

केन्द्रीय संस्कृत विश्वविद्यालय
संसद के अधिनियम द्वारा स्थापित
(पूर्व में राष्ट्रीय संस्कृत संस्थान, मानित विश्वविद्यालय)
शिक्षा मन्त्रालय, भारत सरकार के अधीन
56-57, सांस्थानिक क्षेत्र, जनकपुरी, नई दिल्ली - 110058



Central Sanskrit University

Established by an Act of Parliament

(Formerly Rashtriya Sanskrit Sansthan, Deemed to be University)

Under Ministry of Education, Govt. of India

56-57, Institutional Area, Janakpuri, New Delhi - 110058

35020/2023-Admn/ICC/CSU/3542

07.12.2023

To

All Campus Directors
Central Sanskrit University.

Subject : Organising Sexual Harassment at Workplace Prevention Week on 9th December, 2023.

Sir,

I am directed to forward herewith copy of D.O. letter no. 13016/2/2017-WW Part(1) dated 22nd November, 2023 received from Shri Indevan Pandey, Secretary, Government of India, Ministry of Women & Child Development, Shastri Bhawan, New Delhi on above subject, which is self explanatory. Accordingly, it is requested to commemorate the week in the run up to 9th December, 2023 as "**Sexual Harassment at Workplace Prevention Week**" in the campus by organising different activities as mentioned therein at para no. 6 of the said letter dated 22.11.2023.

All Campus (ICC)s may be requested to submit Action Taken Report on the above celebration, to Convenor (ICCSH), Headquarters office latest by 15th December 2023.

This issues with the approval of Competent Authority.

Yours faithfully,

[Prof. R.G. Murali Krishna]
Registrar Incharge

Enclosures : As above.

Copy to:

1. Dr. Sunita, Assistant Professor (Jyotisha) & Convenor (ICCSH), CSU, Delhi.
2. Incharge ICT Cell with a request to upload the content in University Website.



ADMINISTRATION SECTION CSU <admin@csu.co.in>

Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

message

Language Coordination Cell <languagecoordinationcell@gmail.com>

Wed, Dec 6, 2023 at 3:26 PM

To: msrvvp msrvvp <msrvvp@nic.in>, admin@csu.co.in, registrar@slbsrns.ac.in, JAAO NCPUL <jaaoncpul@gmail.com>, Ncpsl Delhi <ncpsl.delhi@gmail.com>, ravitekchandani@gmail.com, registrar nsut <registrar_nsut@nsktu.org>, KHEM CHAND <ps2director@khs@gmail.com>, directorofficer@khs1960@gmail.com, Narayan Choudhary <nchoudhary.ciiil@gmail.com>, Prof Shailendra Mohan <director-ciiil@gov.in>, Keshari Nandan <kesharichi@gmail.com>, CIIL ESTABLISHMENT <ciilestsec@gmail.com>, patochairman cstt <patochairman.cstt@gmail.com>, director@cict.in, jvbaskaran@yahoo.co.in

Sir/Ma'am,

Please find the attached document for further necessary action.

Regards,

Vinay Reshwal
Section Officer
Language Coordination Cell
Ministry of Education

----- Forwarded message -----

From: SANGITA TOPPO UNDER SECRETARY MHRD <sangita.toppo@nic.in>

Date: Wed, Dec 6, 2023 at 10:24 AM

Subject: Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

To: Language Coordination Cell <languagecoordinationcell@gmail.com>

circulate to all LIs

From: "SUMAN DIXIT" <s.dixit23@nic.in>

To: "SANGITA TOPPO UNDER SECRETARY MHRD" <sangita.toppo@nic.in>

Sent: Tuesday, December 5, 2023 5:02:55 PM

Subject: Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

From: "Neeta Prasad" <neetaprasad@pib.gov.in>

To: "SUMAN DIXIT" <s.dixit23@nic.in>, "S K Samantaray" <sk.samantaray@nic.in>, "Shalia Shah" <dsicche@gov.in>

Sent: Tuesday, December 5, 2023 9:52:54 AM

Subject: Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

From: "u5 moe1" <u5.moe1@gmail.com>

To: "Sunil Kumar Barnwal" <ashe-mhrd@gov.in>, "Govind Jaiswal" <govind.jaiswal@ias.nic.in>, "Mrutyunjay Behera" <mrutyunjay.b@nic.in>, "Neeta Prasad" <neetaprasad@pib.gov.in>, "Sh. P K Banerjee" <pk.banerjee@nic.in>, "JS FA MoE" <jsfa-moe@nic.in>, "Saumya Gupta" <saumya.gupta@ias.nic.in>, "Adviser" <manmohan.icoas@nic.in>, "Syed Ekram Rizwi" <syed.rizwi@gov.in>, "R. RAJESH, DDG, Higher Education, MoE" <r.rajesh@nic.in>

Cc: "SMITA SRIVASTAVA" <smita96.srivastava@gov.in>, "B K Singh, Director, MHRD" <singh.bk@gov.in>, "DEVENDRA KUMAR SHARMA" <devendra.kumarsharma@nic.in>

Sent: Monday, December 4, 2023 5:24:53 PM

Subject: Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

Respected Sir/Madam,

I am directed to forward herewith this Section's OM No.17-12/2023-U.5 dated 04.12.2023 on the above subject, for necessary action.

Regards,

U.5 Section, HE Bureau,
Department of Higher Education,
Ministry of Education,
Government of India.
Tel: 011 2307 4378

----- Forwarded message -----

From: <rinasonowal.edu@nic.in>

Date: Fri, Nov 24, 2023 at 12:30 PM

Subject: Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

To: u5 moehe1 <u5.moehe1@gmail.com>

Rina Sonowal Kouli
Joint Secretary (Higher Education)
Dept. of Higher Education, Ministry of Education

From: "K. Sanjay Murthy" <secy.dhe@nic.in>

To: "rinasonowal edu" <rinasonowal.edu@nic.in>

Sent: Friday, November 24, 2023 10:38:04 AM

Subject: Fwd: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

Office of Secretary (HE)
Department of Higher Education
Ministry of Education
Room No. 127-C, Shastri Bhawan
Dr. Rajendra Prasad Road
New Delhi - 110 001
Tel. No. +91-11-2338 6451
+91-11-2338 2698
Fax No. +91-11-2338 5807

" Think Before You Print !

"Save Paper - Save Trees !!

From: "Mr Indevvar Pandey" <secy.wcd@nic.in>

To: "Rajiv Gauba" <cabinetsy@nic.in>, "Manoj Ahuja" <secy-agri@gov.in>, "Ms. Alka Upadhyaya" <secyahd@nic.in>,

"Office of Secretary CPC" <sec.cpc@nic.in>, "Secretary DoF" <fertsec@nic.in>, "Dr. Arunish Chawla" <secy-

pharma@nic.in>, "VUMLUNMANG VUALNAM" <secy.moca@nic.in>, "Mr Amrit Lal Meena" <secy.moc@nic.in>,

"Commerce Secretary Office" <csoffice@nic.in>, "secy-ipp" <secy-ipp@nic.in>, "Dr. Neeraj Mittal" <secy-dot@nic.in>,

"Secretary Posts" <secretary-posts@indiapost.gov.in>, "Secretary Meity" <secretary@meity.gov.in>, "Secretary MCA"

<secy.mca@nic.in>, "Shri Sanjeev Chopra" <secy-food@nic.in>, "ROHIT KUMAR SINGH" <secy-ca@nic.in>,

"Govind Mohan" <secy-culture@nic.in>, "Shri Giridhar Aramane" <defsecy@nic.in>, "Chanchal Kumar"

<secydoner@nic.in>, "Ms. Vini Mahajan" <secydws@nic.in>, "Dr M Ravichandran" <secretary@moes.gov.in>, "Ms

Leena Nandan" <secy-moef@nic.in>, "Vinay Kwatra" <psfs@mea.gov.in>, "Shri Ajay Seth" <secy-dea@nic.in>,

"Secretary DFS" <secy-fs@nic.in>, "T.V. Somanathan" <secyexp@nic.in>, "Sanjay Malhotra" <rsecy@nic.in>, "Mr

Tuhin Kanta Pandey" <secydivest@nic.in>, "Secretary MoFPI" <secy.mofpi@nic.in>, "Sudhansh Pant"

<secyhfw@nic.in>, "RAJESH KOTECHA" <secy-ayush@nic.in>, "Shri Kamran Rizvi" <shioff@nic.in>, "Shri Ali R.

Rizvi" <secy-dpe@nic.in>, "Ajay Kumar Bhalla" <hshso@nic.in>, "SECRETARY,OL" <secy-ol@nic.in>, "Anuradha

Prasad" <secy-iscs@nic.in>, "Sanjay Kumar" <secy.sel@nic.in>, "K. Sanjay Murthy" <secy.dhe@nic.in>, "Apurva

Chandra" <secy.inb@nic.in>, "O/o Secy Labour Employment" <secy-labour@nic.in>, "Law Secretary" <secylaw-

dla@nic.in>, "Secretary LD" <secyoffice-ld@gov.in>, "Shri S.K.G Rahate" <secy-jus@gov.in>, "V. L. Kantha Rao"

<secy-mines@nic.in>, "Secretary, Minority Affairs" <secy-mma@nic.in>, "Shri S. C. L. Das (Secy-MSME)" <secretary-msme@nic.in>, "Secretary MNRE" <secy-mnre@nic.in>, "Umang Narula" <secympa@nic.in>, "Vivek Bharadwaj" <secy-mopr@nic.in>, "Office of Secretary, Personnel" <secy_mop@nic.in>, ceo-niti@gov.in, "Pankaj Agarwal" <secy-power@nic.in>, "SECRETARY MORT&H" <secy-road@nic.in>, "Shailesh Kumar Singh" <secyrd@nic.in>, "Mr Ajay Turkey" <secylr@nic.in>, "Shri T.K. Ramachandran" <secyship@nic.in>, "SECRETARY DST" <dstsec@nic.in>, "Dr Rajesh S Gokhale" <secy.dbt@nic.in>, "Dr. Renu Swarup" <swarup.dbt@nic.in>, "SAURABH GARG" <secywel@nic.in>, "Sh Rajesh Aggarwal" <secretaryda-msje@nic.in>, "Dr. G.P. Samanta, Secretary MoSPI" <secymospi@nic.in>, "Shri Nagendra Nath Sinha IAS" <secy-steel@nic.in>, "Rachna Shah" <secy-textiles@nic.in>, "Secretary Tourism" <sectour@nic.in>, "Secretary Tribal Affairs" <secy-tribal@nic.in>, "Manoj Joshi" <secyurban@nic.in>, "Debashree Mukherjee" <secy-mowr@nic.in>, "Mr Indevar Pandey" <secy.wcd@nic.in>, "Sujata Chaturvedi" <secy-sports@nic.in>, "Secretary Youth Affairs" <secy-ya@nic.in>, "Atul Kumar Tiwari" <secy-msde@nic.in>, "Secretary NCSC" <secretary-ncsc@nic.in>, "Alka Tiwari" <secy@ncst.nic.in>, "Secretary National Commission for Minorities" <secy-ncm@nic.in>, "ChairmanRailwayBoard RailwayBoard" <crb@rb.railnet.gov.in>, "Dr. Abhilaksh Likhi" <secy-fisheries@gov.in>, "Secretary Co-ordination" <secypg@nic.in>, "Gyanesh Kumar" <secy-coop@gov.in>, secy-goi@ismgr.nic.in, "Shri V. Srinivas" <secy-argp@nic.in>, "v.srinivas" <v.srinivas@nic.in>, "Secy PNG" <sec.png@nic.in>

Sent: Thursday, November 23, 2023 11:11:43 AM

Subject: Organising Sexual Harassment at Workplace Prevention Week on 9th December 2023.

Respected Sir/Madam

Please find attached a D.O. letter dated 22.11.2023 from Shri Indevar Pandey, Secretary, M/o. Women and Child Development, Government of India, on the above subject.



Regards,

**Sr. PPS to Secretary, WCD.
Tel. No. 011-23383586**



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Vinay Reshwal
Section Officer
Language Coordination Cell
Ministry of Education

2 attachments

-  **Secretaries of Govt of India.pdf**
1849K
-  **U.5 Section OM dated 04.12.2023.pdf**
399K

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

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

OFFICE MEMORANDUM

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

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

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

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

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

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

Encl.: As above.



(Jasleen Kaur)

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

To
All BHs of D/o Higher Education, MoE.

इन्दीवर पान्डेय, आई.ए.एस.
सचिव

INDEVAR PANDEY, I.A.S.
Secretary

Tel. : 011-23383586, 23386731
Fax : 011-23381495
E-mail: secy.wcd@nic.in



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India
Ministry of Women & Child Development



D.O. No.13016/2/2017-WW-Part (1)

22nd November, 2023

Dear Sir/Madam,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the Act) has been notified on 9th December, 2013 to provide a safe and secure environment to women at 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 and profession or to carry on any occupation, trade or business which includes a right to a safe working environment free from sexual harassment as provide under Article 19(1) (g) of the Indian Constitution.

3. With improved access to education and employment, millions of Indian women are entering the country's workforce. It is responsibility of every employer to ensure compliance of the provisions of the Act as well as sensitise their employees towards the need to uphold the dignity of women and end gender stereotype so as to encourage more and more women to participate in economic activities. This will contribute to realisation of a gender just society and the call of the Hon'ble Prime Minister for 'Viksit Bharat' in Amritkaal resulting in inclusive growth for the benefit of the nation as a whole.

4. The Act casts an obligation upon all the organizations whether private or public to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. Similarly, the Appropriate Government is authorized to constitute Local Complaint Committee (LCC) in every district which will receive complaints from organizations having less than 10 workers or if the complaint is against employer himself. For this, the State Governments have to notify a District Magistrate/ Additional District Magistrate/ Collector/ Deputy Collector as a District Officer for every district who has the authority to constitute LCC and a nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area to receive complaint and forward the same to LCC for inquiry.

5. Regarding monitoring, provision has been made under Section 23 of the SH Act which reads as '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. Further, Section 2 (b) of the Act, which defines the Appropriate Government', (i) in relation to a workplace which is established,

Cont'd.....

: 2 :

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.

6. I, therefore, request you to direct all the organisations/ PSUs/ offices under your respective jurisdictions to commemorate the week in the run up to 9th December, 2023 as '**Sexual Harassment at Workplace Prevention Week**' by organising various activities, which may include constituting/ revamping ICs/LCs, in case the same has not been done so far, organising sensitisation workshops for the employees, disposing off the pending cases before ICs & LCs, and to ensure strict compliance of each of the provisions of the SH Act in letters and spirit for creating a safe working environment free from sexual harassment for the working women both in formal and non-formal/ organised & un-organised sectors.

With regards,

Yours sincerely,



(Indevar Pandey)

Secretaries to Govt. of India, all Ministries/Departments.