

**राष्ट्रीय संस्कृत विश्वविद्यालय - तिरुपति**  
**NATIONAL SANSKRIT UNIVERSITY - TIRUPATI**

F.No. NSUT/Estt./Coordinator/2022-23

दिनांक/Date: 11.11.2022

**OFFICE ORDER No. 451 of 2022-23**

**Sub:** Establishment -Nomination of Co-ordinator for implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Orders - Issued -Regarding.

**Ref:** Note approval of the Vice-Chancellor dated 07.11.2022.

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With reference to the subject and approval cited above, the Vice-Chancellor is pleased to nominate Prof. R. Deepta, Department of English as Co-ordinator for implementation of Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act, 2013.

The Co-ordinator is requested

1. to conduct sensitization workshops for the employees to make them aware of the provisions of the Act.
2. to observe **25<sup>th</sup> November as the International Day for the Elimination of Violence against Women**
3. to observe Discrimination against Women Pakhwada from **25<sup>th</sup> November to 10<sup>th</sup> December, 2022.**
4. The Internal Complaints Committee may conduct Special drive to review the pending cases and take appropriate action **before 9<sup>th</sup> December, 2022** as per the Ministry of Education Letter dated 04.11.2022.

The Co-ordinator is to ensure that a special drive is conducted on the above activities and status of the action taken in this regard shall be furnished to the Registrar for onward submission to Under Secretary to the Government of India by 11<sup>th</sup> December, 2022 in soft copy by both PDF and MS Excel format at [ee1.section-edu@gov.in](mailto:ee1.section-edu@gov.in).

  
11/11/2022

**REGISTRAR**

To

Prof. R. Deepta, I.D. No. 158

Copy to

1. The Dean, Academic Affairs
2. The Deputy Registrar
3. The Assistant Registrar (F&A)
4. The Assistant Registrar(Estt.)
5. PS to Vice-Chancellor/Registrar/Finance Officer
6. Office Order File
7. Liaison Officer, OL for translation of the Office Order

F.No.11-1/2022-EE.1(Pt)  
Government of India  
Ministry of Education  
Department of School Education and Literacy

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Rm. No.130-C, Shastri Bhawan,  
New Delhi, dated 4<sup>th</sup> November, 2022

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

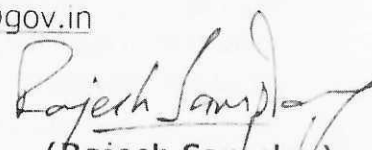
Please find attached a copy of O.M. F.No. 18-3/2022-U.5 dated 28<sup>th</sup> October, 2022 along with enclosure from U.5, Department of Higher Education on the subject mentioned above.

2. The following activities may be conducted in all the educational institutions/autonomous bodies, and PSUs under the administrative control of the Ministry of Education:

- i) Conduct sensitisation workshops for the employees to make them aware about the provisions of the Act.
- ii) Observe the 25<sup>th</sup> November as the International Day for the Elimination of Violence against Women.
- iii) Observe Discrimination against Women Pakhwada from 25<sup>th</sup> November to 10<sup>th</sup> December, 2022.
- iv) Internal Complaints Committee to conduct special drive to review the pending cases and take appropriate action before 9<sup>th</sup> December.

2. It is requested to ensure that a special drive be conducted on the above mentioned activities as per the scheduled dates. Status on the action taken in this regard may be furnished to the undersigned **by 11.12.2022** (in soft copy both in PDF and in MS Word format) at [ee1.section-edu@gov.in](mailto:ee1.section-edu@gov.in)

[Encl. as above]

  
(Rajesh Samplaj)

Under Secretary to the Government of India  
Phone: 2338 4589

All the Educational Institutions/Autonomous Bodies, and PSUs of the Ministry of Education

Copy to:

Ms. Manmohan Kaur, Chairperson, ICC, MoE

F.No. 18-3/2022-U.5  
Government of India  
Ministry of Education  
Department of Higher Education  
U.5 Section

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New Delhi, dated the 28<sup>th</sup> October, 2022

**Office Memorandum**

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

The undersigned is directed to forward herewith a copy of DO letter No. WW-16/5/2021-WW (96705) dated 13.10.2022 received from Secretary, M/o Women & Child Development on the above subject, 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 and 15 of the Indian Constitution, right to live with dignity under Article 21 and 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.

2. 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 safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or unorganized sector to ensure compliance of the provisions of the SH Act. The employers are also mandated to conduct sensitisation 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 realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole.

3. The following activities be conducted in all the Autonomous Bodies (ABs)/ Public Sector Undertakings (PSUs)/ Higher Educational Institutions (HEIs) during the period from 25.11.2022 to 10<sup>th</sup> December, 2022.

- i. To conduct sensitisation workshops for their employees to make them aware about the provisions of the Act.
- ii. To observe the 25<sup>th</sup> November as the International Day for the Elimination of Violence against Women.
- iii. To observe Discrimination against Women Pakhwada from 25<sup>th</sup> November to 10<sup>th</sup> December, 2022.
- iv. Internal Complaints Committees to conduct special drive to review the pending cases and take appropriate action before 9<sup>th</sup> December.

4. Therefore, ICC of M/o Education is requested to ensure that a special drive be conducted to review the pending cases if any and take appropriate action before 9<sup>th</sup> December, 2022. It is also requested to submit the action taken report in the matter to this Division by 15<sup>th</sup> December, 2022.

Encl. As above. For m. a. p. 1.  
UH  
28/10/22

M. Manmohan Kaur,  
Chairperson, ICC, M/o Education

28/10/2022  
(Subhash Chander)  
Director (HE-CDN)  
Intercom: 752

इन्दिवर पान्देय, आई.एस.  
सचिव

INDEVAR PANDEY, I.A.S.

Secretary

Tel: 011-23381598/71386731

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सत्यमेव जयते

Ministry of Women & Child Development

13<sup>th</sup> October, 2022

D.O. No. WW-16/5/2021-WW (96705)

Dear Secretary,

As you are aware, 'the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' (hereinafter referred to as the SH Act) has been notified on 9th December 2013 to provide a safe and secure environment to women at the workplace.


2. The Act upholds women's fundamental right to equality as guaranteed under Articles 14 and 15 of the Indian Constitution, right to live with dignity under Article 21 and 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.
3. 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 safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or un-organized sector to ensure compliance of the provisions of the SH Act. The employers are also mandated to conduct sensitisation 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 realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole.
4. You may also be aware that **25<sup>th</sup> November** is observed across the globe as the International Day for the Elimination of Violence against Women. Further, **10<sup>th</sup> December** is observed every year as International Human Rights Day. The 16 days period between 25<sup>th</sup> November and 10<sup>th</sup> December is observed by various institutions, civil society organizations including the United Nations for raising awareness about elimination of all forms of violence and discrimination against women so as to ensure safety, security and holistic empowerment of women and to ensure that the basic human rights of women and girls are respected by all

Cont'd 2/-

5. I, therefore, request you to kindly issue necessary instructions to all concerned of your Ministry/ Department as well as autonomous bodies/ PSUs and other organisations in your respective domain to ensure effective implementation of the SH Act including conducting awareness and sensitization programme for the officials, giving wide publicity etc. about the provisions of the SH Act. It is also requested to ensure that the Internal Committees (ICs) at all work places are constituted (if not already constituted) and functional within your respective domain. The ICs may also be directed to conduct special drive to review the pending cases and appropriate action taken before 9<sup>th</sup> December, 2022. It would be appreciated, if a report of this exercise held in your Ministry/ Department and other organizations is provided to this Ministry by 20<sup>th</sup> December, 2022.

With Regards,

Yours sincerely,

  
13/10/2022  
(Indavar Pandey)

Secretaries of all Central Ministries/Departments.