विज्ञान आयोग
NATIONAL MEDICAL COMMISSION
(Establishment Section)

TOP PRIORITY

F.No. A-11031/01/2021/NMC/Admn(Estt.)

1036814

Date: 20th June, 2023

OFFICE MEMORANDUM

Subject: Directions of the Hon'ble Supreme Court of India in Civil Appeal No. 2482/2014 titled as Shri Aureliano Fernandes vs. State of Goa & Others regarding the implementation of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 - PoSH Act, 2013 – reg.

The undersigned is directed to forward herewith communication no.21189/2012/SEC-III dated 15.05.2023 received from the Hon'ble Supreme Court of India on the above subject (copy enclosed).

2. The Hon'ble Supreme vide its Order dated 15.05.2023 has directed to issue the following directions so as to fulfil the promise that the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 - PoSH Act, 2013 holds out to working women all over the country:-

- The Union of India, all State Governments and Union Territories are directed to undertake a time bound 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.
- 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.
- 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 Centers and educational institutions and by Government and Private hospitals/ nursing homes.

21/6

21/6/23

21/6/23

27/6/23

OA(MS)

20/06/2023

3. In view of direction of Hon'ble Supreme Court, all Autonomous Boards under NMC are requested to forward the Judgment to all Health Institutions/ Medical Colleges etc under their control.

4. This issues with the approval of Chairman, NMC vide diary no. 258 dated 13.06.2023.

Namrata
20/06/2023
(Namrata Kumari)
Under Secretary (Estt.)

Encl: As above

To

- i) PPS to President, MARB
- ii) PPS to President, PGMEB
- iii) PPS to President, UGMEB
- iv) PPS to Members, EMRB
- v) Coordination Division, NMC – with a request to take necessary action at their end.

Copy for information:

- i) PPS to Chairman, NMC
- ii) PPS to Secretary, NMC
- iii) Guard File (Estt.)



ज्ञान-विद्यान 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.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.