



Anand Charitable Sanstha, Ashti's
Anandrao Dhonde Alias Babaji Mahavidyalaya,
(Arts, Commerce and Science)
Kada, Tal. Ashti. Dist. Beed 414 202 (Maharashtra)

Criteria V

5.1.4 Implementation of Guidelines of Statutory- Regulatory Bodies-signed



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District-Beed 414 202 (M.S.)

1. IMPLEMENTATION OF GUIDELINES OF STATUTORY/REGULATORY BODIES

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Dr. H. G. Vidhate

PRINCIPAL
Anand Rao Dhonde Alias Babaji Mahavidyalaya
Kada, Tal. Ashti, Dist. Beed



Anand Charitable Sanstha Ashti's

**ANANDRAO DHONDE ALIAS BABAJI MAHAVIDYALAYA,
KADA. TQ. ASHTI. DIST. BEED. 414 202.**



ANTI-RAGGING CELL

Anandrao Dhonde Alias Babaji Mahavidyalaya, Kada and its residence facilities have zero tolerance for ragging and take care to provide a ragging-free campus. The Institution has a committee on Anti-Ragging. To ensure compliance as per the UGC regulations on curbing the menace of ragging in higher educational institutions, 2009, the Anti-ragging Committee was nominated and headed by the Head of the Institution. It constitutes the representatives as prescribed by the UGC regulations including civil and police administration, local media, non-government organizations involved in youth activities and senior faculty members and representatives from parents and students. The committee meets often and discusses the new directions given by UGC. The anti- ragging squad ensures the implementation of the preventive measure to ensure ragging free campus.

Objectives

- ❖ The main objective of this cell is to create awareness among the students on the importance of “Ragging free Campus”
- ❖ Make them aware of the human rights issues involved in it and to keep continuous watch and vigilance over ragging issues so as to prevent its occurrence and recurrence.
- ❖ To take necessary measures to achieve the objectives of eliminating the menace of ragging within the Institution or outside.

- ❖ To act on the defaulters who are found guilty of ragging and /or abetting ragging, actively or passively, or being part of a conspiracy to promote ragging.

Anti-Ragging Policy

- ❖ University Grant Commission (UGC) guidelines notified code no F1-16\ 2009[CPP-II] dated 21/10/2009 On Curbing the Menace of Ragging in Higher Educational Institutions, 2009[under section 26(1)(g) of the UGC Act 1956] are strictly implemented at Anandrao Dhonde Alias Babaji Mahavidyalaya, Kada.
- ❖ According to the Honorable Supreme Court of India Ragging constitutes one or more of any acts which may cause or is likely to cause physical or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student. Measures to Prevent Ragging.
- ❖ Mandated Orientation Programme for fresher's and parents to familiarize them with the Institutional rules and regulations inclusive of anti-ragging measures, what constitutes ragging and the consequences to be faced.
- ❖ Students and parents submit anti-ragging related affidavits to the institutions at the time of admission.
- ❖ Awareness programmes on Anti-Ragging / street corner meeting/ Rally campaigns are being conducted by our NSS unit periodically.
- ❖ Anti-ragging display boards and banners containing the evils of ragging and the administrative actions in the event of ragging are displayed around the campus.
- ❖ The Squad will work under the overall guidance of anti-ragging committee. The Squad makes surprise raids on hostel & other hot spots like College bus stops, Canteen, College bus etc. and will be empowered to inspect places of potential ragging.

- ❖ Hostel wardens are taking effective steps to curb the ragging activities in hostel.
- ❖ Installation of CCTV at vantage and vulnerable points in the campus.
- ❖ Awareness programs are conducted and Anti-Ragging Act is read out in the class during the induction and orientation programs for fresher and senior students.
- ❖ Anti-ragging committee is constituted to ensure compliance with the provisions of the regulations as well as the provisions of any law for the time being in force.
- ❖ The functioning of the Anti-ragging squad will be monitored by the committee, nominate new members and make necessary amendments in the modus operandi.

Anti-ragging cell Committee Members

Sr. No.	Name of Teacher	Designation
1	Principal, Dr. H. G. Vidhate	Chairman
2	Dr. D. S. Bodkhe	Member
3	Dr. S. B. Bhagat	Member
4	Dr. Smt. P. P. Ghumare	Member
5	Miss. K. Z. Shaikh	Member
6	Mr. R. B. Chavan	Member




Dr. H. G. Vidhate

PRINCIPAL
Anandrao Dhonde Alias Babaji Mahavidyalaya
Kada, Tal. Ashti, Dist. Beed



Anand Charitable Sanstha Ashti's

**ANANDRAO DHONDE ALIAS BABAJI MAHAVIDYALAYA,
KADA. TQ. ASHTI. DIST. BEED. 414 202.**



ANTI-SEXUAL HARASSMENT CELL

Anandrao Dhonde Alias Babaji Mahavidyalaya is committed in moulding a generation which safeguards the virtues of gender equality and equity. The institution attempts to uphold the constitutional mandate ensuring the human rights of all those who fall within its jurisdiction. As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell was established in Anandrao Dhonde Alias Babaji Mahavidyalaya to provide a healthy and congenial atmosphere to the staff and students of the College. The Cell meets the following objectives:

Objectives

- To provide a neutral, confidential and supportive environment for members of the campus community who may have been sexually harassed.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To provide information regarding counseling and support services in our campus.
- To ensure that students, faculty and staff are provided with current and comprehensive materials on sexual harassment and assault.

- To promote awareness about sexual harassment through educational initiatives which encourages and foster a respectful and safe campus environment
- To develop guidelines and norms for a policy against sexual harassment.
- To develop principles and procedures for combating sexual harassment.
- To work out details for the implementation of the policy.
- To prepare a detailed plan of actions, both short and long term.
- To collaborate with the Women's Cell, Anandrao Dhonde Alias Babaji Mahavidyalaya.
- To organize gender sensitization awareness programmes.

Definition

According to THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013, sexual harassment includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- Physical contact and advances; or
- A demand or request for sexual favors; or
- Making sexually colored remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment.

Why is it important?

Any student/staff member can be a potential victim and hence it's important for everyone to understand how to recognize and deal with sexual harassment.

Potential consequence for a student seen as a harasser -disciplinary action could be in the form of warning, written apology, debarring entry into a hostel/campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even expulsion.

Potential consequence for a staff member seen as a harasser-disciplinary action could be in the form of warning, written apology, stoppage of increment, withholding of promotion, debarring entry into campus, suspension for a specific period of time, debarring from holding posts such as member of committees or even dismissal.

Procedure for Approaching Cell

The Cell deals with issues relating to sexual harassment in the college campus. It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Chairman of the Committee. If the complaint is made to the Principal, or any of the Committee members, they may forward it to the Chairman of the Committee against Sexual Harassment.

What to do if you feel you are being sexually harassed?

- Know your rights-Sexual harassment is illegal.
- Speak up-try telling the person to stop. State clearly and firmly that you want a particular behavior to cease.

- Get information and support-If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the College authorities without further loss of time.
- Keep records that might be useful for pursuing the case.

What not to do

- Do not blame yourself. Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.
- Do not ignore it. Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behavior.
- Do not delay. Delay in action increases the probability that unwanted behavior will continue or escalate.
- Do not hesitate to ask for help. Speaking up may also prevent others from being harmed.

Steps you can take

- Inform Class Teacher, HOD or Members of Women Cell or Anti Sexual Harassment Cell.
- Approach the Grievance Redressal Cell for Women and file a written complaint.

Internal Complaints Committee

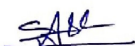
Complaints Committee was duly formed in the college to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution. To that end the college has been


vigilant about instances of gender discrimination, victimization and abuse, and acts promptly to address/redress any issues that violated the provisions of the said Act. Moreover, it plays a proactive role in averting instances of sexual harassment by motivating students to attend the programmes organized by the Women's Cell of the college on gender discrimination, and sexual harassment.

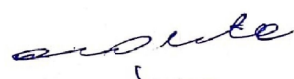
Anti-Sexual Harassment Committee

Sr. No.	Name of the Member	Designation
1	Prof. Smt. S. A. Khedkar	Chairman
2	Dr. Smt. G. S. Jagtap	Member
3	Dr. Smt. P. P. Ghumare	Member
4	Dr. Smt. M. S. Tekade	Member
5	Dr. Smt. S. B. Kuchekar	Member
6	Smt. M. D. Hume	Member
7	Ku. P. S. Kothmire	Student Representative
8	Prin. Dr. H. G. Vidhate	Secretary




Prof. Smt. S. A. Khedkar
Chairman
 Anti Sexual
 Harassment Cell


Dr. B. S. Khaire
 IQAC Co-ordinator
 Anandrao Dhonde Alias Babaji Mahavidyalaya
 Kada, Tal. Ashti, Dist. Beed


Dr. H. G. Vidhate
PRINCIPAL
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WOMEN GRIEVANCE REDRESSAL CELL

The Women Grievance Redressal Cell aims to look into the complaints lodged by any women's student and redress it as per requirement. It redresses the grievances at individual and class level and grievances of common interest. The women students can state their grievance regarding any academic and non-academic matter within the campus through the grievance/ suggestion box. The institution aims at solving the grievances of the women students within stipulated time. The Women Grievance Cell desires to promote and maintain a conducive and unprejudiced educational environment.

In order to meet the increasing legitimate expectations of women students and staff for better, faster and more effective service, Anandrao Dhonde Alias Babaji Mahavidyalaya shall constantly endeavor to improve its service rules, standards and capabilities and expects all its Officers and employees to maintain highest standards of integrity and transparency in their working conditions with women students and staff.

The Women Grievance Redressal Cell has been developed to settle the grievances of the Women and other stakeholders within a reasonable time period for further strengthening the bond of the students with the institution by providing them with all kind of facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

Objectives:

- To make officials of the College responsive, accountable and courteous in dealing with the women students.
- To ensure effective solution to the student's grievances with an impartial and fair approach.

- To provide means for inviting and collecting grievances from women students and staff on all matters concerning with infra structure and support services.
- To fix boxes for receiving Grievances and to keep record of the grievances and action taken.
- To establish structured interactions with students and staff to elicit information regarding academic and administrative process and their expectation.
- To forward the grievance to the Committee for Infrastructure Development and Maintenance, if the grievance involved some new academic or infrastructure facility and policy decisions.
- Upholding the dignity of the College by ensuring tension free atmosphere in the College by promoting cordial Student-Student relationship and Student - Teacher relationship etc.
- Encouraging the Students to express their grievances / problems freely and frankly without any fear of being victimized.
- Advising all the students to refrain from inciting students against other students or teachers and College administration.
- Advising all staffs to be affectionate to the students and not behave in a vindictive manner towards any of them for any reason.
- Ragging in any form is strictly prohibited in and outside the institution. Any issues of ragging and violation of disciplinary rules should be urgently brought to the notice of the Principal.

Scope: The Committee deals with Grievances received in writing from the students about any of the following matters: -

Academic Matters: Related to examination, evaluation and publication of internal marks.

Financial Matters: Related to dues and payments for various items from library, hostels etc.,


Other Matters: Related to certain misgivings about conditions of sanitation, preparation of food, availability of transport etc.


The Cell enables a student to express feelings by initiating and pursuing the grievance procedure in accordance with the rules and regulations of the College. 'Women Grievance Cell' inquires and analyses the nature and pattern of the grievances in a strictly confidential manner. Emphasis on procedural fairness has been given with a view to "the right to be heard and right to be treated without bias".

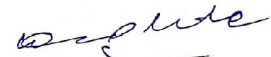
Women Grievance Redressal Committee

Sr. No.	Name of the Member	Designation
1	Prof. Smt. S. A. Khedkar	Chairman
2	Dr. Smt. G. S. Jagtap	Member
3	Dr. Smt. P. P. Ghumare	Member
4	Dr. Smt. M. S. Tekade	Member
5	Dr. Smt. S. B. Kuchekar	Member
6	Smt. M. D. Hume	Member
7	Ku. P. S. Kothmire	Student Representative
8	Prin. Dr. H. G. Vidhate	Secretary




Prof. Smt. S. A. Khedkar
 Chairman
 Women Grievance
 Committee


Dr. B. S. Khaire
 IQAC Co-ordinator
 Anand Rao Dhonde Alias Babaji Mahavidyalaya
 Kada, Tal. Ashti, Dist. Beed


Dr. H. G. Vidhate
 PRINCIPAL
 Anand Rao Dhonde Alias Babaji Mahavidyalaya
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KADA. TQ. ASHTI. DIST. BEED. 414 202.**



GRIEVANCE REDRESSAL CELL

The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student and redress it as per requirement. It redresses the grievances at individual and class level and grievances of common interest. The students can state their grievance regarding any academic and non-academic matter within the campus through the grievance/ suggestion box. The institution aims at solving the grievances of the students within stipulated time. The Student's Grievance Cell desires to promote and maintain a conducive and unprejudiced educational environment.

In order to meet the increasing legitimate expectations of students and staff for better, faster and more effective service, Anandrao Dhonde Alias Babaji Mahavidyalaya shall constantly endeavor to improve its service rules, standards and capabilities and expects all its employees to maintain highest standards of integrity and transparency in their working conditions with students and staff.

The Grievance Redressal Cell has been developed to settle the grievances of the students and other stakeholders within a reasonable time period for further strengthening the bond of the students with the institution by providing them with all kind of facilities to a satisfaction level for maintaining a convenient ambience of academic teaching and learning.

Objectives:

- ❖ To make officials of the College responsive, accountable and courteous in dealing with the students.
- ❖ To ensure effective solution to the student's grievances with an impartial and fair approach.

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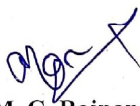
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Grievance Redressal Committee


Sr. No.	Name of the Member	Designation
1	Dr. M. G. Rajpange	Chairman
2	Dr. G. V. Mandlik	Member
3	Dr. B. M. Dhonde	Member
4	Dr. B. G. Kale	Member
5	Dr. M. B. Shaikh	Member
6	Mr. Gaikwad Akash Ajinath	Student Representative



Dr. M. G. Rajpange
Chairman
Grievance Redressal Cell

Dr. B. S. Kharve
IQAC-Co-ordinator
Anandao Dhonde Alias Babaji Mahavidyalaya
Kada, Tal. Ashti, Dist. Beed



Dr. H. G. Vidhane
PRINCIPAL
Anandao Dhonde Alias Babaji Mahavidyalaya
Kada, Tal. Ashti, Dist. Beed

आनंदराव धोंडे ऊर्फ बाबाजी महाविद्यालय, कडा

(कला, वाणिज्य व विज्ञान)

ता. आशी, जि. बीड (महाराष्ट्र) ४१४ २०२

☎ (०२४४१) २३९६२९

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Website : www.admkada.com



नॅक "A" दर्जा प्राप्त

ISO 9001:2008 Certification

प्राचार्य : डॉ. एच्. जी. विधाते

जा.क्र. : आधोमक / २०१९-२०२० / २९५

दि. १५ / १२ / २०१९

प्रति,
मा.सहसंचालक साहेब,
उच्च शिक्षण अनुदान,
औरंगाबाद विभाग, औरंगाबाद

विषय- महाविद्यालय स्तरावर विद्यार्थीनीच्या सुरक्षिततेच्या उपाययोजनेसाठी विशाखा समिती, POSCO, POSH समितीची स्थापना करणे बाबत.

संदर्भ- शिससं/उशि/औवि-अनुदान-३/२०२०/८९१ दिनांक २५/०२/२०२०

महोदय,

उपरोक्त विषयी विनंती की, आमच्या महाविद्यालयात सन २००५ पासून विशाखा समितीची स्थापना करण्यात आलेली आहे. तसेच शासन/विद्यापीठाने वेळोवेळी दिलेल्या आदेशानुसार समितीमध्ये बदल करण्यात आले आहेत. महाविद्यालयात POSCO, POSH समितीची स्थापना करण्यात आलेली आहे.

समिती मार्फत वेळोवेळी महाविद्यालयातील विद्यार्थीनीच्या सुरक्षितते बाबतचा आढावा व उपाययोजना केल्या जातात. अद्याप कसल्याही प्रकारचा अनुचित प्रकार यामुळे उदभवला नाही.

तरी मे. साहेबांनी वरील प्रमाणे माहिती स्विकारून सहकार्य करावे.

27/02/2020
आनंदराव धोंडे



आपला विश्वास,

(Signature)

PRINCIPAL

Anand Rao Dhonde Alias Babaji College
Kada, Tal. Ashi, Dist. Beed

महाराष्ट्र शासन
सहसंचालक, उच्चशिक्षण, औरंगाबाद विभाग,
(नविन इमारत), देवगिरी महाविद्यालयाजवळ, रेल्वेस्टेशन रोड, औरंगाबाद.

फोन नंबर :- ०२४०-२३३१११३

फॅक्स नंबर:- ०२४० - २३३१११३

जा.क्र. शिससं/उशि/ओवि/अनुदान-३/२०२०/८९१

दिनांक :- २५/०२/२०२०

प्रति,

प्राचार्य,

सर्व अशासकीय अनुदानित कला, वाणिज्य व विज्ञान
शारीरीक शिक्षण, विधी, शिक्षण शास्त्र, महाविद्यालये,
औरंगाबाद विभाग, औरंगाबाद

विषय :- महाविद्यालय स्तरावर विद्यार्थीनींच्या सुरक्षीततेच्या उपाययोजनेसाठी विशाखा
समिती, POC SO, POSH समितीची स्थापना करणेबाबत..

संदर्भ :- या कार्यालयाचे पत्र शिससं/उशि/अनुदान/२०१९/६४३६/ दिनांक. २०.१२.२०१९

उपरोक्त विषयी संदर्भीय पत्राच्या अनुषंगाने कळविण्यात येते की, सर्व महाविद्यालया अंतर्गत महिला
तक्रार निवारण समिती गठीत करण्याची कार्यवाही करण्याच्या सूचना बापुर्वी संदर्भित पत्रानुसार देण्यात
आलेल्या आहेत. त्यानुसार आपल्या महाविद्यालयामध्ये विद्यार्थीनींच्या सुरक्षीततेच्या उपाययोजनेसाठी विशाखा
समिती, POC SO, POSH समितीची स्थापना केलेली आहे किंवा कसे याची माहिती तात्काळ आजच दुपारी
१२ वाजेपर्यंत ईमेल द्वारे सादर करावी.

विशाखा समितीची
स्थापना केलेली आहे ते
कळवा. *white*
25.2.2020.

सहसंचालक,
(उच्चशिक्षण),
औरंगाबाद विभाग, औरंगाबाद कनिष्ठ



महाराष्ट्र शासन
सहसंचालक (उच्चशिक्षण) औरंगाबाद विभाग,
(नविन इमारत), देवगिरी महाविद्यालयाजवळ, रेल्वेस्टेशन रोड, औरंगाबाद.

Web: www.jdheaur 2007@rediffmail.com.

फोन नं. २३३१९१३ एस.टी.डी.कोड ०२४०

फॅक्स २३३१९१३

जा क्र शिससं/उशि/औवि/अनुदान/२०१९/ ८४३६
अत्यंत महत्वाचे

दिनांक २०/१२/२०१९

प्रति,
कुलसचिव,
डॉ बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ,
औरंगाबाद

प्रति,
प्राचार्य,
सर्व अशासकीय अनुदानित कला, वाणिज्य, विज्ञान, विधी व
शिक्षणशास्त्र, शारिरिक शिक्षण महाविद्यालये औरंगाबाद

विषय :- शाळा, महाविद्यालय तसेच विद्यापीठातील विद्यार्थीनींच्या सुरक्षेच्या उपाय योजनेसाठी तातडीने
विशाखा समिती, POSCO, POSH समितीची स्थापना करून कार्यान्वित करावा अन्यथा
मनविसे विद्यार्थीनींना देणार स्वयंरक्षणाचे धडे.

संदर्भ :- संचालनालयाचे पत्र क्र. उशिस्त/नवि-१/विद्यार्थी सुरक्षा/ २०१९/१६२९३ दि. १९/१२/२०१९

उपरोक्त विषयी संचालनालयाकडील संदर्भित पत्राची प्रत यासोबत अवलोकनार्थ जोडण्यात येत आहे.

तरी संदर्भित पत्रात नमूद केल्याप्रमाणे प्रत्येक शासकीय/निमशासकीय कार्यालय, शैक्षणिक संस्था/
महाविद्यालये/विद्यापीठामध्ये अंतर्गत महिला तक्रार निवारण समिती गठीत करणे व सदर समितीमध्ये प्राप्त
तक्रारीबाबत तातडीने पुढील कार्यवाही करणे आवश्यक आहे. ही बाब विभागाने घेऊन आपल्या महाविद्यालयात /
विद्यापीठात अंतर्गत महिला तक्रार निवारण समिती गठीत करण्याची कार्यवाही करण्याच्या सूचना देण्यात
येत आहे. तसेच उपरोक्त समित्यांकडून करण्यात येत असलेल्या कार्यवाहीचा तिमाही अहवाल संबंधित
विभागातील जिल्हा माहिती व बाल कल्याण अधिकारी यांचेकडे वेळोवेळी सादर करणे आवश्यक आहे.

File
21.12.2019



Signature
20/12/2019

(डॉ डी डी गायकवाड)
सहसंचालक, उच्चशिक्षण,
औरंगाबाद विभाग, औरंगाबाद

प्रत :- मा. शिक्षण संचालक, उच्चशिक्षण, महाराष्ट्र राज्य, पुणे-१ यांना संदर्भित पत्राच्या अनुषंगाने सविनय सादर.

महाराष्ट्र शासन
शिक्षण संचालनालय, (उच्च शिक्षण),
महाराष्ट्र राज्य, मध्यवर्ती इमारत, पुणे-४११ ००१.

Web : www.dhepune.gov.in

E-mail : mayi.dhepune@gov.in

क्र.उशिसं/मावि-१/विद्यार्थ्यांना सुरक्षा/२०१९

दिनांक: १३/१२/२०१९.

प्रति,

स्मरणपत्र-१.

19 DEC 2019

सर्व विभागीय सहसंचालक,
उच्च शिक्षण,

विषय- शाळा, महाविद्यालय तसेच विद्यार्थ्यांसाठी विद्यार्थ्यांच्या सुरक्षेचे उपाय
योजनेसाठी तातडीने विज्ञाळा समिती, POCSSO, POSH समितीची स्थापना करून
कार्यन्वित करा अन्यथा मनविसे विद्यार्थ्यांनीना देणार स्वसंरक्षणाचे धडे.

- संदर्भ- १. पुणे शहर अध्यक्ष, महाराष्ट्र नवनिर्माण विद्यार्थी सेना यांचे दिनांक-०५/१२/२०१९ चे पत्र.
२. शासन निर्णय क्र मकचो-२०१३/प्र.क्र.६३/मकच, दि.१९ जून, २०१४.
३. संचालनालयाचे क्र.उशिसं/२०१८/महिला तक्रार निवारण समिती/मावि-१/१९०२७
दि.१७/११/२०१८.
४. महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम २०१६ मधील प्रकरण ५ नियम क्र. ७३(१०)

उपरोक्त विषय व संदर्भाधीन क्र.१ च्या पत्राची प्रत सांबत जोडली आहे. अवलोकन करावे.

उपरोक्त विषयास अनुसरून संदर्भ क्र.२ च्या शासन निर्णयातील तरतुदीनुसार कामाच्या ठिकाणी महिलांचा
होणारा छळ, तक्रारी यांचे निवारण करणेसाठी महिला तक्रार निवारण समिती गठीत करण्यात येवून त्या अनुषंगीक
आवश्यक ती कार्यवाही करणेबाबत निर्देशित केलेले आहे

संदर्भ क्र.३ च्या पत्रान्वये महिला कर्मचा-यांच्या लैंगिक छळास प्रतिबंध, मनाई व निवारण करण्यासाठी
प्रत्येक शासकीय/निमशासकीय कार्यालये, शैक्षणिक संस्था/महाविद्यालये/विद्यापीठ या कार्यालयात अंतर्गत महिला
तक्रार निवारण समिती गठीत करणेबाबत कळविण्यात आले होते.

तसेच संदर्भ क्र.४ अन्वये महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम-२०१६ मधील प्रकरण ५ नियम
क्र.७३ (१०) नुसार कामाच्या ठिकाणी महिलांचा लैंगिक छळ (प्रतिबंध, मनाई व निवारण) अधिनियम २०१३ च्या
तरतुदीनुसार विद्यापीठ आणि संलग्न महाविद्यालये यातील अध्यापक, कर्मचारी, विद्यार्थी यांच्या लैंगिक छळाम
प्रतिबंध व लैंगिक छळ, घटना यांच्याशी संबंधित तक्रारीचे निवारण आणि लैंगिक छळ करण्यात सहभागी असणा-
यांना शिक्षा करणे यांकरिता यंत्रणा कार्यन्वित करावी. असे नमूद केले आहे.

सद्य संवेदनशील परिस्थितीत प्रत्येक शासकीय/निमशासकीय कार्यालये, शैक्षणिक
संस्था/महाविद्यालये/विद्यापीठेयामध्ये अंतर्गत महिला तक्रार निवारण समिती गठीत करणे व सुदूर समित्यांकडे प्राप्त
तक्रारीबाबत तातडीने पुढील कार्यवाही करणे आवश्यक आहे. ही बाब विचारात घेऊन कार्यवाही करण्याच्या सूचना
तात्काळ आपल्या अधिपत्याखालील सर्व संलग्न महाविद्यालये व विद्यापीठे यांना देण्यात याव्यात. उपरोक्त
समित्यांकडून करण्यात येत असलेल्या कार्यवाहीचा तिमाही अहवाल संबंधित विभागातील जिल्हा महिला व बाल
कल्याण अधिकारी यांचेकडे वेळोवेळी सादर करणे अनिवार्य आहे. याबाबत विभागीय सहसंचालक कार्यालयाने
दक्षता घ्यावी.



ह. शिंदे

(हरिभाऊ शिंदे)

वरिष्ठ प्रशासन अधिकारी,

शिक्षण संचालनालय, उच्च शिक्षण

महाराष्ट्र राज्य पुणे-१.

प्रत:- पुणे शहर अध्यक्ष, महाराष्ट्र नवनिर्माण विद्यार्थी सेना, वडगांवशेरा, पुणे ४११०१४.

आस्था न
अनु १ ते ५
महाविद्यालये
आ-२ शासकीय
महविद्यालये
१३/१२/१९

जो. त्या. का.

आस्था/
असि-३ लेख



मानव संसाधन विकास विभाग

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

D.O. No.1-15/2009 (ARC) pt.III

04 JUL 2019

27th June, 2019

Respected Sir/Madam,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in. These regulations are mandatory for all higher educational institutions in the country.

As multiple mechanisms are required to ensure a ragging-free campus, here are some recommendations and action steps which are required to be deployed in your esteemed university and all institutions under your ambit.

A. Basic Measures:

1. Constitution of anti-ragging committee, anti-ragging squad, setting up of Anti-Ragging Cell and adequate publicity for these measures through various media are to be undertaken.
2. Mention of anti-ragging warning in the institution's prospectus and information booklets /brochures shall be ensured.
3. Updating websites of institutions with the complete address and contact details of nodal officers related to anti-ragging committee.
4. In compliance with the UGC Regulations and its 2nd Amendment regarding submission of undertaking by each student and every parent, an online undertaking in every academic year to be submitted.
5. UGC has notified 3rd Amendment in UGC Regulations on 29th June, 2016 to expand the definition of ragging by including the following:

"3. (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background."

6. Installing CCTV cameras at vital points.

B. Counseling and monitoring measures

1. Regular interaction and counseling with the students can detect early signs of ragging and identification of trouble-triggers.
2. Surprise inspection at hostels, students accommodation, canteens, rest-cum-recreation rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

C. Creative Dissemination of the idea of ragging-free campus

1. Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
2. Safety and security apps without affecting the privacy of individuals can be creatively deployed.

Contd...2



D. Using other UGC initiated measures

1. Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline **1800-180-5522 (24x7 Toll Free)** or e-mail the Anti-Ragging Helpline at helpline@antiragging.in.
2. For any other information regarding ragging, please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. Aman Satya Kachroo Trust on mobile No. 09871170303, 09818400116 (only in case of emergency).
1. UGC also drives an Anti-Ragging Media Campaign through different modes and UGC has got developed the following entities to promote anti-ragging which are available on UGC website i.e. www.ugc.ac.in.
 - a. UGC has developed 05 TVCs of 30 seconds each from different perspective i.e. Parents, Victim and Offenders.
 - b. UGC has designed and distributed posters amongst Universities/Regulatory Authorities/Councils/IITs/NITs/Other educational institutions for the prominent display.
 - c. UGC has consecutively organized 02 Anti-Ragging Competitions for students/faculty /general public for the wider awareness of the menace of ragging.

Any violation of UGC Regulations or failure of institution to take adequate steps to prevent ragging in accordance with these Regulations or failure to punish perpetrators of incidents of ragging suitably, will attract punitive action under the UGC Act.

You are requested to implement the recommendations communicated vide this office letter of even number dated December 27, 2018 and thereby ensure a ragging-free campus, a fundamental requirement for a supportive and fair institutional climate which is open to change, learning and progress.

With personal regards,

Yours sincerely,

(Rajnish Jain)

The Vice-Chancellor of all Universities.

Copy to :

- ✓ Dr. N. Gopukumar Joint Secretary, UGC Western Regional Office, Ganeshkhind,
Pune – 411 007.




(Rajnish Jain)
Secretary

आदरणीय महोदय/ महोदया,

माननीय उच्चतम न्यायालय में दायर दिनांक 08 मई, 2009 की सिविल अपील संख्या 887/2009 में दिए गए निर्णय के अनुपालन में, विश्वविद्यालय अनुदान आयोग ने "उच्चतर शिक्षा संस्थानों में रैंगिंग की समस्या पर रोक लगाने संबंधी विनियम, 2009" को अधिसूचित किया है। यह विनियम विश्वविद्यालय अनुदान आयोग की वेबसाइट अर्थात् www.ugc.ac.in पर उपलब्ध हैं। यह विनियम देश के सभी उच्चतर शिक्षा संस्थानों में अनिवार्य हैं।

चूंकि रैंगिंग मुक्त परिसर सुनिश्चित करने के लिए, बहु प्रणालियों की आवश्यकता है, आपके क्षेत्राधिकार के तहत आपके सम्मानित विश्वविद्यालय तथा सभी संस्थानों में लागू किए जाने वाली कुछ सिफारिशों तथा कार्रवाईयों का ब्योरा नीचे दिया गया है।

क. मूलभूत उपाय:

1. रैंगिंग रोधी समितियों, रैंगिंग रोधी दस्तों का गठन, रैंगिंग रोधी प्रकोष्ठ की स्थापना और विभिन्न मीडिया के माध्यम से इन उपायों का पर्याप्त प्रचार किया जाए।
2. संस्थान की विवरणिका और सूचना पुस्तिकाओं/ ब्रोशर में रैंगिंग रोधी चेतावनी का उल्लेख सुनिश्चित किया जाएगा।
3. रैंगिंग रोधी समिति से संबंधित नोडल अधिकारियों के पूर्ण पते और संपर्क संबंधी ब्योरे के साथ संस्थानों की वेबसाइट अद्यतन करना।
4. प्रत्येक छात्र और प्रत्येक माता-पिता द्वारा वचनपत्र प्रस्तुत करने के संबंध में विश्वविद्यालय अनुदान आयोग विनियमों तथा इसके द्वितीय संशोधन के अनुपालन में प्रत्येक शिक्षा वर्ष में एक ऑनलाइन वचनपत्र जमा करना होगा।
5. विश्वविद्यालय अनुदान आयोग ने निम्नवत को शामिल करते हुए रैंगिंग की परिभाषा को विस्तार देने के लिए दिनांक 29 जून, 2019 को विश्वविद्यालय अनुदान आयोग विनियमों में तीसरे संशोधन को अधिसूचित किया:



"3. किसी दूसरे छात्र (नए अथवा अन्यथा) पर रंग, नस्ल, धर्म, जाति, नृजातीय, स्त्रिय (ट्रांसजेंडर सहित), यौन झुकाव, रूपरंग, राष्ट्रीयता, क्षेत्रीयता, भाषायी पहचान, जन्म स्थान, निवास स्थान अथवा आर्थिक पृष्ठभूमि के आधार पर शारीरिक अथवा मानसिक दुर्व्यवहार (जिसमें दबंगई तथा बहिष्करण शामिल हैं) का कोई भी कृत्य"

6. महत्वपूर्ण स्थानों पर सीसीटीवी कैमरे लगाना।

ख. परामर्श तथा निगरानी संबंधी उपाय

1. छात्रों के साथ नियमित रूप से बातचीत और परामर्श से रैगिंग के शुरुआती लक्षणों और समस्याओं को पैदा करने वाले अन्य कारकों की पहचान की जा सकती है।
2. छात्रावासों, छात्रों के आवास, जलपानगृह, विश्राम-सह-मनोरंजन कक्ष, शौचालयों, बस-स्टैंड का औचक निरीक्षण, और कोई भी अन्य उपाय जो रैगिंग को रोकने/ लगाम लगाने और अनुचित व्यवहार/ घटना के रोकने में प्रभावी साबित होंगे।

ग. रैगिंग मुक्त कैम्पस के विचार का सृजनात्मक रूप से प्रसार

1. विचार के प्रसार के लिए रैगिंग रोधी कार्यशालाएं, संगोष्ठियां जैसे कार्यक्रम और अन्य रचनात्मक उपाय करना।
2. व्यक्तियों की गोपनीयता को प्रभावित किए बिना सुरक्षा और संरक्षा ऐप रचनात्मक रूप से तैनात किए जा सकते हैं।

घ. विश्वविद्यालय अनुदान आयोग द्वारा आरंभ किए गए अन्य उपायों का उपयोग करना

1. रैगिंग संबंधित घटनाओं के कारण परेशान छात्र राष्ट्रीय रैगिंग रोधी हेल्पलाइन नम्बर 1800-180-5522 (24 X 7 टोल निःशुल्क) पर कॉल कर सकते हैं अथवा हेल्पलाइन helpline@antiragging.in पर रैगिंग रोधी हेल्पलाइन पर ई-मेल कर सकते हैं।
2. रैगिंग के संबंध में किसी भी अन्य जानकारी के लिए, कृपया विश्वविद्यालय अनुदान आयोग की वेबसाइट अर्थात् www.ugc.ac.in और www.antiragging.in पर जाएं और विश्वविद्यालय अनुदान आयोग की निगरानी एजेंसी अर्थात् अमन सत्य कचरू ट्रस्ट से मोबाइल नंबर 09871170303, 0981841116 (केवल आपात स्थिति में) पर संपर्क करें।

0981841116





मानव संसाधन विकास विभाग

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

D.O. No.1-15/2009 (ARC) pt.III

04 JUL 2019

27th June, 2019

Respected Sir/Madam,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in. These regulations are mandatory for all higher educational institutions in the country.

As multiple mechanisms are required to ensure a ragging-free campus, here are some recommendations and action steps which are required to be deployed in your esteemed university and all institutions under your ambit.

A. Basic Measures:

1. Constitution of anti-ragging committee, anti-ragging squad, setting up of Anti-Ragging Cell and adequate publicity for these measures through various media are to be undertaken.
2. Mention of anti-ragging warning in the institution's prospectus and information booklets /brochures shall be ensured.
3. Updating websites of institutions with the complete address and contact details of nodal officers related to anti-ragging committee.
4. In compliance with the UGC Regulations and its 2nd Amendment regarding submission of undertaking by each student and every parent, an online undertaking in every academic year to be submitted.
5. UGC has notified 3rd Amendment in UGC Regulations on 29th June, 2016 to expand the definition of ragging by including the following:

"3. (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background."

6. Installing CCTV cameras at vital points.

B. Counseling and monitoring measures

1. Regular interaction and counseling with the students can detect early signs of ragging and identification of trouble-triggers.
2. Surprise inspection at hostels, students accommodation, canteens, rest-cum-recreation rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

C. Creative Dissemination of the idea of ragging-free campus

1. Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
2. Safety and security apps without affecting the privacy of individuals can be creatively deployed.



Contd...2

D. Using other UGC initiated measures

1. Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline **1800-180-5522 (24x7 Toll Free)** or e-mail the Anti-Ragging Helpline at helpline@antiragging.in.
2. For any other information regarding ragging, please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. Aman Satya Kachroo Trust on mobile No. 09871170303, 09818400116 (only in case of emergency).
1. UGC also drives an Anti-Ragging Media Campaign through different modes and UGC has got developed the following entities to promote anti-ragging which are available on UGC website i.e. www.ugc.ac.in.
 - a. UGC has developed 05 TVCs of 30 seconds each from different perspective i.e. Parents, Victim and Offenders.
 - b. UGC has designed and distributed posters amongst Universities/Regulatory Authorities/Councils/IITs/NITs/Other educational institutions for the prominent display.
 - c. UGC has consecutively organized 02 Anti-Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

Any violation of UGC Regulations or failure of institution to take adequate steps to prevent ragging in accordance with these Regulations or failure to punish perpetrators of incidents of ragging suitably, will attract punitive action under the UGC Act.

You are requested to implement the recommendations communicated vide this office letter of even number dated December 27, 2018 and thereby ensure a ragging-free campus, a fundamental requirement for a supportive and fair institutional climate which is open to change, learning and progress.

With personal regards,

Yours sincerely,

(Rajnish Jain)

The Vice-Chancellor of all Universities.

Copy to :

✓ Dr. N. Gopukumar Joint Secretary, UGC Western Regional Office, Ganeshkhind,
Pune – 411 007.




(Rajnish Jain)
Secretary

आदरणीय महोदय/ महोदया,

माननीय उच्चतम न्यायालय में दायर दिनांक 08 मई, 2009 की सिविल अपील संख्या 887/2009 में दिए गए निर्णय के अनुपालन में, विश्वविद्यालय अनुदान आयोग ने "उच्चतर शिक्षा संस्थानों में रैंगिंग की समस्या पर रोक लगाने संबंधी विनियम, 2009" को अधिसूचित किया है। यह विनियम विश्वविद्यालय अनुदान आयोग की वेबसाइट अर्थात् www.ugc.ac.in पर उपलब्ध हैं। यह विनियम देश के सभी उच्चतर शिक्षा संस्थानों में अनिवार्य हैं।

चूंकि रैंगिंग मुक्त परिसर सुनिश्चित करने के लिए, बहु प्रणालियों की आवश्यकता है, आपके क्षेत्राधिकार के तहत आपके सम्मानित विश्वविद्यालय तथा सभी संस्थानों में लागू किए जाने वाली कुछ सिफारिशों तथा कार्रवाईयों का ब्योरा नीचे दिया गया है।

क. मूलभूत उपाय:

1. रैंगिंग रोधी समितियों, रैंगिंग रोधी दस्तों का गठन, रैंगिंग रोधी प्रकोष्ठ की स्थापना और विभिन्न मीडिया के माध्यम से इन उपायों का पर्याप्त प्रचार किया जाए।
2. संस्थान की विवरणिका और सूचना पुस्तिकाओं/ ब्रोशर में रैंगिंग रोधी चेतावनी का उल्लेख सुनिश्चित किया जाएगा।
3. रैंगिंग रोधी समिति से संबंधित नोडल अधिकारियों के पूर्ण पते और संपर्क संबंधी ब्योरे के साथ संस्थानों की वेबसाइट अद्यतन करना।
4. प्रत्येक छात्र और प्रत्येक माता-पिता द्वारा वचनपत्र प्रस्तुत करने के संबंध में विश्वविद्यालय अनुदान आयोग विनियमों तथा इसके द्वितीय संशोधन के अनुपालन में प्रत्येक शिक्षा वर्ष में एक ऑनलाइन वचनपत्र जमा करना होगा।
5. विश्वविद्यालय अनुदान आयोग ने निम्नवत को शामिल करते हुए रैंगिंग की परिभाषा को विस्तार देने के लिए दिनांक 29 जून, 2019 को विश्वविद्यालय अनुदान आयोग विनियमों में तीसरे संशोधन को अधिसूचित किया:



“3. किसी दूसरे छात्र (नए अथवा अन्यथा) पर रंग, नस्ल, धर्म, जाति, नृजातीय, स्त्रिय (ट्रांसजेंडर सहित), यौन झुकाव, रूपरंग, राष्ट्रीयता, क्षेत्रीयता, भाषायी पहचान, जन्म स्थान, निवास स्थान अथवा आर्थिक पृष्ठभूमि के आधार पर शारीरिक अथवा मानसिक दुर्व्यवहार (जिसमें दबंगई तथा बहिष्करण शामिल हैं) का कोई भी कृत्य”

6. महत्वपूर्ण स्थानों पर सीसीटीवी कैमरे लगाना।

ख. परामर्श तथा निगरानी संबंधी उपाय

1. छात्रों के साथ नियमित रूप से बातचीत और परामर्श से रैगिंग के शुरुआती लक्षणों और समस्याओं को पैदा करने वाले अन्य कारकों की पहचान की जा सकती है।
2. छात्रावासों, छात्रों के आवास, जलपानगृह, विश्राम-सह-मनोरंजन कक्ष, शौचालयों, बस-स्टैंड का औचक निरीक्षण, और कोई भी अन्य उपाय जो रैगिंग को रोकने/ लगाम लगाने और अनुचित व्यवहार/ घटना के रोकने में प्रभावी साबित होंगे।

ग. रैगिंग मुक्त कैम्पस के विचार का सृजनात्मक रूप से प्रसार

1. विचार के प्रसार के लिए रैगिंग रोधी कार्यशालाएं, संगोष्ठियां जैसे कार्यक्रम और अन्य रचनात्मक उपाय करना।
2. व्यक्तियों की गोपनीयता को प्रभावित किए बिना सुरक्षा और संरक्षा ऐप रचनात्मक रूप से तैनात किए जा सकते हैं।

घ. विश्वविद्यालय अनुदान आयोग द्वारा आरंभ किए गए अन्य उपायों का उपयोग करना

1. रैगिंग संबंधित घटनाओं के कारण परेशान छात्र राष्ट्रीय रैगिंग रोधी हेल्पलाइन नम्बर 1800-180-5522 (24 X 7 टोल निःशुल्क) पर कॉल कर सकते हैं अथवा हेल्पलाइन helpline@antiragging.in पर रैगिंग रोधी हेल्पलाइन पर ई-मेल कर सकते हैं।
2. रैगिंग के संबंध में किसी भी अन्य जानकारी के लिए, कृपया विश्वविद्यालय अनुदान आयोग की वेबसाइट अर्थात् www.ugc.ac.in और www.antiragging.in पर जाएं और विश्वविद्यालय अनुदान आयोग की निगरानी एजेंसी अर्थात् अमन सत्य कचरू ट्रस्ट से मोबाइल नंबर 09871170303, 9981841116 (केवल आपात स्थिति में) पर संपर्क करें।

09818400116





डॉ. एन. गोपुकुमार
संयुक्त सचिव
Dr. N. Gopukumar
Joint Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)
पश्चिम क्षेत्रीय कार्यालय, गणेशखिंड, पुणे- ४११००७
Western Regional Office, Ganeshkhind, Pune - 411007
Ph: 020 - 25696896/97, 25691477
Email: wrougc@gmail.com

By Email

No.F.2-35/13(Ragging/WRO)

July 23, 2019

The Principal
(All the Colleges in the States of
Maharashtra, Gujarat, Goa and UTs of
Daman & Diu and Dadra & Nagar Haveli)

Subject : UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 - reg.

Dear Sir/Madam,

As you are aware the University Grants Commission has notified "**UGC Regulations on curbing the menace of ragging in higher educational institutions, 2009**" in order to prohibit, prevent and eliminate the scourge of ragging. These Regulations are mandatory and all institutions are required to take necessary steps for its implementation in toto, including the monitoring mechanisms as per provisions in the Regulations and ensure its strict compliance. Any violation of these Regulations will be viewed seriously. Any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, will attract punitive action under the UGC Act.

In this regard, please find enclosed herewith copy of a letter from the Secretary, UGC which is self-explanatory in the matter. As multiple mechanisms are required to ensure a ragging-free campus, some recommendations and action steps which are required to be deployed in your esteemed institution are mentioned in the referred letter. You are requested to take all necessary steps for the implementation and strict compliance of Regulations/recommendations and action steps provided in the enclosed letter.

With regards,



Yours sincerely,

N. Gopukumar
(N. Gopukumar) 23/7/19
Joint Secretary

Encl: As above.



विश्वविद्यालय अनुदान आयोग

प्रो. राजनीश जैन

सचिव

Prof. Rajnish Jain
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

बहादुरशाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph : 011-23236288/23239337

Fax : 011-2323 8858

E-mail : secy.ugc@nic.in

23 OCT 2020

16th October, 2020

D. O. No. F. 1-15/2009 (ARC) pt.III

Dear Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 8.5.2009 in Civil Appeal No. 887/2009, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in.

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These regulations are mandatory and all institutions are required to take necessary steps for its implementation in toto including the monitoring mechanism and any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; constitution of anti-ragging committee and anti-ragging squad, setting up of Anti Ragging Cell, installing CCTV cameras at vital points, Anti-ragging workshops and seminar, updating all websites with nodal officer's complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-ragging warning in the institution's prospectus and information booklets/brochures shall be ensured. Surprise inspection of hostels, students' accommodation, canteens, rest cum recreational rooms, toilets, bus-stands, display Anti Ragging posters at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website www.ugc.ac.in. The size of posters should be 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

Students in distress due to ragging related incidents can call the National Anti-ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at helpline@antiragging.in. For any other information regarding ragging you may please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. Aman Satya Kachroo Trust on Mobile No. 09871170303, 09818400116 (only in case of emergency).



Contd...


UGC also drives an Anti Ragging Media Campaign through different modes and UGC has got developed the following entities to promote anti ragging which are available on UGC website i.e. www.ugc.ac.in

- a. UGC has developed 05 TVCs of 30 seconds each with different perspective i.e. parents, Victim and Offenders.
- b. UGC has designed and distributed 04 types of posters amongst Universities / Regulatory Authorities / Councils / IITs / NITs / other educational institutions for the prominent display of these posters.
- c. UGC has consecutively organized 02 Anti- Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

In compliance of the 2nd Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at www.antiragging.in & www.amanmovement.org

With kind regards,

Yours sincerely,


(Rajnish Jain)


The Vice-Chancellor of all Universities

Encl: As above

Copy to:

1. All Regulatory Bodies
2. UGC Regional Officer




(Rajnish Jain)

AS INTRODUCED IN LOK SABHA

Bill No. 35 of 2019

THE PROHIBITION AND ERADICATION OF RAGGING BILL, 2019

By

SHRI ADHIR RANJAN CHOWDHURY, M.P.

A

BILL

to prohibit and eradicate ragging in educational institutions and for matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Seventieth Year of the Republic of India as follows:—

1. (1) This Act may be called the Prohibition and Eradication of Ragging Act, 2019.

(2) It extends to the whole of India.

5 (3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint and different dates may be appointed for different provisions of this Act and for different States, and any reference to commencement in any provision of this Act in relation to any State shall be construed as a reference to the commencement of that provision in that State.

Short title,
extent and
commence-
ment.



Definitions.

2. In this Act, unless the context otherwise requires,—

(a) "appropriate Government" means in the case of a State, the Government of that State and in all other cases, the Central Government;

(b) "Committee" means the anti-ragging committee constituted under section 7;

(c) "Educational institution" means any college, institute, university whether established by the Government or by any citizen or body of citizens and whether in receipt of aid from Government or not, recognised by Central or State Government for the award of a certificate, diploma or a degree in any course of study, education or training; 5

(d) "freshers" means those students who have taken admission in the first year of under-graduate or post-graduate level in any stream in any educational institution; 10

(e) "head of the institution" means the Vice-Chancellor in case of a university or a deemed university and in case of any other institution, the Principal or the Director, as the case may be;

(f) "prescribed" means prescribed by rules made under this Act; and 15

(g) "seniors" means those students who are not in first year of under-graduate or post-graduate level in any stream in any educational institutions.

Application of the Act.

3. (1) The Act shall apply to all institutions coming within the definition of a University under sub-section (f) of section 2 of the University Grants Commission Act, 1956, and to all institutions deemed to be a university under section 3 of the University Grants Commission Act, 1956, and to all other higher educational institutions, or elements of such universities or institutions, including its departments, constituent units and all the premises, whether being academic, residential, playgrounds, canteen, hostel or other such premises of such universities, deemed universities and higher educational institutions, whether located within the campus or outside, and to all means of transportation of students, whether public or private, accessed by students for the pursuit of studies in such universities, deemed universities and higher educational institution. 20 25

(2) In addition to the educational institutions mentioned in sub-section (1), the provisions of this Act shall apply also to all vocational and professional institutions.

Acts which constitute ragging.

4. The ragging shall included following acts,— 30

(i) any conduct by any student or a group of students whether by words spoken or written or by an act which has the effect of teasing, treating, torturing, or handling with rudeness a fresher or any other student;

(ii) indulging in rowdy or indisciplinary activities by any student or a group of students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student; 35

(iii) asking any student to do any act which such student shall not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of such fresher or any other student; 40

(iv) any act by a Student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;

(v) exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of student; 45

(vi) any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;



(vii) any act of physical abuse including sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;

5 (viii) any act or abuse, by use of spoken words, telephone, short message service (SMS), e-mails, multi-media messaging service, post, public insults, pornographic material, photographs or video clips, etc., to derive perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture or fresher or any other student; and

10 (ix) any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

5. Notwithstanding anything contained in any other law, for the time being in force, in any trial under this Act, the burden of proof as to the innocence shall lie on the accused. Burden of proof.

15 6. (1) Notwithstanding anything contained in any other law for the time being in force the Central Government shall, as soon as may be, but within six months from the date of commencement of this Act, issue such directives for prohibition of ragging in all colleges and educational institutions functioning under Central Government as may be prescribed. Prohibition of ragging.

20 (2) The Central Government shall, issue similar directives to all State Governments for taking steps to prohibit ragging in all colleges and educational institutions in their respective jurisdiction.

(3) The prohibition under sub-section (1) shall also be extended to and educational institutions in the Union territories.

25 (4) Every public declaration of intent by any educational institution for admission of students to any course of study, brochure of admission or instruction booklet or the prospectus, in any electronic, audio-visual or print or any other media shall expressly provide that ragging is prohibited in the institution and anyone found guilty or ragging or abetting ragging whether actively or passively or being a part of conspiracy to promote ragging is liable to be punished in accordance with this Act.

30 7. (1) The appropriate Government shall ensure that an Anti-Ragging Committee is constituted in every educational institution headed by the senior most faculty of the institution and consisting of representatives of civil and police administration including at least one female representative and representative other from non-governmental organisation, parents, freshers and seniors. Constitution of Anti-Ragging Committee and its functions.

35 (2) The appropriate Government shall extend its full support to the Anti-Ragging Committee to enable it to perform its duties to the fullest to ensure that all colleges and educational institution are free from ragging and harassment of freshers.

(3) The Anti-Ragging Committee shall perform the following functions:—

40 (a) to receive complaints on ragging and submit a report to the head of the institution;

(b) to take inputs from various people including staff and freshers on any incident of ragging;

(c) to conduct necessary awareness programme to enlighten the students regarding the effects of ragging;

45 (d) after conducting thorough investigation, action to be taken against the offenders as per the rules prescribed under this Act.

8. (1) Every educational institution shall have an Anti-Ragging Squad.

(2) The Anti-Ragging Squad shall function under the guidance of Anti-Ragging Committee consisting of the representatives nominated by the head of the educational institution. Constitution of Anti-Ragging Squad and its functions.



(3) The Anti-Ragging Squad shall—

(a) make surprise checks in hostel and campus to keep a check on ragging;

(b) report any incident of ragging to the committee;

(c) be in constant touch with the staff and students and consult various incidents of ragging. 5

Penalty.

9. (1) Any student convicted under this Act shall be debarred from continuing his studies in any educational institutions for a period of three years.

(2) Whoever contravenes the provisions of this Act shall be punished with fine which shall not be less than rupees twenty-five thousand but which may extend upto rupees one lakh or with rigorous imprisonment for a term which may extend upto three years or, with both. 10

(3) The appropriate Government shall direct University Grants Commission or the funding agency of the educational institution, as the case may be, to take such steps against the head of the educational institution who fails to prevent ragging in such manner may deem necessary. 15

Proceeding.

10. The proceeding under this Act shall be tried by the Educational Tribunal or the High Court in the respective State as far as possible.

Provisions of the Code of Criminal Procedure to be applied.

11. Save as provided under this Act, the provisions of the Code of Criminal Procedure 1973 shall be applicable to any trial under this Act.

Overriding effect of the Act.

12. The provisions of this Act shall be in addition to, and not in derogation of, any other law for the time being in force. 20

Power to make rules.

13. (1) The Central Government may by notification in the Official Gazette, make rules for carrying out the purposes of this Act.

(2) Every rule made under this Act shall be laid, as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both the Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule. 25 30



STATEMENT OF OBJECTS AND REASONS

Ragging is rising problem which is escalating on a daily basis needs to be addressed immediately. It mainly concerns with the new generation who take admission in academic institutes, colleges or university having a dream of a bright future which ultimately results in the upliftment of the society and the country as a whole. Ragging has been recognised as a Human Rights Violation. There have been many instances where ragging has led to death of a student. In many cases, it has been observed that a lot of students go into depression or drop out of the college, institute or university seeing the plight of these students, all sections of the society are raising their voice to prohibit ragging and are demanding that the Government must take proactive steps to eradicate this menace to the society.

On the 8th May, 2009, the Hon'ble Supreme Court ordered the Union Government to implement a plan for prevention of ragging. Following this Judgment the University Grants Commission (UGC) and other regulatory authorities like All India Council for Technical Education (AICTE), Medical Council of India (MCI), Dental Council of India (DCI), etc. published a single set of regulations that would cover the entire nation and all educational institutions. The regulations of University Grants Commission (UGC) came into effect on June, 2009.

This Bill combines the essential elements of UGC regulations and the order of the Hon'ble Supreme Court. Therefore, in a certain sense, the Bill simply formalises what exists as of today. All elements of the Bill are actually in place at present.

Hence this Bill.

NEW DELHI;
June 4, 2019.

ADHIR RANJAN CHOWDHURY



MEMORANDUM REGARDING DELEGATED LEGISLATION

Clasue 13 of the Bill empowers the Central Government to make rules for carrying out the purposes of this Bill. As the rules will relate to matters of details only, the delegation of legislative power is of normal charactor.



LOK SABHA

A

BILL

to prohibit and eradicate ragging in educational institutions and for matters
connected therewith or incidental thereto.

(Shri Adhlt Ranjan Chowdhury, M.P.)

MGIPMRND—325LS(S3)—13-06-2019.





उच्च शिक्षण अनुसंधान

प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

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E-mail : secy.ugc@nic.in

D.O. No.1-15/2009 (ARC) pt.III

27th June, 2019

Respected Sir/Madam,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in. These regulations are mandatory for all higher educational institutions in the country.

As multiple mechanisms are required to ensure a ragging-free campus, here are some recommendations and action steps which are required to be deployed in your esteemed university and all institutions under your ambit.

A. Basic Measures:

1. Constitution of anti-ragging committee, anti-ragging squad, setting up of Anti-Ragging Cell and adequate publicity for these measures through various media are to be undertaken.
2. Mention of anti-ragging warning in the institution's prospectus and information booklets /brochures shall be ensured.
3. Updating websites of institutions with the complete address and contact details of nodal officers related to anti-ragging committee.
4. In compliance with the UGC Regulations and its 2nd Amendment regarding submission of undertaking by each student and every parent, an online undertaking in every academic year to be submitted.
5. UGC has notified 3rd Amendment in UGC Regulations on 29th June, 2016 to expand the definition of ragging by including the following:

"3. (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background."

6. Installing CCTV cameras at vital points.

B. Counseling and monitoring measures

1. Regular interaction and counseling with the students can detect early signs of ragging and identification of trouble-triggers.
2. Surprise inspection at hostels, students accommodation, canteens, rest-cum-recreation rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

C. Creative Dissemination of the idea of ragging-free campus

1. Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
2. Safety and security apps without affecting the privacy of individuals can be creatively deployed.

Contd...2





डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद.

नॅक समिती तर्फे अ दर्जा प्राप्त

ताराबाई शिंदे स्त्री अभ्यास केंद्र

संचालक: प्रा. डॉ. स्मिता अवचार

ई-मेल : directorwomenstudy@bamu.ac.in

फोन नं : ०२४०-२४०३३३२

वेबसाईट: www.bamu.ac.in



सामाजिकशास्त्रे इमारत

विद्यापीठ परिसर

औरंगाबाद-४३१००४

महाराष्ट्र, भारत

संदर्भ क्र./स्त्रीअक्र/२०१७/३४३३ - ३६३३

दि.०७/१२/२०१७

प्रति,

मा. प्राचार्य

सर्व संलग्नित महाविद्यालय

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ,

औरंगाबाद.

विषय : दि. १३ जानेवारी २०१८ रोजी आयोजित “कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ” एकदिवसीय कार्यशाळेबाबत.

महोदय/महोदया,

वरील विषयान्वये आपणास सविनय कळविण्यात येते की, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठातील ताराबाई शिंदे स्त्री अभ्यास केंद्राच्या वतीने दि. १३ जानेवारी २०१८ रोजी सकाळी १०.०० वा. प्रशासकीय इमारतीतील महात्मा फुले सभागृहात “कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ (Sexual Harassment of Women at Workplace)” या एकदिवसीय कार्यशाळेचे आयोजन करण्यात आले आहे.

सदरील कार्यशाळेकरीता आपल्या महाविद्यालयात स्थापन करण्यात आलेल्या अंतर्गत तक्रार निवारण समितीतील एक सदस्य आणि प्रवेशित एक विद्यार्थी/विद्यार्थिनी यांना सहभागी होण्यास्तव आदेश देण्यात यावे ही विनंती.

धन्यवाद.

Smriti Avchar
२.१२.१८

डॉ. स्मिता अवचार

संचालक

ताराबाई शिंदे स्त्री अभ्यास केंद्र

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ

औरंगाबाद.

सोबत : कार्यशाळेचे माहितीपत्रक

Online
12.1.2018.





डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद.

ताराबाई शिंदे स्त्री अभ्यास केंद्र

द्वारा आयोजित एकदिवसीय कार्यशाळा

विषय : “कामाच्या ठिकाणी महिलांचा होणारा लैंगिक छळ”

दिनांक : १३ जानेवारी २०१८

कामाच्या/नोकरीच्या ठिकाणी स्त्रियांना कोणत्याही स्वरूपाचा लैंगिक हिंसाचाराचा त्रास होवू नये व त्यांना निर्भयपणे कार्य करता यावे यासाठी कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध, मनाई आणि निवारण) अधिनियम २०१३ पारित करण्यात आला. या अधिनियमांतर्गत १० पेक्षा जास्त कर्मचारी असतील अशा आस्थापनांमध्ये अंतर्गत तक्रार निवारण समितीची स्थापना करणे अनिवार्य केले गेले. मात्र आजही अनेक ठिकाणी या अंतर्गत तक्रार निवारण समितीची स्थापना होत असलेली दिसून येत नाही अथवा समिती कागदोपत्री स्थापन करण्यात आलेली असली तरी प्रभावीपणे ती कार्य करताना दिसून येत नाही. तसेच स्त्रिया व मुलींनाही या समिती व तिच्या कार्ये व उद्दिष्टासंबंधी माहिती असलेली दिसून येत नाही. त्यामुळेच या समितीकडे कामाच्या ठिकाणाच्या लैंगिक हिंसाचाराच्या तक्रारी येण्याचे प्रमाण नगण्य असलेले दिसून येते.

सदर समिती संबंधी जागरूकता निर्माण व्हावी व सदर समितीतर्फे कायद्याची प्रभावी अंमलबजावणी केली जावी या उद्देशाने डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठातील ताराबाई शिंदे स्त्री अभ्यास केंद्रातर्फे कामाच्या ठिकाणी महिलांची लैंगिक छळवणूक या कार्यशाळेचे आयोजन १३ जानेवारी २०१८ रोजी करण्यात आले आहे. सदर कार्यशाळेमध्ये डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठाशी संलग्नित महाविद्यालयातील एक विद्यार्थी व संबंधित महाविद्यालयातील अंतर्गत तक्रार निवारण समितीतील एक सदस्य आमंत्रित करण्यात येत आहे. प्रस्तुत कार्यशाळेत अंतर्गत तक्रार निवारण समितीची स्थापना व कायद्याची प्रभावी अंमलबजावणी तसेच स्त्रिया व मुलींना कामाच्या ठिकाणी निर्भय व आत्मविश्वासाने वावरण्यास उपयुक्त वातावरण निर्माण होण्यासाठी निश्चितपणे उपयुक्त ठरेल या भूमिकेतून सदर कार्यशाळा आयोजित करण्यात येत आहे.

महत्वाचे :

नावनोंदणी अंतिम तारीख : दि. १० जानेवारी २०१८ (दुरध्वनी किंवा ईमेलद्वारे)



दिनांक : १३ जानेवारी २०१८, वेळ स. १०.०० वा.

स्थळ : महात्मा फुले सभागृह, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद

विनित : प्रा. डॉ. स्मिता अवचार, संचालक, ताराबाई शिंदे स्त्री अभ्यास केंद्र

दुरध्वनी क्र. (०२४०) २४०३३३१ Email: directorwomenstudy@bamu.ac.in



मराठवाडा साहित्य परिषदेचे, ८वे

मराठवाडा लेखिका साहित्य संमेलन

कार्यालय - विद्यानगर (पूर्व), बीड - ४३१ १२२.

स्वागतार्थ्यक्ष

अॅड. उषा दराडे

९०११५ २११११

९४२२२ ४४३८६

कार्याध्यक्ष

श्रीमती सुधा सोळंके

७८७५२ ६०६३५

८९९९७ ७९८५६

प्रति,

मा.प्राचार्य/प्राचार्या

मराठवाडा लेखिका साहित्य संमेलन, बीड
जि. बीड

कांचन शृंगारपुरे
९६७८ ९४२४९

सन्माननीय महोदय,

प्रा. नभा बडे

९४२२५ ५२२७९

८२७५६ ००१०४

अॅड. मंजुषा दराडे

९७६३० २०२४४

श्रीमती माया दिवाण

९४२३४ ७००८९

९४२०७ ८३२३६

श्रीमती संगीता औटे, होळकर

०३ ८७२७७

डॉ. राजश्री तावरे

९२२५५ ९९१०६

बीड येथे मराठवाडा साहित्य परिषद व अहिल्याबाई होळकर महिला प्रतिष्ठाण
बीड यांच्या संयुक्त विद्यमाने २० व २१ जानेवारी २०१८ रोजी ८ वे मराठवाडा
लेखिका साहित्य संमेलन आयोजित करण्यात आले आहे. आपल्या महाविद्यालयातील
महिला प्राध्यापिका, महिला कर्मचारी वृंद यांना या साहित्य संमेलनास हजर राहण्यासाठी
सहकार्य करावे
हि नम्र विनंती.

आपली,

अॅड. उषा दराडे

स्वागतार्थ्यक्ष

मराठवाडा लेखिका साहित्य संमेलन, बीड.



संयोजक - अहिल्याबाई होळकर महिला प्रतिष्ठाण, बीड.



शिक्षण महर्षी

ज्ञान प्रसारक मंडळ येरमाळा संचलित,

ज्ञानदेव मोहेकर महाविद्यालय, कळंब

(कला, वाणिज्य, विज्ञान व तांत्रिक व्यावसायिक अभ्यासक्रम)



डॉ. ए. डी. मोहेकर
एम.एस्सी. पीएच.डी

कळंब - ४१३५०७ (जि.उस्मानाबाद) महाराष्ट्र

प्राचार्य

(नॅक पुनर्मूल्यांकन बी मानांकन)

कार्यालय (०२४७३) २६२१४२,
फॅक्स (०२४७३) २६२१४६

ई-मेल - smdmmkl@gmail.com,
वेबसाईट-www.mohekarcollege.org

जा.क्र.ज्ञामोम/५५१५/२०१७

दिनांक : २९/११/२०१७

शिक्षण महर्षी ज्ञानदेव मोहेकर महाविद्यालय सुवर्ण महोत्सवी वर्षानिमित्त आयोजित
एक दिवसीय राष्ट्रीय चर्चासत्र दि.२७ जानेवारी २०१८

भारताच्या आर्थिक सक्षमीकरणात महिलांचा सहभाग

प्रति,

प्राचार्य/विभागप्रमुख,

आपणास सूचित करतांना आनंद होतो की, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद व शिक्षण महर्षी ज्ञानदेव मोहेकर महाविद्यालय, कळंब यांच्या संयुक्त विद्यमाने **भारताच्या आर्थिक सक्षमीकरणात महिलांचा सहभाग** या विषयावर एक दिवसीय राष्ट्रीय चर्चासत्राचे आयोजन शिक्षण महर्षी ज्ञानदेव मोहेकर महाविद्यालय, कळंब जि. उस्मानाबाद येथे अर्थशास्त्र विभागांतर्गत २७ जानेवारी २०१८ रोजी करण्यात आले आहे. या चर्चासत्रात नामवंत अभ्यासक, मार्गदर्शक, प्राध्यापक, संशोधक आदींना निमंत्रित करण्यात येत आहे.

या विषयाच्या अनुषंगाने खालील उपविषयावर शोधनिबंध तयार करून पाठवावेत. चर्चासत्रासाठी पाठविलेले शोधनिबंध UGC Approved Journal "Chronicle of Humanities and Cultural Studies" (ISSN : 2454-5503), "New Man International Journal of Multidisciplinary Studies" (2348-1390) या Impact Factor असलेल्या Journal मध्ये प्रकाशित केले जातील.

विषय :-

१. कृषी उद्योग व सेवाक्षेत्राचा भारतीय अर्थव्यवस्थेवरील परिणाम
२. ग्रामीण अर्थव्यवस्थेत महिलांचा सहभाग
३. बचतगट आणि महिला सबलीकरण
४. भारतीय अर्थव्यवस्था व महिला
५. नॉटबंदीचा महिलांच्या आर्थिकस्थितीवर झालेला परीणाम
६. औद्योगिक क्षेत्रात महिलांचे योगदान
७. लघु व कुटीर उद्योगात महिलांचा सहभाग
८. सेवा क्षेत्रात महिलांचा वाढता सहभाग
९. महिलांच्या आर्थिक समस्या व उपाय योजना
१०. आंतरराष्ट्रीय व्यापार आणि महिला

सूचना :-

१. शोधनिबंध मराठी व हिंदी साठी MS-Word, ISM- DVBTT-Surekh, Kruti Dev 010, Font Size 16 मध्ये व इंग्रजीसाठी Times new Roman Font Size 12 मध्ये असणे आवश्यक आहे. शोधनिबंध 2000 शब्दापेक्षा मोठा नसावा.(जास्तीत जास्त चार पाने)
२. आपले शोधनिबंध ecoconf2018@gmail.com,jadhavminakshi83@gmail.com या मेलवर पाठवावेत. कृपया पेपर पाठवताना त्यासोबत आपण भरलेल्या नोंदणी शुल्काची पावती स्कॅन करून मेल करावी.
३. चर्चासत्राची नोंदणी शुल्क प्राध्यापकांसाठी रु.1000/- व संशोधक विद्यार्थ्यांसाठी रु.600/- राहिल. नोंदणी शुल्क भरल्याशिवाय पेपर प्रकाशित केला जाणार नाही. शोधनिबंध वाचण्यासाठी व सहभागासाठी स्पॉट नोंदणी सुद्धा उपलब्ध राहिल.
४. आपण आपले नोंदणी शुल्क प्राचार्य, शिक्षण महर्षी ज्ञानदेव मोहेकर महाविद्यालय, कळंब यांच्या नावाने महाराष्ट्र ग्रामीण बँक, कळंब या बँकेचा देय असलेला डी. डी., RTGS/NEFT पाठवू शकता किंवा ऑनलाईन बँकींगद्वारे खालील खात्यावर नोंदणी शुल्क पाठवावेत. A/c Name - Principal, Dnyandeo Mohekar Mahavidyalaya, Kalamb. A/c No. 54406000066 Branch- Kalamb, IFSC Code:MAHG0004406 MICR Code- 413570640
५. शोधनिबंध दि.12 जानेवारी 2018 पर्यंत तयार करून पाठवावेत.

समन्वयक

प्रा. डॉ. एम.बी.जाधव

अर्थशास्त्र विभागप्रमुख (८३८१०९६०८५)

प्राचार्य

डॉ. अशोकराव मोहेकर



आनंद चॅरिटेबल संस्था आष्टी संचलित,

आनंदराव धोंडे उर्फ बाबाजी महाविद्यालय

(कला वाणिज्य व विज्ञान)

कडा.ता.आष्टी.जि.बीड



NAAC Accredited C++ Grade

फोन .(०२४४१) २३९६२१

E-mail:admkada@gmail.com



अध्यक्ष— मा. भीमरावजी धोंडे (माजी आमदार, आष्टी/पाटोदा)

प्राचार्य— डॉ. एच्. जी. विधाते

जा.क्र. : आधोमक/२०१३-१४/१५६

दिनांक .०३.२०१४

नमूना "अ"

महिला लैंगिक छळ प्रतिबंध व तक्रार निवारण समितीची माहिती

०१. महाविद्यालयाचे नांव :— आनंदराव धोंडे उर्फ बाबाजी महाविद्यालय, कडा
०२. समिती स्थापना दिनांक व वर्ष :— १५ फेब्रुवारी २००४
०३. समिती सदस्यांची नावे :— १.अध्यक्ष : प्रा.डॉ.श्रीमती खेडकर एस.ए.
२.सचिव : प्रा.डॉ.विधाते एच्.जी.
३.सदस्य : प्रा.श्रीमती जगताप जी.एस.
४.सदस्य : प्रा.श्रीमती घुमरे पी.पी.
५.सदस्य : प्रा.श्रीमती कुचेकर शैलजा
६. सदस्य : श्रीमती हुमे एम.डी.
७. विद्यार्थीनी प्रतिनिधी : राजपुरे ज्योती
०४. समितीस प्राप्त झालेल्या तक्रारीची संख्या. : निरंक



[Signature]
PRINCIPAL

Anandrao Dhonde Alias Babaji College
Kada, Tal. Ashti, Dist. Beed

आनंद चॅरिटेबल संस्था आष्टी, संचलित

आनंदराव धोंडे ऊर्फ बाबाजी महाविद्यालय, कडा



ता.आष्टी, जि.बीड (४१४ २०२)

फोन : (०२४४९) (ऑ.)२३९६२९, २३९९२९ फॅक्स ०२४४९-२३९६२९



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Website : www.admkada.com

प्राचार्य : डॉ. एच्.जी. विधाते

जा.क्र. : आधोमक/२०१६-२०१७/३७५

दि. ०६/०३/२०१७

प्रति,

मा. डॉ. मंजूषा सुभाष मोळवणे,
उपसचिव,
महाराष्ट्र राज्य महिला आयोग,
गृहनिर्माण भवन (म्हाडा बिल्डिंग)
कलानगर, पोटमाळा, वांद्रे पूर्व, मुंबई-४०००५१

विषय:- दि. २७/०२/२०१७ रोजी “ कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध,मनाई आणि निवारण) अधिनियम २०१३” नुसार घ्यावयाच्या कार्यशाळेबाबत...

संदर्भ:- १. का.म.ले.छ.स/२०१६-१७/२३१४ दि. २०/०२/१०७
२. महाराष्ट्र राज्य महिला आयोगाचे पत्र क्र ममआ/महा.
का/२०१७का-३/२७० दि.१८/०२/२०१७

महोदय/महोदया,

उपरोक्त विषयी संदर्भित पत्रान्वये विनंती की, दि. २७/०२/२०१७ रोजी “ कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध,मनाई आणि निवारण) अधिनियम २०१३” नुसार घ्यावयाच्या कार्यशाळा आमच्या महाविद्यालयात २७/०२/१७ रोजी आयोजित करण्यात आली व यशस्वीरित्या पार पडली. सदर कार्यशाळेचा कार्योत्तर अर्थिक खर्चाचा तपशील व अहवाल आपणाकडे सादर करत आहे.

तरी मे. साहेबांनी सोबतचा अहवाल व कार्योत्तर अर्थिक खर्चाचा तपशील स्विकारून सहकार्य करावे.

सोबत:-

अहवाल व कार्योत्तर खर्चाचा तपशील

प्रति,

मा. कुलसचिव साहेब,
डॉ. बाबासाहेब आंबेडकर मराठवाडा
विद्यापीठ औरंगाबाद.



आपला विश्वासू,

(Signature)

PRINCIPAL

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आनंद चॅरिटेबल संस्था आष्टी, संचलित

आनंदराव धोंडे ऊर्फ बाबाजी महाविद्यालय, कडा



ता.आष्टी, जि.बीड (४१४ २०२)

फोन : (०२४४९) (ऑ.)२३९६२९, २३९९२९ फॅक्स ०२४४९-२३९६२९



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जा.क्र. : आधोमक/ २०१६-२०१७/ ३१५

दि. ०६/०३/२०१७

प्रति,
मा. डॉ. मंजूषा सुभाष मोळवणे,
उपसचिव,
महाराष्ट्र राज्य महिला आयोग,
गुंबई-४०००५१

विषय:- दि. २७/०२/२०१७ रोजी “ कामाच्या ठिकाणी महिलांचे लैंगिक
छळापासून संरक्षण बाबत दि. २७/०२/२०१७ च्या
कार्याशाळेसाठी अनुदान मिळणे बाबत...

संदर्भ:- १. का.म.ले.छ.स/२०१६-१७/२३१४ दि. २०/०२/१०७
२. महाराष्ट्र राज्य महिला आयोगाचे पत्र क्र ममआ/महा.
का/२०१७का-३/२७० दि.१८/०२/२०१७

महोदया,

उपरोक्त विषयी विनंती की, उपरोक्त कार्यशाळा दि. २७/०२/२०१७ रोजी
महाविद्यालयात घेतली आहे. तेव्हा त्यासाठी रू ५०००/- अनुदान देण्यात यावे.

डॉ.बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ औरंगाबाद येथे दि २१/०२/२०१७
रोजी कार्यशाळेच्या वेळी सुद्धा अनुदान मागणी फॉर्म भरून दिलेला आहे.

तरी महाविद्यालयाचे खात्यावर रू ५०००/- वर्ग करून तसे कळवावे.
ही विनंती,

आपला विश्वास,

PRINCIPAL

Anandras Dhonde Alias Babaji College
Kada, Tal. Ashti, Dist. Beed

सोबत:-बँकेची माहिती

अ.क्र	बँकेचे नांव व पत्ता	खाते क्र	IFSC CODE
01	महाराष्ट्र ग्रामीण बँक शाखा कडा. ता.आष्टी. जि.बीड	54506000244	MAHG0004506



डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद

नॅक समिती तर्फे अ दर्जा प्राप्त

ई.पो.ए.बी.एक्स. :- (०२४०) २४०३३९७ ते ४००
कार्यालय दूरध्वनी :- (०२४०) २४०३१०४ ते १०६
कुलसचिव (का). :- (०२४०) २४०३३३३
कुलसचिव (नि). :- (०२४०) २४००२०३
फॅक्स :- (०२४०) २४०३११३ / २४०३३३५
तार :- बामुसटो
Web Site :- www.bamu.net
E-mail :- registrar@bamu.net



विद्यापीठ परिसर,
औरंगाबाद - ४३१ ००४
(महाराष्ट्र)

संदर्भ क्र. का.म.ल.छ.स./२०१६-१७/१०२४ - १४२८ स्मरणपत्र
प्रति,

दिनांक: ३०.१.२०१७

मा. प्राचार्य/प्राचार्या

सर्व संलग्नीत महाविद्यालये,

डॉ. बाबासाहेब आंबेडकर

मराठवाडा विद्यापीठ, औरंगाबाद.

विषय: कार्यालयांमधील अंतर्गत महिला तक्रार निवारण समितीचे सक्षमीकरण करणेबाबत.

संदर्भ:- ममआ/२०१७/मतनिस/का-३/४३. दिनांक: ०५/०१/२०१७.

महोदय,

महाराष्ट्र राज्य महिला आयोग यांचे वरील विषयी व संदर्भीय पत्रात उल्लेख केल्याप्रमाणे मा. सर्वोच्च न्यायालयाने दिलेल्या "विशाखा मार्गदर्शक तत्वे" अनुसार कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण (प्रतिबंध मनाई आणि निवारण) अधिनियम-२०१३ या कायद्याच्या अंमलबजावणीसाठी प्रत्येक कार्यालयात महिलांच्या तक्रार निवारणासाठी "अंतर्गत महिला तक्रार निवारण समिती" (Internal Complaint Committee-ICC) स्थापन करणे अनिवार्य आहे. महाराष्ट्र राज्य महिला आयोगाने सदर कायद्याच्या अंमलबजावणीसाठी तसेच कायदाबद्दल जागृती निर्माण करण्याच्या उद्देशाने सर्व विद्यापीठांमध्ये एक दिवशीय कार्यशाळा घेण्याचे योजिले आहे.

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ येथे सदरील कार्यशाळा शुक्रवार दिनांक ०३/०२/२०१७ रोजी सकाळी ११:०० ते ५:०० या वेळेत मुख्य सभागृह (नाट्यगृह) येथे आयोजित करण्यात आलेले आहेत. सदरील कार्यशाळेस महाविद्यालयाचे प्राचार्य, व अंतर्गत तक्रार निवारण समितीचे दोन सदस्य उपस्थित राहणे अनिवार्य आहे. सदरील कार्यशाळेस उपस्थित राहण्यासाठी येणारा खर्च हा महाविद्यालयाने करावयाचा आहे.

कार्यशाळेस येताना आपल्या महाविद्यालयात कार्यरत असलेल्या अंतर्गत तक्रार निवारण समितीची प्रत संपूर्ण माहितीसह आणणे अनिवार्य आहे.

कार्यशाळेस उपस्थित राहणाऱ्या आपल्या महाविद्यालयातील प्राचार्य व अंतर्गत तक्रार निवारण समितीचे दोन सदस्यांचे नावे दिनांक ३१/०१/२०१७ पर्यंत womenredressalcell@bamu.ac.in सदर ई-मेलवरती पाठविण्यात यावी. सदरील कार्यशाळेस अनुपस्थित राहिल्यास महाराष्ट्र राज्य महिला आयोगाकडून झालेल्या कार्यवाहीस आपण स्वतः जबाबदार राहणार याची नोंद घ्यावी.

सोबत:- वरील संदर्भीय महाराष्ट्र राज्य महिला आयोगाचे पत्र

अपला विश्वासू

कुलसचिव

प्रत:

०१. मा. विजया रहाटकर, अध्यक्षा, राज्यमंत्री दर्जा, महाराष्ट्र राज्य महिला आयोग, मुंबई.
०२. मा. सहसंचालक, उच्च व तंत्र शिक्षण, औरंगाबाद

2.2.2017.



कुलसचिव

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद

महाराष्ट्र शासनाच्या अंतर्गत प्राप्ति

ई.प्ले.ओ.एम्. १०२४०१ २४०३३९७ ते ४००
कार्यालय दुरध्वनी (०२४०१) २४०३३९७ ते १०६
कुलसचिव (का) (०२४०१) २४०३३३३
कुलसचिव (वि) (०२४०१) २४०३३३३
फॅक्स (०२४०१) २४०३३३३ / २४०३३३४
वेब साईट बाबुमिरी
Web Site www.bamu.net
E-mail registrar@bamu.net



विद्यापीठ परिसर
औरंगाबाद - ४३१ ००४
(महाराष्ट्र)

संदर्भ क्र. का.म.ल.छ.स./२०१६-१७/१४३१-१४३६

दिनांक: ३१.१.२०१७

प्रति,
मा. प्राचार्य/प्राचार्या
सर्व संलग्नीत महाविद्यालये,
डॉ. बाबासाहेब आंबेडकर
मराठवाडा विद्यापीठ, औरंगाबाद.

विषय:- कंत्राळीयामधील अंतर्गत महिला तक्रार निवारण समितीचे सक्षमीकरण करणेबाबत.

- संदर्भ:- १. ममआ/२०१७/मतनिस/का-३/४३, दिनांक: ०५/०१/२०१७.
२. विद्यापीठाचे पत्र क्र. का.म.ल.छ.स./२०१६-१७/१०२४-१४२८ दिनांक ३०.१.२०१७

महोदय,

उपरोक्त विषयी व संदर्भांन्वये मा. सर्वोच्च न्यायालयाने दिलेल्या "विशाखा मार्गदर्शक तत्वे" अनुसार कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण (प्रतिबंध मनाई आणि निवारण) अधिनियम-२०१३ या कायद्याच्या अंमलबजावणीसाठी प्रत्येक कार्यालयात महिलांच्या तक्रार निवारणासाठी "अंतर्गत महिला तक्रार निवारण समिती" (Internal Complaint Committee-ICC) स्थापन करणे अनिवार्य आहे. महाराष्ट्र राज्य महिला आयोगाने सदर कायद्याच्या अंमलबजावणीसाठी तसेच कायद्याबाबत जागृती निर्माण करण्याच्या उद्देशाने सर्व विद्यापीठांमध्ये शुक्रवार दिनांक ०३/०१/२०१७ रोजी सकाळी ११:०० ते ५:०० या वेळेत मुख्य सभागृह (नाट्यगृह) येथे एक दिवसीय कार्यशाळा आयोजित करण्यात आली होती.

परंतु मराठवाडा शिक्षक मतदार संघ २०१७ ची निवडणूक दिनांक ०३.०१.२०१७ रोजी असल्यामुळे सदरील कार्यशाळा पुढे ढकलण्यात आलेली आहे. पुढील कार्यशाळेची दिनांक व वेळ आपणास लवकरच कळविण्यात येईल.

होणाऱ्या कार्यशाळेस उपस्थित राहणाऱ्या आपल्या महाविद्यालयातील प्राचार्य व अंतर्गत तक्रार निवारण समितीचे दोन सदस्यांचे नावे womenredressalcell@bamu.ac.in सदर ई-मेलवरती पाठविण्यात यावी.

अपणा विश्वासू

कुलसचिव

प्रत:

०१. मा. विजया रहाटकर, अध्यक्षा, राज्यमंत्री दर्जा, महाराष्ट्र राज्य महिला आयोग, मुंबई.
०२. मा. सहसंचालक, उच्च व तंत्र शिक्षण, औरंगाबाद

प्राचार्याकडे पुढे जेम्ही.
तक्रार निवारण समिती मेल करी.
२.२.२०१७



कुलसचिव

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद

नॅक समिती तर्फे अ दर्जा प्राप्त

ई.पी.ए.बी.एक्स. :- (०२४०) २४०३३९७ ते ४००
कार्यालय दूरध्वनी :- (०२४०) २४०३१०४ ते १०६
कुलसचिव (का). :- (०२४०) २४०३३३३
कुलसचिव (नि). :- (०२४०) २४००२०३
फॅक्स :- (०२४०) २४०३११३ / २४०३३३५
तार :- बामुसिटी
Web Site :- www.bamu.net
E-mail :- registrar@bamu.net



विद्यापीठ परिसर,
औरंगाबाद - ४३१ ००४
(महाराष्ट्र)

संदर्भ क्र. का.म.लै.छ.स./२०१६-१७/२३१०.

स्मरणपत्र-३

दिनांक: १४.२.२०१७

प्रति,

मा. प्राचार्य/प्राचार्या

सर्व संलग्नीत महाविद्यालये,

डॉ. बाबासाहेब आंबेडकर

मराठवाडा विद्यापीठ, औरंगाबाद.

विषय:- कार्यालयांमधील अंतर्गत महिला तक्रार समितीचे सक्षमीकरण करणेबाबत.

- संदर्भ:- १. महाराष्ट्र राज्य महिला आयोगाचे पत्र क्र. ममआ/२०१७/मर्तनिस/का-३/४३.
दिनांक: ०५/०१/२०१७.
२. विद्यापीठाचे पत्र क्र. का.म.लै.छ.स./२०१६-१७/१४३१-१४३६ दिनांक ३१.०१.२०१७.
३. विद्यापीठाचे पत्र क्र. का.म.लै.छ.स./२०१६-१७/१४३५-२२५१ दिनांक ०७.०२.२०१७.

महोदय/महोदया,

उपरोक्त विषयी व संदर्भीयन्वये पत्रानुसार आपणास कळविण्यात येते की, महाराष्ट्र राज्य महिला आयोगाच्या वतीने डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद येथे दिनांक २१.०२.२०१७ रोजी वरील विषयी कार्यशाळेचे आयोजन करण्यात आलेले आहे. करीता आपल्या महाविद्यालयाचे प्राचार्य व अंतर्गत महिला समितीचे दोन सदस्य सदर कार्यशाळेस उपस्थित अनिवार्य आहे, कार्यशाळेस उपस्थित राहणाऱ्या प्राचार्य व अंतर्गत तक्रार निवारण समितीचे दोन सदस्यांचे नावे womenredressalcell@bamu.ac.in सदर ई-मेलवरती दिनांक १८.०२.२०१७ पर्यंत पाठविण्यात यावी. कार्यशाळेस उपस्थित राहण्यासाठीचा खर्च महाविद्यालयाने करावयाचा आहे. तसेच महाविद्यालयाच्या प्रतिनिधींनी कार्यशाळेस येतांना सोबत आपल्या महाविद्यालयात कार्यरत असलेल्या "अंतर्गत तक्रार समितीची" प्रत संपूर्ण माहितीसह आणणे अनिवार्य आहे.

महाराष्ट्र राज्य महिला आयोगाकडून आयोजित केलेल्या सदरील कार्यशाळेस महाविद्यालयाचे प्राचार्य व सदस्य अनुपस्थित राहिल्यास अशा महाविद्यालयांची नावे विद्यापीठ अनुदान आयोगास व महाराष्ट्र राज्य महिला आयोगास कळविण्यात येतील. याची कृपया नोंद घ्यावी व संभाव्य कार्यवाहीस आपण स्वतः जबाबदार राहणार याचीही नोंद घ्यावी.

दिनांक :- २१.०२.२०१७.

वेळ :- ९.३० नाव नोंदणी (कार्यशाळेची वेळ ११.०० ते ५.००)

स्थळ :- डॉ. बा.आं.म. विद्यापीठ, नाट्यगृह

सोबत:- वरील संदर्भीय महाराष्ट्र राज्य महिला आयोगाचे पत्र

अपला विश्वासू

कुलसचिव

प्रत:

०१. मा. विजया रहाटकर, अध्यक्ष, राज्यमंत्री दर्जा, महाराष्ट्र राज्य महिला आयोग, मुंबई.
०२. मा. सहसंचालक, उच्च व तंत्र शिक्षण, औरंगाबाद.



कुलसचिव

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद
नॅक समिती तर्फे अ दर्जा प्राप्त

ई.पी.ए.बी.एक्स. :- (०२४०) २४०३३९७ ते ४००
कार्यालय दूरध्वनी :- (०२४०) २४०३१०४ ते १०६
कुलसचिव (का). :- (०२४०) २४०३३३३
कुलसचिव (नि). :- (०२४०) २४००२०३
फॅक्स :- (०२४०) २४०३११३ / २४०३३३५
तार :- बामुसिटी
Web Site :- www.bamu.net
E-mail :- registrar@bamu.net



विद्यापीठ परिसर,
औरंगाबाद - ४३१ ००४
(महाराष्ट्र)

संदर्भ क्र. का.म.लै.छ.स./२०१६-१७/२३१५

दिनांक: २०.२.२०१७

प्रति,
मा. प्राचार्य/प्राचार्या
सर्व संलग्नीत महाविद्यालये,
डॉ. बाबासाहेब आंबेडकर
मराठवाडा विद्यापीठ, औरंगाबाद.

विषय:- दिनांक: २७/०२/२०१७ रोजी “कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण
(प्रतिबंध, मनाई आणि निवारण) अधिनियम २०१३” नुसार घ्यावयाच्या कार्यशाळेबाबत.
संदर्भ:- महाराष्ट्र राज्य महिला आयोगाचे पत्र क्र. ममआ/महा.का/२०१७/का-३/२७०.
दिनांक: १८/०२/२०१७

महोदय/महोदया,

वरील विषयी संदर्भित महाराष्ट्र राज्य महिला आयोगाच्या पत्रानुसार आपणांस कळविण्यात येते की, वरील कायद्याच्या अंमलबजावणीसाठी कायद्याबद्दल जागृती निर्माण करण्याच्या उद्देशाने आपल्या महाविद्यालयांत दिनांक: २७/०२/२०१७ रोजी वरील विषयी कार्यशाळा घेण्यात यावी याकरिता प्रत्येक महाविद्यालयास रुपये ५०००/- वित्तीय सहाय्य देण्याचे मा. अध्यक्षा महिला आयोग यांनी सूचित केले आहे. याबाबत सविस्तर तपशिलाचे महाराष्ट्र राज्य महिला आयोगाचे संदर्भित पत्र सोबत जोडले आहे. त्याप्रमाणे आपण कार्यवाही करावी ही विनंती.

सोबत: संदर्भित पत्र

आपला विश्वास
कुलसचिव

[Signature]
27.2.2017.

डॉ. रेडकर

झालेल्या कार्यमानाचा क्लवात दि २३.२.२०१७ पुर्वी
न कुल आयोगाकड पाठवावा.



[Signature]
2.3.2017.



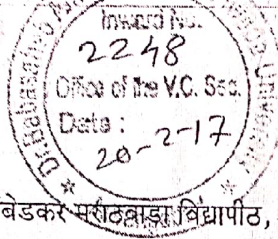
MOST URGENT

महाराष्ट्र शासन
GOVERNMENT OF MAHARASHTRA

महाराष्ट्र राज्य महिला आयोग
Maharashtra State Commission For Women

गृहनिर्माण भवन (महाडा बिल्डिंग)
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क्रमांक : ममआ/महा.का./२०१७/का-३/२७०
दिनांक : १८/०२/२०१७

प्रति,
मा.कुलगुरु,
डॉ.बाबासाहेब आंबेडकर महाराष्ट्र विद्यापीठ,
जिल्हा औरंगाबाद.

विषय :- दि.२७.०२.२०१७ रोजी आपल्या कार्यक्षेत्रातील महाविद्यालयांत 'कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण (प्रतिबंध मनाई आणि निवारण) अधिनियम-२०१३' विषयी घ्यावयाच्या कार्यशाळेबाबत.

संदर्भ :- UGC Regulations २०१५ (Sexual Harassment of Women employees and Student)

महोदय/महोदया,

मा.सर्वोच्च न्यायालयाने दिलेल्या 'विशाखा मार्गदर्शक तत्वे' अनुसार 'कामाच्या ठिकाणी महिलांचा लैंगिक छळ संरक्षण (प्रतिबंध मनाई आणि निवारण) अधिनियम - २०१३' या कायद्याच्या अंमलबजावणीसाठी प्रत्येक कार्यालयात महिलांच्या तक्रार निवारणासाठी 'अंतर्गत महिला तक्रार निवारण समिती' (Internal Complaint Committee-ICC) स्थापन करणे अनिवार्य आहे. महाराष्ट्र राज्य महिला आयोगाने सदर कायद्याच्या अंमलबजावणीसाठी तसेच कायदाबद्दल जागृती निर्माण करण्याच्या उद्देशाने विविध विद्यापीठांमध्ये एक दिवशीय कार्यशाळा यशस्वीरित्या घेण्यात आल्या. सदर कार्यशाळेत संबंधित महाविद्यालयांचे प्राचार्य, ICC अध्यक्ष, सदस्या यांना या कायद्याविषयी संपूर्ण माहिती देण्यात आली आहे.

कार्यशाळेत दिलेल्या सुचने प्रमाणे प्रत्येक महाविद्यालयाचे प्राचार्य व 'अंतर्गत महिला तक्रार निवारण समिती (ICC)' यांनी दि.२७.०२.२०१७ रोजी आपापल्या महाविद्यालयात उपरोक्त विषयी कार्यशाळा घेण्यात यावी. याकरीता प्रत्येक महाविद्यालयास रु.५०००/- वित्तीय सहाय्य देण्याचे मा.अध्यक्षा, महिला आयोग यांनी सुचित केले आहे. सदर कार्यशाळेमध्ये जाणीवजागृती अभियान

my Majanua
Sexual Harassment Committee

20/2/2017



seen
Rdmanan
20/2/2017



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं० 18] नई दिल्ली, मंगलवार, अप्रैल 23, 2013/ वैशाख 3, 1935 (शक)
No. 18] NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:-

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 OF 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS 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;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised 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;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.



Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

Short title,
extent and
commencement

1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions

2. In this Act, unless the context otherwise requires,—

(a) "aggrieved woman" means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) "appropriate Government" means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly—

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace



Explanation.—For the purposes of this sub-clause “management” includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) “Internal Committee” means an Internal Complaints Committee constituted under section 4;

(i) “Local Committee” means the Local Complaints Committee constituted under section 6;

(j) “Member” means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) “prescribed” means prescribed by rules made under this Act;

(l) “Presiding Officer” means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) “respondent” means a person against whom the aggrieved woman has made a complaint under section 9;

(n) “sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) “workplace” includes —

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;



(vi) a dwelling place or a house;

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of
sexual
harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution
of Internal
Complaints
Committee.

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer as may be prescribed.



(5) Where the Presiding Officer or any Member of the Internal Committee,--

(a) contravenes the provisions of section 16; or

(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or

(c) he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or

(d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification of District Officer.

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution and jurisdiction of Local Complaints Committee

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:--

Composition, tenure and other terms and conditions of Local Complaints Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer



(3) Where the Chairperson or any Member of the Local Complaints Committee—

- (a) contravenes the provisions of section 16; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Grants and
audit

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

Complaint of
sexual
harassment

9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation.



Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

(2) Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

(3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to—

(a) transfer the aggrieved woman or the respondent to any other workplace; or



(b) grant leave to the aggrieved woman up to a period of three months; or

(c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be---

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman:

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

Punishment
for false or
malicious
complaint and
false evidence

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section:

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended



(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to --

Determination
of
compensation

- (a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;
- (b) the loss in the career opportunity due to the incident of sexual harassment;
- (c) medical expenses incurred by the victim for physical or psychiatric treatment;
- (d) the income and financial status of the respondent;
- (e) feasibility of such payment in lump sum or in instalments.

22 of 2005

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Prohibition of
publication or
making known
contents of
complaint and
inquiry
proceedings

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

Penalty for
publication or
making known
contents of
complaint and
inquiry
proceedings

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

Appeal

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations

CHAPTER VI

DUTIES OF EMPLOYER

19. Every employer shall --

Duties of
employer.

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4;



(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force; 45 of 1860

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place; 45 of 1860

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

20. The District Officer shall, --

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

Committee to submit annual report

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

Employer to include information in annual report

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

Appropriate Government to monitor implementation and maintain data

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

Appropriate Government to take measures to publicise the Act

24. The appropriate Government may, subject to the availability of financial and other resources, --

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace;



(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing,--

Power to call for information and inspection of records

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to--

(a) constitute an Internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

Penalty for non-compliance with provisions of Act.

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to--

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

Cognizance of offence by courts

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

Act not in derogation of any other law

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

Power of appropriate Government to make rules

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:--

(a) the fees or allowances to be paid to the Members under sub-section (1) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7;



- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;
- (l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and
- (m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

Power to
remove
difficulties

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA,
Secy. to the Govt. of India

CORRIGENDA

THE PREVENTION OF MONEY-LAUNDERING (AMENDMENT) ACT, 2012

(2 of 2013)

At page 18, in line 2, for "Arts", read "Art".

At page 21, in line 14, for "Protection", read "(Protection)".



CORRIGENDUM

THE UNLAWFUL ACTIVITIES (PREVENTION) AMENDMENT ACT, 2012
(3 of 2013)

At page 6, in line 22, *for* "clause", *read* "clause".

CORRIGENDUM

THE BANKING LAWS (AMENDMENT) ACT, 2012
(4 of 2013)

At page 8, in line 29, *for* 'sections 30', *read* 'section 30', '.

CORRIGENDUM

THE APPROPRIATION ACT, 2013
(9 of 2013)

At page 1, in the marginal heading to section 2, *for* "4715,54,00,000",
read "49715,54,00,000".

