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सदस्य सचिव  
Prof. Rajive Kumar  
Member Secretary



सत्यमेव जयते

अखिल भारतीय तकनीकी शिक्षा परिषद

(भारत सरकार का एक सांविधिक निकाय)

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ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(A Statutory Body of the Govt. of India)

Ministry of Education, Govt. of India

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F.No. AICTE/Fin/WH/2015-16

Dated 03.11.2022

To

All Directors/Principals of AICTE Approved Institutions

**Subject: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**

Sir/Madam,

As you are aware that the Government of India is committed to promote gender equality and women empowerment across every sector and preventing all forms of violence against women that negatively impact gender equality and human dignity. The Sexual Harassment of Women at Workplace ((Prevention, Prohibition and Redressal) Act, 2013 upholds women's fundamental right to equality as guaranteed under Articles 14 to 15 of the Indian Constitution, the right to live with dignity under Article 21 and the right to practice any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India.

With improved access to education, skilling, and employment opportunities, millions of Indian women are entering the country's workforce. It is crucial that as a country we provide all women with a safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or unorganized sectors to ensure compliance with the provisions of the Act. The employers are also mandated to conduct sensitization workshops for their employees periodically to make them aware about the provisions of the Act and towards the need for upholding the dignity of women and end gender stereotypes so as to encourage more and more women to participate in economic activities. This will contribute to the realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole.

In view of the above, the following activities are to be conducted in all the AICTE approved institutions from 25.11.2022 to 10.12.2022.

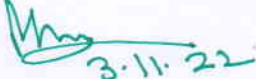
- i. To conduct sensitization workshops for their employees to make them aware about the provisions of the Act.
- ii. To observe the 25<sup>th</sup> of November as the International Day for the Elimination of Violence against Women.

- iii. To observe Discrimination against Women Pakhwada from 25.11.2022 to 10.12.2022.
- iv. Internal Complaints Committees to conduct a special drive to review the pending cases and take appropriate action before 9<sup>th</sup> December 2022.

Accordingly, the Action Taken Report in the matter may kindly be made available to the AICTE Headquarter latest by 13<sup>th</sup> of December 2022 positively so that the same could be submitted to the ministry.

This may be treated Most-Urgent

With regards,



3.11.22

**Prof. Rajive Kumar**