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मानव संसाधन विकास मंत्रालय

(अखिल भारतीय तकनीकी शिक्षा परिषद्)

अधिसूचना

नई दिल्ली, 10 जून, 2016

एफ. सं. अभातशिप/डब्ल्यू.एच./2016/01.—अखिल भारतीय तकनीकी शिक्षा परिषद् (तकनीकी संस्थाओं में लिंग-भेद संबंधी जागरूकता, महिला कर्मियों और छात्राओं के यौन उत्पीड़न का प्रतिषेध तथा प्रतितोष और शिकायतों का निवारण) विनियम, 2016

अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम, 1987 (1987 का 52) की धारा 23 (1), अध्याय—VI द्वारा प्रदत्त अपनी शक्तियों का प्रयोग करते हुए अखिल भारतीय तकनीकी शिक्षा परिषद् एतद्द्वारा निम्नलिखित विनियम बनाती है अर्थात् :-

1.	संक्षिप्त नाम, प्रयोज्यता और प्रारंभ : (1) इन नियमों का संक्षिप्त नाम अखिल भारतीय तकनीकी शिक्षा परिषद्— (तकनीकी संस्थाओं में लिंग-भेद संबंधी जागरूकता, महिला कर्मियों और छात्राओं के यौन उत्पीड़न का प्रतिषेध तथा प्रतितोष और शिकायतों का निवारण) विनियम, 2016 है।
	(2) ये भारत की सभी तकनीकी संस्थाओं पर लागू होंगे।
	(3) ये राजपत्र में इनके प्रकाशन की तारीख से प्रवृत्त होंगे।
2.	परिभाषाएं—इन नियमों में जब तक संदर्भ में अन्यथा अपेक्षित न हो—
(क)	“पीड़ित महिला” से कार्यस्थल के संबंध में अभिप्रेत किसी भी उम्र की कोई महिला, चाहे वह वहां नौकरी करती हो, या न करती हो, परंतु वह प्रत्यर्था द्वारा यौन उत्पीड़न की शिकार हुई हो।
(ख)	“अधिनियम” से महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतितोष) अधिनियम, 2013 (2013 का 14) अभिप्रेत है :
(ग)	“परिसर” से अभिप्रेत ऐसा स्थल अथवा भूमि जिसमें तकनीकी संस्थान स्थित है तथा इसमें स्थित संबंधित संस्थागत सुविधाएं जैसे— पुस्तकालय, प्रयोगशालाएं, व्याख्यान कक्ष, आवासीय क्षेत्र, कक्ष, शौचालय, विद्यार्थी केन्द्र, छात्रावास, भोजन कक्ष, स्टेडियम, वाहन अड्डा (पार्किंग) क्षेत्र, उद्यान जैसे बैठने योग्य क्षेत्र तथा अन्य सुविधाएं जैसे—स्वास्थ्य केन्द्र, भोजनालय (कैंटीन), बैंक कारुंटर, इत्यादि स्थित है तथा इसमें बढ़ाया गया परिसर तथा इसकी परिधि में आने वाले ऐसे स्थान जिनपर तकनीकी संस्था के विद्यार्थी होने के नाते विद्यार्थी भ्रमण करते हैं, परिवहन जो संस्थान तक आने व जाने के उद्देश्य से प्रयोग किया जाता है, संस्था से बाहर स्थित स्थान जिनपर कार्यक्षेत्र यात्रा, प्रशिक्षुता, शैक्षणिक भ्रमण, दर्शनीय स्थल, अल्पकालिक नियोजन (प्लेसमेंट), कैंपों, सांस्कृतिक आयोजनों, खेल स्पर्धाओं तथा ऐसे ही अन्य कार्यकलापों के लिए प्रयोग किए जाने वाले स्थान,

		जहाँ कोई व्यक्ति तकनीकी संस्थान का कर्मचारी अथवा विद्यार्थी होने के नाते भाग लेता है ;
(घ)		"परिषद्" से अधिनियम की धारा 3 (अखिल भारतीय तकनीकी शिक्षा परिषद्, अधिनियम, 1987 (1987 का 52) के अध्याय-1) धारा के अंतर्गत स्थापित अखिल भारतीय तकनीकी शिक्षा परिषद् अभिप्रेत है;
(ङ.)		"शामिल व्यक्ति" से (Covered individuals) संरक्षित गतिविधि में लगे व्यक्ति जैसे लैंगिक उत्पीड़न के आरोपों को फाईल करना अथवा संरक्षित गतिविधियों में लगे व्यक्ति के अत्यधिक नजदीकी रूप से जुड़े व्यक्ति अभिप्रेत तथा ऐसा व्यक्ति, कार्मिक अथवा अपराधी व्यक्ति का सहपाठी अथवा अभिभावक हो सकता है।
(ङ)		"कर्मचारी" से अध्ययन, परियोजना, अल्पदौरा तथा कैम्प के क्षेत्र से संबद्ध व्यक्ति सहित, तकनीकी तकनीकी संस्थान द्वारा विधिवत् रूप से नियुक्त व्यक्ति तथा प्रशिक्षणार्थी प्रशिक्षु (चाहे कोई और नाम हो) इंटरन, स्वयंसेवक, अध्यापक सहायक, शोध सहायक, चाहे वह नियोजित हो अथवा नहीं अभिप्रेत है।
(छ)		"कार्यपालक प्राधिकारी" से तकनीकी संस्थान के मुख्य कार्यपालक प्राधिकारी, उसका जो भी नाम हो जिसके पास सामान्य प्रशासन की शक्तियां अंतर्निहित हैं अभिप्रेत है।
(ज)		"तकनीकी संस्थान" (टी आई) से अभातशिप अनुमोदित संस्थान अभिप्रेत है।
(झ)		"आंतरिक शिकायत समिति" (आईसीसी) से अभिप्रेत तकनीकी संस्थान द्वारा इन विनियमों के विनियम 4 के उप विनियम (1) के अंतर्गत गठित समिति है तथा इसमें इसी प्रकार के उद्देश्यों (लैंगिकउत्पीड़न के विरुद्ध, लैंगिक संवेदनशीलता समिति (जीएससीएसएच)) के लिए कार्य कर रही समिति भी शामिल है; बशर्ते कि पूर्व में गठित समिति के मामले में तकनीकी संस्थान यह सुनिश्चित करे कि उसके द्वारा पूर्व में गठित निकाय का संघटन इन विनियमों के अंतर्गत अपेक्षित निकाय (आईसीसी) के अनुसार किया गया हो। बशर्ते, यह भी कि इस प्रकार का निकाय इन विनियमों के प्रावधानों के अंतर्गत बाध्य होगा।
(ञ)		"संरक्षित कार्यकलाप" से किसी व्यक्ति अथवा अन्वों की ओर से किसी ऐसी प्रथा का युक्तियुक्त विरोध जिसे यौन उत्पीड़न विधियों का उल्लंघन करने वाला माना गया है जैसे यौन उत्पीड़न कार्यवाहियों में भाग लेना, किसी आंतरिक जांच में अथवा तथाकथित यौन उत्पीड़न प्रथाओं में सहयोग करना अथवा किसी बाह्य एजेंसी द्वारा किसी जांच अथवा परिवाद में साक्षी के रूप में कार्य करना अभिप्रेत है।
(ट)		"लैंगिक उत्पीड़न" से अभिप्रेत;
(i)		यौनिक लहजे (सैक्सयुल अंडरटोन) में अवांछनीय आचरण जो अपमानजनक हो तथा नीचा दिखाए अथवा शत्रुतापूर्ण तथा भय का वातावरण पैदा करे अथवा कोई अनिष्ट करना, प्रतिकूल परिणाम भुगतने की धमकी देना, यौन प्रताड़ना के तहत निम्न में से कोई एक या अनेक कार्य अथवा सभी व्यवहार शामिल हैं (चाहे व प्रत्यक्ष रूप से हो या निहित) :-
क)		कोई भी अवांछनीय शारीरिक, मौखिक अथवा गैर मौखिक आचरण, जो यौनिक प्रकृति का हो
ख)		यौनाचरण की मांग अथवा अनुरोध
ग)		यौनअर्थों वाली बातें या टिप्पणी करना
घ)		यौनिक रिश्ते बनाने का प्रयास या उसकी मांग
ङ)		अश्लील सामग्री (पोर्नोग्राफी) दिखाना तथा
(ii)		निम्नलिखित में से कोई (अथवा एक से अधिक अथवा सभी) परिस्थितियां घटित होती हैं, या इसमें से कोई भी ऐसा व्यवहार जो स्पष्ट अथवा अंतर्निहित रूप में यौनिक लहजे से संबंधित हो :-
क)		प्रत्यक्ष अथवा अप्रत्यक्ष रूप से यौनाचार के एवज में सहयोग प्रदान करने (मुआवजा इत्यादि) का वादा करके पक्षपातपूर्ण व्यवहार करना।
ख)		कार्य संचालन में प्रत्यक्ष अथवा अप्रत्यक्ष रूप से रूप से नुकसान पहुँचाने की धमकी देना।
ग)		व्यक्ति की वर्तमान या भावी स्थिति के संबंध में प्रत्यक्ष या अप्रत्यक्ष रूप से धमकी देना।
घ)		उसके लिए भयभीत करने वाला या आपराधिक या शत्रुतापूर्ण शिक्षण माहौल बनाना।
ङ)		संबंधित व्यक्ति के स्वास्थ्य, सुरक्षा, गरिमा अथवा शारीरिक पवित्रता को प्रभावित करने वाला कोई उपहासपूर्ण अपमानजनक व्यवहार।
(ठ)		"विद्यार्थी" से अभिप्रेत ऐसे व्यक्ति से है जिसने नियमित रीति माध्यम से अथवा दूरस्थ रीति से शिक्षा के कार्यक्रम में विधिवत् रूप से प्रवेश लिया हो तथा पढ़ रहा हो, इसमें तकनीकी संस्थान के अल्पकालिक प्रशिक्षण कार्यक्रम भी शामिल हैं ; आगे यह भी कि, विद्यार्थी का पंजीकरण जिस तकनीकी संस्थान में हुआ है यदि वह उस संस्थान के अतिरिक्त किसी अन्य तकनीकी संस्थान के कार्यकलाप का प्रतिभागी है और वहां पर यौन उत्पीड़न की घटना घटित होती है, तो उसे जहां उसके साथ घटना घटित होती है, उस संस्थान का विद्यार्थी माना जाएगा।
(ड)		"तृतीय पाक्षिक उत्पीड़न" से अभिप्रेत ऐसी स्थिति से है जहां यौन उत्पीड़न की घटना अथवा चूक किसी तीसरे पक्ष अथवा बाह्य व्यक्ति द्वारा घटित की जाती है जो उस तकनीकी संस्थान का कर्मचारी अथवा विद्यार्थी नहीं है, परंतु किसी अन्य हैसियत से अथवा किसी अन्य उद्देश्य अथवा कारण से तकनीकी संस्थान का आगंतुक है ;
(ढ)		"शोषण" से अभिप्रेत किसी व्यक्ति के साथ यौनिक रिश्ते बनाने हेतु प्रत्यक्ष अथवा अप्रत्यक्ष रूप से किया गया

		कोई प्रतिकूल आचरण ;
(ण)		"कार्यस्थल" से अभिप्रेत तकनीकी संस्थान परिसर सहित ;
क)		कोई विभाग, संगठन, उपक्रम (अंडरटेकिंग), स्थापित, उद्यम, संस्थान, कार्यालय, शाखा या इकाई आदि है, इनमें से जिस किसी को भी उपयुक्त तकनीकी संस्थान द्वारा स्थापित किया गया हो, उसके स्वामित्व में हो, नियंत्रण में हो अथवा पूर्णतः अथवा अंशतः उस संस्थान द्वारा प्रत्यक्ष अथवा अप्रत्यक्ष रूप से उपयुक्त: संस्थान की निधियों द्वारा वित्तपोषित किया जाता हो ;
ख)		कोई खेल संस्थान, स्टेडियम, खेल संकुल (काम्पलैक्स) अथवा खेल प्रतियोगिता अथवा खेल आयोजन स्थल चाहे वह आवासीय हो अथवा प्रशिक्षण, खेल अथवा संबंधित गतिविधियों के लिए उपयोग न किया जा रहा हो अथवा तकनीकी संस्थान में जहां खेल अथवा अन्य कार्यकलाप होते हों ;
ग)		कोई भी स्थान जहां कार्यावधि के बाहर अथवा नियुक्ति की अवधि के दौरान बाहर जाता है, जिसमें यातायात भी शामिल है, जो तकनीकी संस्था में शिक्षा प्राप्त करने के लिए यात्रा हेतु नियोक्ता द्वारा उपलब्ध करवाया हो।
<b>3.</b>		<b>तकनीकी संस्थान के उत्तरदायित्व :-</b>
3.1		प्रत्येक तकनीकी संस्थान करेगा -
(क)		जहाँ अपेक्षित हो, वहाँ महिला कर्मिकों एवं छात्राओं के विरुद्ध लैंगिक उत्पीड़न के प्रतिरोध एवं प्रतितोष पर अपनी नीति तथा विनियमों में उपरोक्त परिभाषा की अन्तर्निहित भावना को उपयुक्त: सम्मिलित करेगा तथा अपने अध्यादेश तथा नियमों को अधिनियम की अपेक्षाओं के अनुसार समरूप बनाने हेतु इनमें संशोधन करेगा ;
(ख)		लैंगिक उत्पीड़न के विरुद्ध प्रावधानों को सार्वजनिक रूप अधिसूचित करेगा तथा व्यापक प्रचार-प्रसार सुनिश्चित करेगा ;
(ग)		अधिकारियों, कार्यकर्ताओं, संकाय, विद्यार्थियों जैसा भी मामला हो, को इस अधिनियम तथा इन विनियमों में प्रतिपादित अधिकारों, हकदारी तथा दायित्वों के प्रति जानकारी तथा जागरूकता प्रदान करना सुनिश्चित करने के लिए, प्रशिक्षण कार्यक्रम अथवा कार्यशालाएं आयोजित करेगा ;
(घ)		अधिनियम सभी लिंगों के विद्यार्थियों की लैंगिक हिंसा, मुख्यतः महिला कर्मिकों तथा विद्यार्थियों एवं कुछ पुरुष विद्यार्थियों, तृतीय लिंग के विद्यार्थी, जोकि अक्सर सहज रूप में अनेक प्रकार के लैंगिक उत्पीड़न तथा तिरस्कार एवं शोषण के लिए सुभेदय होते हैं के विरुद्ध हिंसा का दृढ़तापूर्वक विरोध करता है ;
(ङ)		सार्वजनिक रूप से लैंगिक उत्पीड़न के लिए शून्य सहनशीलता की नीति के प्रति स्वयं की प्रतिबद्धता सुनिश्चित करेगा ;
(च)		अपने परिसर को सभी स्तरों पर भेदभाव, उत्पीड़न, प्रतिकार अथवा लैंगिक उत्पीड़न से मुक्त बनाने के प्रति अपनी प्रतिबद्धता का सुदृढ़तापूर्ण अनुपालन करेगा;
(छ)		लैंगिक उत्पीड़न में शत्रुतापूर्ण वातावरण निर्माण द्वारा उत्पीड़न, प्रतिकारपूर्ण उत्पीड़न सहित और क्या-क्या शामिल है के संबंध में जागरूकता पैदा करेगा ;
(ज)		संस्थागत समुदाय के सभी वर्गों को लैंगिक उत्पीड़न से संबंधित शिकायत निवारण तंत्र के प्रति जागरूक बनाने के लिए यौन उत्पीड़न के परिणामों एवं सजा को तथा आंतरिक शिकायत समिति के सदस्यों के सम्पर्क विवरण, शिकायत प्रक्रिया तथा इसी प्रकार की अन्य प्रक्रिया अपनी विवरणिका (प्रोस्पैक्टस) तथा महत्वपूर्ण स्थानों अथवा नोटिस बोर्डों पर प्रमुखता से प्रदर्शित करेगा। जहां पर लैंगिक उत्पीड़न के विरुद्ध लैंगिक जागरूकता समिति (जीएससीएसएच) पहले से ही विद्यमान है उसे अतिरिक्त रूप से अधिनियम की अपेक्षाओं के अनुसार गठित करना अनिवार्य है ;
(झ)		कर्मिकों और विद्यार्थियों को यौन उत्पीड़न का शिकार होने की स्थिति में उपलब्ध साधनों के बारे में सूचित करना ;
(ञ)		संवेदनशीलता पूर्वक शिकायतों से निपटने, समझौता प्रक्रिया के लिए मार्गदर्शन अथवा सुलह इत्यादि के लिए आंतरिक शिकायत समिति अथवा लैंगिक जागरूकता समिति (जीएससीएसएच) के सदस्यों हेतु अभिविन्यास अथवा प्रशिक्षण कार्यक्रमों का नियमित आयोजन करना ;
(ट)		कर्मचारियों और विद्यार्थियों के सभी प्रकार के उत्पीड़न पर तत्परतापूर्वक अंकुश लगाने के लिए कार्यवाही करना, चाहे वे तकनीकी संस्थान से संबंधित प्रमुख शक्तियां अथवा उच्च पद सोपानों के व्यक्तियों में से हों अथवा अंतरंग साथी से संबंधित हों अथवा समान पद का अथवा तकनीकी संस्थान की भौगोलिक सीमा से बाहर का कोई बाह्य तत्व हो ;
(ठ)		अपने परिसर में यौन उत्पीड़न पर अंकुश लगाने तथा यौन उत्पीड़न से सुरक्षित रखने के लिए अपने कर्मचारियों अथवा विद्यार्थियों को यौन उत्पीड़न के अपराधी के विरुद्ध शिकायत दर्ज करने तथा कानून के अनुसार अपेक्षित सभी प्रक्रियाएं आरंभ करने तथा शिकायत निवारण तंत्र एवं प्रणाली स्थापित करने का दुराचार जैसे :- आंतरिक शिकायत समिति, लैंगिक जागरूकता समिति (जीएससीएसएच) स्थापित करने हेतु दायित्व;
(ड)		यदि अपराधी कर्मचारी हो तो, लैंगिक उत्पीड़न को सेवा शर्तों के अंतर्गत दुराचार माना जाना चाहिए तथा अपराधी के विरुद्ध दुराचार के लिए कार्रवाई की जाए।
(ढ)		यदि अपराधी विद्यार्थी हो तो लैंगिक उत्पीड़न के विरुद्ध कार्रवाई को अनुशासनात्मक नियमों के उल्लंघन

		निस्सारण और निष्कासन (लिडिंग अप टू रस्टीनेशन एंड अक्सपूलेशन) के रूप में की जानी चाहिए ;
	(ग)	इस विनियम के प्रकाशन के पश्चात् 60 दिन की अवधि के भीतर आंतरिक शिकायत समिति (आईसीसी) के गठन सहित, इस विनियम के प्रावधानों का अनुपालन सुनिश्चित करना ;
	(घ)	यह निगरानी रखना की, आंतरिक शिकायत समिति (आईसीसी) अथवा जीएससीएएसएच अपनी रिपोर्ट समय पर जमा करें।
	(च)	कुल कितनी शिकायतों की गई, उनकी संख्या, उनके निपटान के विवरण सहित एक वार्षिक स्थिति रिपोर्ट तैयार करना तथा उसे परिषद् को जमा करना।
3.2		सहायक उपाय—(1) नियम, विनियम अथवा ऐसे ही अन्य साधन जिनके द्वारा आईसीसी अथवा जीएससीएएसएच कार्य करेगी उन्हें समय-समय पर अद्यतन तथा संशोधित किया जाना चाहिए, जैसे कि :- न्यायालय के निर्णयों तथा अन्य विधि एवं नियम को लगातार संशोधित करना जारी रखें जिसके भीतर अधिनियम क्रियान्वित किया जाता है।
	(2)	तकनीकी संस्थान की कार्यकारी प्राधिकरण अनिवार्यतः इसके लिए पूरा सहयोग करें की समयबद्ध तरीके से आईसीसी की सिफारिशों का अनुपालन सुनिश्चित किया जाए। आईसीसी को अपने कार्य हेतु कार्यालय तथा भवन अवसंरचना (कम्प्यूटर, फोटोकॉपीयर, आडियो, विडियो, उपस्कर इत्यादि) स्टॉफ (टंकक, परामर्श, विधिक सेवाएं) सहित, सभी संस्थागत संसाधन अनिवार्यतः उपलब्ध करवाए जाएं, तथा इसके साथ-साथ वित्तीय संसाधनों का भी पर्याप्त आबंटन किया जाए।
	(3)	विशेष तौर पर सुभेद्य समूहों के उत्पीड़न की संभावना होती है तथा उनके लिए शिकायत करना भी अधिक कठिन होता है। यह सुभेद्यता क्षेत्र, वर्ग, जाति, लैंगिक अभिविन्यास, अल्प तथा विकलांग होने के कारण समाज द्वारा संरचित होती है। समर्थकारी समितियों को इस सुभेद्यता तथा विशेष आवश्यकता के प्रति संवेदनशील होना चाहिए।
	(4)	शोध तथा डॉक्टरल (निष्णात) विद्यार्थी विशेष रूप से सुभेद्य होते हैं तकनीकी संस्थान यह सुनिश्चित करें की शोध निरीक्षण के लिए आचार संहिता स्थापित की जाए।
	(5)	सभी तकनीकी संस्थान अनिवार्य रूप से उनकी लैंगिक उत्पीड़न रोधी नीति की प्रभावकारित तथा कार्यान्वयन की नियमित तथा अर्धवार्षिक समीक्षा संचालित करेंगे।
	(6)	तकनीकी संस्थानों में प्रशासकों के लिए संचालित किए जाने वाले अभिविन्यास पाठ्यक्रमों में लिंग-भेद संबंधी जागरूकता तथा लैंगिक उत्पीड़न के मामलों पर मॉड्यूल अवश्य होने चाहिए। तकनीकी संस्थान समुदाय के सभी वर्गों के लिए नियमित कार्यशालाएं आयोजित की जाएं।
	(7)	सभी तकनीकी संस्थानों में परामर्शक सेवाएं अनिवार्यतः स्थापित कि जाएं तथा उनमें पूर्ण प्रशिक्षित तथा पूर्णकालिक परामर्शक होंगे।
	(8)	बहुत से तकनीकी संस्थानों के काफी बड़े परिसर होते हैं, जिसमें प्रकाश व्यवस्था की कमी होती है तथा उन स्थानों को संस्थागत समुदाय द्वारा असुरक्षित स्थान माना जाता है। पर्याप्त प्रकाश व्यवस्था अवसंरचना तथा अनुरक्षण का अनिवार्य पहलू है।
	(9)	एक अच्छे अनुपात में अथवा संतुलित महिला सुरक्षा स्टॉफ सहित, पर्याप्त एवं पूर्णतः प्रशिक्षित सुरक्षा सेवा अनिवार्य है। नियुक्ति की शर्तों के भाग के रूप में सुरक्षा स्टॉफ को लिंग-भेद संबंधी जागरूकता प्रशिक्षण अनिवार्यतः प्राप्त होगा।
	(10)	तकनीकी संस्थान विश्वसनीय सार्वजनिक परिवहन व्यवस्था सुनिश्चित करें, विशेष तौर पर बड़े परिसर के बीच में तकनीकी संस्थान के अलग-अलग विभागों, छात्रावास, पुस्तकालय तथा मुख्य भवन तथा विशेषतः उन स्थानों के लिए जहां पर प्रतिदिन आने वाले विद्यार्थी (डे-स्कूलर्स) अधिक संख्या में नहीं पहुंचते हैं। सुरक्षा की कमी के साथ-साथ कर्मचारियों तथा विद्यार्थियों का एक सुरक्षित सार्वजनिक परिवहन पर निर्भर न होना उत्पीड़न की संभावना को बढ़ा देता है। कर्मचारियों एवं विद्यार्थियों को पुस्तकालय तथा प्रयोगशाला में देर तक काम करने तथा शाम के कार्यक्रमों में भाग लेने में समर्थ बनाने हेतु शटल बसों की व्यवस्था अनिवार्यतः उपलब्ध करवाई जाए।
	(11)	छात्रावास प्राथमिकता वाला क्षेत्र है, अतः तकनीकी संस्थान अनिवार्यतः अपेक्षित महिला छात्रावास का निर्माण करें। उच्च शिक्षा प्राप्त करने की इच्छुक युवा महिलाओं की बढ़ती जनसंख्या के लिए छात्रावास आवास शहरी एवं ग्रामीण दोनों क्षेत्रों तथा उच्च शिक्षा के सभी क्षेत्रों के लिए अनिवार्यतः हैं जो सभी प्रकार के उत्पीड़न से पर्याप्त संरक्षण उपलब्ध करवाते हैं।
	(12)	छात्राओं की सुरक्षा के सरोकारों का हवाला देते हुए छात्रावास में छात्रों की तुलना में छात्राओं पर भेदभावपूर्ण नियम नहीं थोपे जाने चाहिए। परिसर सुरक्षा नीतियों के परिणाम स्वरूप तुष्टीकरण नहीं होना चाहिए जैसे कि अतिरिक्त निगरानी अथवा पुलिस अथवा आंदोलन की आजादी में कटौती, विशेषकर महिला कार्मिकों एवं छात्राओं के लिए।
	(13)	सभी तकनीकी संस्थाओं के लिए स्वास्थ्य सुविधाएं भी समान रूप से अनिवार्य हैं। महिलाओं के मामले में इसमें लिंग-भेद संबंधी जागरूकता डॉक्टरों तथा नर्सों के साथ-साथ स्त्रीरोग विशेषज्ञ डॉक्टर की सेवाएं भी शामिल होंगी।

	(14)	महाविद्यालयों में महिला विकास प्रकोष्ठों की समीक्षा की जाए तथा लिंग-भेद संबंधी जागरूकता हेतु अपेक्षित कार्यकलापों को करने में सक्षम बनाने हेतु वित्त पोषित किया जाएगा तथा लैंगिक उत्पीड़न रोधी समिति तथा आंतरिक शिकायत समितियों (आईआईसी एस) की कार्य प्रणाली को स्वायत्त रखा जाए। इसके साथ-साथ वे आंतरिक शिकायत समितियों के परामर्श से लिंग-भेद संबंधी जागरूकता कार्यक्रमों को शामिल करते हुए कार्यकलापों में वृद्धि करेंगे तथा परिसर में नियमित आधार पर लैंगिक उत्पीड़न रोधी नीतियों का प्रचार-प्रसार करने में सहायता करेंगे। इस प्रकार की नवाचारी, आकर्षक एवं रुचिकर कार्यशालाओं का 'सांस्कृतिक' अवधि तथा 'औपचारिक शैक्षणिक अवधि' के साथ ही प्रस्तुत किए जाने की आवश्यकता है।
	(15)	जहाँ आवश्यक हो, वहाँ नियम अथवा अध्यादेश में परिवर्तन करके छात्रावास वार्डन, महाविद्यालय के अध्यक्ष, प्रधानाचार्य, विधिक अधिकारी तथा अन्य कार्यकलापों को अनिवार्यतः जवाबदेहिता के डोमिन के अंतर्गत लाया जाना चाहिए।
4.	<b>शिकायत निवारण तंत्र</b> 1) प्रत्येक तकनीकी संस्थान लैंगिक उत्पीड़न के विरुद्ध लिंग-भेद संबंधी जागरूकता के लिए स्थापित अन्तर्निहित तंत्र के अनुसार आंतरिक शिकायत समिति (आईसीसी) का संघटन करेगा। आईसीसी का संघटन निम्नानुसार है :-	
	क)	एक पीठासीन अधिकारी जिसे तकनीकी संस्थान के कार्यकारी प्राधिकारी द्वारा नामित किया जाएगा तथा जो तकनीकी संस्थान में वरिष्ठ स्तर पर नियुक्त महिला संकाय सदस्य होगी (विश्वविद्यालय के मामले में प्रोफेसर के स्तर से नीचे न हो, महाविद्यालय के मामले में एसोसिएट प्रोफेसर अथवा रीडर से नीचे न हो)।
	ख)	कार्यकारिणी प्राधिकारी द्वारा दो संकाय सदस्य तथा दो गैर शैक्षणिक कर्मचारी को नामित किया जाएगा जिन्हें अधिमानतः महिलाओं के प्रति कार्य करने में पर्याप्त अनुभव प्राप्त हो अथवा समर्पित हों तथा जिनको सामाजिक कार्य अथवा कानूनी जानकारी हो।
	ग)	स्नातक पूर्व/डिप्लोमा स्तर, जैसा भी मामला हो के संस्थानों में पूर्व अंतिम/अंतिम वर्ष के तीन विद्यार्थी होंगे (जिनमें से एक महिला विद्यार्थी हो)।
	घ)	एक सदस्य गैर सरकारी संगठन या समूह से होगा जो महिला मुद्दों के प्रति प्रतिबद्ध हो अथवा लैंगिक उत्पीड़न के मामलों से परिचित हों, जिसे कार्यकारी अधिकारी द्वारा नामित किया जाएगा।
	2)	आंतरिक शिकायत समिति (आईसीसी) के कुल सदस्यों में से कम से कम आधे सदस्य महिला सदस्य होंगे।
	3)	आंतरिक शिकायत समिति के कार्य की स्वायत्तता को बनाए रखने के लिए वरिष्ठ पदधारी व्यक्ति जैसे कि :- अध्यक्ष, सोसायटी के सचिव एवं प्राचार्य/निदेशक इत्यादि आंतरिक शिकायत समिति (आईसीसी) के सदस्य नहीं होंगे।
	4)	आंतरिक शिकायत समिति (आईसीसी) के सदस्यों का कार्यकाल तीन वर्ष का होगा। तकनीकी संस्थान इस प्रकार की प्रणाली भी लागू करें जिसमें कि आईसीसी के एक तिहाई सदस्य प्रत्येक वर्ष परिवर्तित हो जाएं।
5.	<b>आंतरिक शिकायत समिति (आईसीसी) अथवा जीएससीएसएसएच के उत्तदायित्व</b> - आंतरिक शिकायत समिति करेगी :-	
	क)	यदि कोई कार्मिक अथवा विद्यार्थी पुलिस में शिकायत करना चाहता है तो उसकी सहायता ;
	ख)	विवाद निवारण हेतु ऐसा तंत्र उपलब्ध करवाना है जिसमें शिकायतकर्ता के अधिकारों को कम किए बिना, पूर्णतयः न्यायिक एवं निष्पक्ष तरीके से, पूर्व नियोजित बातचीत के माध्यम से सुलह हो तथा जिसमें पूर्णतयः दण्डात्मक पद्धति को कम किया जाए ताकि आगे आक्रोश, अलगाव या हिंसा को बढ़ावा न मिले।
	ग)	शिकायत के विलंबित रहने की अवधि में व्यक्ति की पहचान प्रकट न करके तथा छुट्टियां संस्तुत करके अथवा अपेक्षित उपस्थिति में छूट देकर अथवा दूसरे विभाग अथवा पर्यवेक्षक के अंतर्गत स्थानान्तरण करके अथवा अपराधी के स्थानान्तरण की व्यवस्था के द्वारा शिकायतकर्ता की सुरक्षा की रक्षा करना ;
	घ)	यह सुनिश्चित करे कि लैंगिक उत्पीड़न की शिकायत पर कार्रवाई करते समय पीड़ित अथवा गवाह को पीड़ित अथवा भेदभावपूर्ण व्यवहार का शिकार न बनाया जाए ; तथा
	ङ)	चूंकि कार्मिक अथवा विद्यार्थी संरक्षित गतिविधियों में लगा हुआ है। इसके कारण शामिल व्यक्तियों के विरुद्ध प्रतिशोध पूर्ण अथवा प्रतिकूल कार्रवाई की रोकथाम सुनिश्चित की जाए।
6.	<b>शिकायत करने तथा जांच संचालित करने की प्रक्रिया</b> - आंतरिक शिकायत समिति (आईसीसी) शिकायत दर्ज करने एवं शिकायत पर समयबद्ध तरीके से जांच करने हेतु अधिनियम में निर्धारित प्रक्रिया का अनुपालन करेगी। तकनीकी संस्थान आंतरिक शिकायत समिति (आईसीसी) को शीघ्र तथा अपेक्षित गोपनीयता से जांच करने हेतु आवश्यक सुविधाएं उपलब्ध करवाएगा।	
7.	<b>शिकायत करने की प्रक्रिया</b> - 1) पीड़ित व्यक्ति द्वारा सहायक दस्तावेजों तथा गवाह के नाम एवं पता, यदि कोई हो के साथ घटना घटित होने के तीन महीने के भीतर अथवा लगातार घटनाएं घट रही हैं तो अंतिम घटना की तिथि के तीन माह के भीतर लिखित शिकायत आंतरिक शिकायत समिति (आईसीसी) को जमा करना अपेक्षित है।	
	2)	पीड़ित व्यक्ति की शारीरिक अथवा मानसिक अक्षमता के कारण अथवा मृत्यु की स्थिति में शिकायतकर्ता के शिकायत करने की स्थिति में न होने की अवस्था में उसका मित्र, रिश्तेदार, सहकर्मी, सहपाठी, मनोवैज्ञानिक अथवा पीड़ित का कोई सहयोगी शिकायत फाईल कर सकता है।

8.	<b>जांच संचालित करने की प्रक्रिया</b> — 1) आंतरिक शिकायत समिति (आईसीसी) इस प्रकार की शिकायत प्राप्त होने पर उस शिकायत की एक प्रति शिकायत प्राप्त होने के एक सप्ताह के भीतर प्रत्यर्थी को भेजेगी।
	2) शिकायत की प्रति प्राप्त होने पर प्रत्यर्थी दस्तावेजों की सूची तथा गवाहों के नाम तथा पते सहित शिकायत के संबंध में अपना उत्तर 10 दिन के भीतर शिकायत समिति को फाईल करेगा।
	3) शिकायत प्राप्त होने के 90 दिन की समयावधि के भीतर जांच पूरी कर ली जाए। जांच रिपोर्ट सिफारिशों सहित, यदि कोई हों, जांच समाप्त होने के 10 दिन के भीतर तकनीकी संस्थान के कार्यकारी प्राधिकारी को सौंपी जाए। निष्कर्षों अथवा सिफारिशों की प्रति शिकायत के दोनों पक्षों को भी दी जाएगी।
	4) तकनीकी संस्थान के कार्यकारी प्राधिकारी, जांच रिपोर्ट के प्राप्त होने के 30 दिन की अवधि के भीतर सिफारिशों पर कार्रवाई करेंगे, यदि इस समयावधि में किसी भी पक्ष द्वारा निष्कर्षों के विरुद्ध अपील फाईल नहीं कि जाती है।
	5) आंतरिक शिकायत समिति (आईसीसी) के निष्कर्षों अथवा/सिफारिशों के विरुद्ध दोनों में से किसी भी पार्टी द्वारा सिफारिशों की प्राप्ति की तिथि से 30 दिन की समयावधि के भीतर अपील तकनीकी संस्थान के कार्यकारी प्राधिकारी को फाईल की जा सकती है।
	6) यदि तकनीकी संस्थान का कार्यकारी प्राधिकारी आंतरिक शिकायत समिति (आईसीसी) की सिफारिशों के अनुरूप कार्रवाई न करने का निर्णय लेता है तो, तब उसे इसके लिए कारणों को लिखित रूप से प्रक्रमण हेतु आंतरिक शिकायत समिति (आईसीसी) तथा दोनों पार्टियों को सूचित करना होगा। दूसरी तरफ, यदि आंतरिक शिकायत समिति (आईसीसी) की सिफारिशों के अनुसार कार्रवाई करने का निर्णय लिया जाता है, तब एक कारण बताओ नोटिस उस पार्टी को दिया जाएगा जिसके विरुद्ध कार्रवाई करने का निर्णय लिया गया है। जिसका उत्तर, 10 दिन के भीतर दिया जाना होगा, तकनीकी संस्थान का कार्यकारी प्राधिकारी केवल पीड़ित व्यक्ति के उत्तर पर विचार करने अथवा उसे सुनने के पश्चात् ही उस पर प्रक्रमण करेगा।
	7) पीड़ित पक्ष मामले को सुलझाने के लिए सुलह की मांग कर सकता है, आर्थिक बंदोबस्त समझौते का कोई आधार नहीं होगा। एक बार यह मांग किए जाने पर, तकनीकी संस्थान आंतरिक शिकायत समिति (आईसीसी) अथवा जीएससीएसएच, जैसा भी मामला हो के माध्यम से इसे सुलझाने की सुविधा उपलब्ध करवाएगा। जहां संभव हो वहां, अधिमानतः पूर्णतय दण्डात्मक अंतःक्षेप की अपेक्षा विवाद के सुलह से पीड़ित पार्टी को पूर्णतः संतुष्ट होना चाहिए।
	8) पीड़ित पक्ष या पार्टी अथवा अपराधी की पहचान को सार्वजनिक नहीं किया जाएगा अथवा सार्वजनिक डोमेन पर नहीं रखा जाएगा, विशेषकर जांच प्रक्रिया के दौरान।
9.	<b>अंतरिम निवारण</b> — तकनीकी संस्थान करेगा:—
	क) सम्पर्क में रहने अथवा बातचीत करने के प्रयास के जोखिम को कम करने के लिए शिकायतकर्ता अथवा प्रत्यर्थी का दूसरे विभाग अथवा अनुभाग में स्थानांतरण करेगा यदि आंतरिक शिकायत समिति (आईसीसी) द्वारा ऐसी सिफारिश की जाती है तो।
	ख) पीड़ित को पूर्ण सुरक्षा की स्थिति तथा लाभों के साथ 3 माह तक के अवधि का अवकाश प्रदान करेगा।
	ग) प्रत्यर्थी को शिकायतकर्ता के संबंध में रिपोर्टिंग अथवा कार्य के मूल्यांकन अथवा कार्य निष्पादन अथवा जांच अथवा परीक्षा के कार्य करने से रोकना।
	घ) यह सुनिश्चित किया जाए की अपराधी को पीड़ित से दूरी बनाए रखने के लिए आगह किया जाए, यदि निश्चित रूप से इस प्रकार का खतरा हो तो जहां आवश्यक हो, तो परिसर में उसका प्रवेश रोकना।
	ङ) शिकायतकर्ता द्वारा यौन उत्पीड़न के विरुद्ध शिकायत दर्ज करने के परिणाम स्वरूप प्रतिशोध तथा तंग करने को रोकने तथा सुरक्षित और संरक्षित वातावरण प्रदान करने के लिए सख्त कदम उठाएगा।
10.	<b>सजा एवं मुआवजा</b> — 1) यदि अपराधी कोई कर्मचारी है और लैंगिक उत्पीड़न का अपराधी पाया जाता है, तो उसे तकनीकी संस्थान के सेवानियमों के अनुसार दण्ड दिया जाएगा, अपराध की गंभीरता को देखते हुए, सजा में निम्न में से एक और अधिक शामिल हो सकते हैं जैसेकि :- लिखित में क्षमाचाचना, चेतावनी जारी करना, डांटना या निंदा करना, परामर्श सत्र में भाग लेना अथवा सामुदायिक सेवा करने का आदेश देना, पदोन्नति को रोक देना, वेतन बढ़ोतरी अथवा वेतनवृद्धि पर रोक तथा प्रत्यर्थी की सेवाओं की समाप्ती करना।
	2) जहां प्रत्यर्थी एक विद्यार्थी हो, वहां अपराध की गंभीरता के आधार पर तकनीकी संस्थान कर सकता है :-
	क) पुस्तकालय, सभागार, आवासीय हॉल, परिवहन में जाने तथा छात्रवृत्ति, भत्तों, पहचान पत्र इत्यादि जैसे विद्यार्थी के विशेषाधिकारों पर रोक।
	ख) कुछ विशेष समय के लिए परिसर में प्रवेश को स्थगित अथवा प्रतिबंधित करना।
	ग) यदि अपराध के प्रति आश्वस्त है तो पुनः प्रवेश से इंकार करते हुए संस्थान के रोल से नाम काट देना/निष्कासित कर देना।
	घ) सुधारात्मक सजा देना जैसेकि— अनिवार्य परामर्श प्राप्त करना तथा अथवा सामुदायिक सेवाओं का निष्पादन करना।
	3) पीड़ित व्यक्ति मुआवजे का भुगतान करने हेतु पात्र है। तकनीकी संस्थान आंतरिक शिकायत समिति

		(आईसीसी) द्वारा सिफारिश किए गए तथा कार्यकारिणी समिति द्वारा स्वीकार किए गए अनुसार मुआवजे के भुगतान हेतु निर्देश जारी करेगा, जो अपराधी से वसूला जाएगा। भुगतान योग्य मुआवजे का निर्धारण निम्न के आधार पर किया जाएगा :-
	क)	पीड़ित व्यक्ति को हुए मानसिक आघात, दर्द, पीड़ा, कष्ट ;
	ख)	लैंगिक उत्पीड़न की घटना के कारण कैरियर के अवसरों में हुआ नुकसान ;
	ग)	शिकार हुए व्यक्ति के मानसिक एवं शारीरिक इलाज पर हुए व्यय ;
	घ)	आरोपी अपराधी एवं पीड़ित व्यक्ति की आय तथा स्टेट्स ; तथा
	ङ)	ऐसा भुगतान सुविधानुसार एकमुश्त अथवा किस्तों में।
11.		<b>मिथ्या (फ़िवल्स) शिकायत के विरुद्ध कार्रवाई</b> - (1) यह सुनिश्चित किया जाए कि कार्मिकों तथा विद्यार्थियों को लैंगिक उत्पीड़न से सुरक्षा प्रदान करने हेतु बनाए गए प्रावधानों का दुरुपयोग नहीं होना चाहिए, झूठी अथवा दुर्भावनापूर्ण शिकायतों के लिए प्रावधान किए जाने चाहिए तथा तकनीकी संस्थान में उसका प्रचार किया जाना चाहिए। यदि आंतरिक शिकायत समिति (आईसीसी) अथवा जीएससीएसएच यह निष्कर्ष निकालती है कि लगाए गए आरोप झूठे अथवा दुर्भावनापूर्ण थे, अथवा उसके संज्ञान में लाई गई शिकायत के असत्य अथवा जाली होने की जानकारी प्राप्त होती है अथवा जांच के दौरान गलत जानकारी उपलब्ध करवाई गई हो, यदि शिकायत किसी कार्मिक द्वारा की गई हो तो विनियम 10 के उपविनियम (1) के अनुसार यदि शिकायत किसी विद्यार्थी द्वारा की गई हो तो उस विनियम के उपविनियम (2) के अनुसार शिकायतकर्ता सजा के लिए दायी होगा।
12.		<b>अनुपालन न किए जाने के परिणाम</b> - 1) परिषद् किसी भी संस्थान जो कार्मिकों तथा विद्यार्थियों के लिए लैंगिक उत्पीड़न के प्रतिरोध एवं प्रतितोष तथा शिकायतों के निवारण के लिए निर्धारित किए गए प्रकार्यों एवं कर्तव्यों की पूर्णतः अवहेलना करते हैं तथा बार-बार अनुपालन करने में असफल होते हैं, के संदर्भ में विधिवत् नोटिस देने के पश्चात् निम्नलिखित में से एक अथवा अधिक कार्रवाई कर सकती है :-
	क)	अनुदान प्राप्त करने हेतु घोषित की गई उपयुक्तता को वापिस लेना ;
	ख)	परिषद् द्वारा अनुरक्षित सूची से महाविद्यालय का नाम हटाना ;
	ग)	संस्थान को आबंटित किए जाने वाले किसी भी अनुदान को रोकना ;
	घ)	संस्थान को परिषद् द्वारा किसी भी सामान्य अथवा विशेष सहायता कार्यक्रम के अंतर्गत प्रदान की जाने वाली सहायता हेतु विचार करने के लिए अपात्र घोषित करना ;
	ङ)	नौकरी अथवा प्रवेश के लिए संभावित अभ्यर्थियों सहित सामान्य जन को "संस्थान लैंगिक उत्पीड़न के प्रति, शून्य सहिष्णुता की नीति प्रदान नहीं कर रहा है" इस प्रकार की घोषणा करते हुए समाचार पत्र में प्रमुख रूप से नोटिस के माध्यम से अथवा अन्य उपयुक्त संचार माध्यम से अथवा अभातशिप की वेबसाईट पर यह घोषणा करके सूचना देना
	च)	महाविद्यालय के मामले में, संबद्धता प्रदान करने वाले विश्वविद्यालय को संबद्धता वापिस लेने की सिफारिश करना ;
	छ)	अपनी शक्तियों के अंतर्गत इसी प्रकार के ऐसी ही अन्य कार्रवाई, जैसी कि वह उपयुक्त समझे तथा अखिल भारतीय तकनीकी शिक्षा परिषद् अधिनियम 1987 में उस अवधि के दौरान दिए गए प्रावधानों के अनुसार कोई अन्य पैनल्टी जब तक कि वह संस्थान इस विनियम के प्रावधानों का अनुपालन नहीं करता है।
	2)	परिषद् द्वारा इस विनियम के अंतर्गत तब तक कोई कार्रवाई नहीं की जाएगी, जब तक की संस्थान को उसकी स्थिति स्पष्ट करने का अवसर नहीं दिया जाता तथा उसे प्रदान किए गए अवसर के अनुसार उसकी सुनवाई नहीं होती।

प्रो. ए. पी. मित्तल, सदस्य सचिव, अभातशिप

[विज्ञापन III/4/असा./131 (162)]

**अस्वीकरण :** प्रस्तुत मूल रूप से अंग्रेजी में लिखित का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित मान्य होगी।

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT****(All India Council for Technical Education)****NOTIFICATION**

New Delhi, the 10th June, 2016

**No. F. AICTE/WH/2016/01.**—All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016.

In exercise of the powers conferred by Section 23 (1), Chapter VI of **All India Council for Technical Education Act, 1987 (52 of 1987)**, the **All India Council for Technical Education** hereby makes the following regulations, namely:-

- 1. Short title, application and commencement-** (1) these regulations may be called the **All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Educational Institutions) Regulations, 2016.**
  - (2) They shall apply to all technical Institutions in India.
  - (3) They shall come into force on the date of their publication in the Official Gazette.
- 2. Definitions-**In these regulations, unless the context otherwise requires,-
  - (a) “Aggrieved Woman” means in relation to work place, a woman of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;
  - (b) ‘Act’ means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013);
  - (c) “Campus” means the location or the land on which a Technical Institution (TI) and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated and also includes extended campus and covers within its scope places visited as a student of the TI including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short- term placements, places used for camps , cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the TI;
  - (d) “Council” means the **All India Council for Technical Education** established under section 3 (Chapter 1 of All India Council for Technical Education Act, 1987 (52 of 1987) ;
  - (e) “covered individuals” are persons who have engaged in protected activity such as filing a sexual harassment charge, or who are closely associated with an individual who has engaged in protected activity and such person can be an employee or a fellow student or guardian of the offended person;
  - (f) “employee” means a person duly employed by the TI and also trainee, apprentice (or called by any other name), interns, volunteers, teacher assistants, research assistants, whether employed or not, including those involved in field studies, projects, short-visits and camps;
  - (g) “Executive Authority” means the chief executive authority of the TI, by whatever name called, in which the general administration of the TI is vested;
  - (h) “Technical Institution” (TI) means an AICTE approved Institution;
  - (i) “Internal Complaints Committee” (ICC) means Internal Complaints Committee to be constituted by an TI under sub regulation (1) of regulation 4 of these regulations and shall include any duly constituted Body already functioning with the same objective (like the Gender Sensitization Committee Against Sexual Harassment (GSCASH)); Provided that in the latter case the TI shall



ensure that the constitution of such a Body is as required for ICC under these regulations. Provided further that such a Body shall be bound by the provisions of these regulations;

- (j) “protected activity” includes reasonable opposition to a practice believed to violate sexual harassment laws on behalf of oneself or others such as participation in sexual harassment proceedings, cooperating with an internal investigation or alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation;
- (k) “Sexual harassment” means-
- (i) An unwanted conduct with sexual undertones which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:—
- (a) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- (b) Demand or request for sexual favours;
- (c) Making sexually coloured remarks;
- (d) Physical contact and advances; or
- (e) Showing pornography; and
- (ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
- (a) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) Implied or explicit threat of detrimental treatment in the conduct of work;
- (c) Implied or explicit threat about the present or future status of the person concerned;
- (d) Creating an intimidating offensive or hostile learning environment;
- (e) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;
- (l) “student” means a person duly admitted and pursuing a programme of study either through regular mode or distance mode, including short- term training programmes in a TI:
- Provided that a student who is a participant in any of the activities in a TI other than the TI where such student is enrolled shall be treated as a student of that TI where any incident of sexual harassment takes place against such student;
- (m) “third Party Harassment” refers to a situation where sexual harassment occurs as a result of an act or omission by any third party or outsider, who is not an employee or a student of the TI, but a visitor to the TI in some other capacity or for some other purpose or reason;
- (n) “Victimisation” means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour;
- (o) “Workplace” means the campus of a TI, including-
- (a) 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 TIs ;
- (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in TIs;
- (c) 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 for study in TIs.

### 3. Responsibilities of the Technical Institution-

#### 3.1 Every TI shall,-

- (a) Wherever required, appropriately subsume the spirit of the above definitions in its policy and regulations on prevention and prohibition of sexual harassment against the women employees and the students, and modify its ordinances and rules in consonance with the requirements of the Act;
- (b) Publicly notify the provisions against sexual harassment and ensure their wide- dissemination;
- (c) Organise Training Programmes or as the case may be, workshops for the officers, functionaries, faculty and students, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations;
- (d) Act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation;
- (e) Publicly commit itself to a zero tolerance policy towards sexual harassment;
- (f) Reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels;
- (g) Create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment;
- (h) include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the institutional community aware of the information on the mechanism put in place for redressal of complaints pertaining to sexual harassment, contact details of members of Internal Complaints Committee , complaints procedure and so on. Wherever a Gender Sensitization Committee against Sexual Harassment (GSCASH) already exists it must be brought additionally in consonance with the composition mandated by the Act;
- (i) inform employees and students of the recourse available to them if they are victims of sexual harassment;
- (j) Organise regular orientation or training programmes for the members of the ICC or GSCASH to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity;
- (k) Proactively move to curb all forms of harassment of employees and students whether it is from those in a dominant power or hierarchical relationship within TIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the TI;
- (l) be responsible to bring those guilty of sexual harassment against its employees and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC or GSCASH to curb and prevent sexual harassment on its campus.
- (m) Treat sexual harassment as misconduct under service rules and initiate action for misconduct if the perpetrator is an employee;
- (n) Treat sexual harassment as a violation of the disciplinary rules (leading up to rustication and expulsion) if the perpetrator is a student;
- (o) Ensure compliance with the provisions of these regulations, including appointment of ICC, within a period of sixty days from the date of publication of these regulations;
- (p) Monitor the timely submission of reports by the ICC or GSCASH;
- (q) Prepare an annual status report with details on the number of cases filed and their disposal and submit the same to the Council.

3.2 Supportive measures- (1) the rules, regulations or any such other instrument by which ICC or GSCASH shall function have to be updated and revised from time-to-time, as court judgments and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.

- (2) The Executive Authority of the TIs must mandatorily extend full support to see that the recommendations of the ICC are implemented in a timely manner. All possible institutional resources must be given to the functioning of the ICC, including office and building infrastructure (computers, photocopiers, audio-video, equipment, etc.), staff (typists, counselling and legal services) as, well as a sufficient allocation of financial resources.
- (3) Vulnerable groups are particularly prone to harassment and also find it more difficult to complain. Vulnerability can be socially compounded by region, class, caste, sexual orientation, minority identity and by being differently abled. Enabling committees must be sensitive to such vulnerabilities and special needs.
- (4) Since research students and doctoral candidates are particularly vulnerable the TIs must ensure that the guidelines for ethics for Research Supervision are put in place.
- (5) All TIs must conduct a regular and half yearly review of the efficacy and implementation of their anti-sexual harassment policy.
- (6) Orientation courses conducted in TIs for administrators must have a module on gender sensitization and sexual harassment issues. Regular workshops are to be conducted for all sections of the TI community.
- (7) Counselling services must be institutionalised in all TIs and must have well trained full-time counsellors.
- (8) Many TIs having large campuses have a deficit in lighting and are experienced as unsafe places by the institutional community. Adequate lighting is a necessary aspect of infrastructure and maintenance.
- (9) Adequate and well trained security including a good proportion or balance of women security staff is necessary. Security staff must receive gender sensitization training as a part of conditions of appointment.
- (10) TIs must ensure reliable public transport, especially within large campuses between different sections of the TI, hostels, libraries, laboratories and main buildings, and especially those that do not have good access for day scholars. Lack of safety as well as harassment is exacerbated when employees and students cannot depend on safe public transport. Shuttle buses must be provided to enable employees and students to work late in libraries, laboratories and to attend programmes in the evenings.
- (11) TIs must build requisite women's hostels, which is a priority area. For the growing population of young women wishing to access higher education, hostel accommodation is a necessity in both urban and rural areas and at all levels of higher education which provides a modicum of protection from harassment of all kinds,
- (12) Concern for the safety of women students must not be cited to impose discriminatory rules for women in the hostels as compared to male students. Campus safety policies should not result in securitization, such as over monitoring or policing or curtailing the freedom of movement, especially for women employees and students.
- (13) Adequate health facilities are equally mandatory for all TIs. In the case of women this must include gender sensitive doctors and nurses, as well as the services of a gynaecologist.
- (14) The Women's Development Cells in colleges shall be revived and funded to be able to carry out the range of activities required for gender sensitization and remain autonomous of the functioning of anti sexual harassment committees and ICCs. At the same time they shall extend their activities to include gender sensitization programmes in consultation with ICCs and help to disseminate anti- sexual harassment policies on campuses on a regular basis. The 'cultural' space and the 'formal academic space' need to collaborate to render these workshops innovative, engaging and non-mechanical.
- (15) Hostel Wardens, Provosts, Principals, Legal Officers and other functionaries must be brought within the domain of accountability through amendments in the rules or Ordinances where necessary.

**4. Grievance Redressal Mechanism-** (1) Every TI shall constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment. The ICC shall have the following composition:-

- (a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;
  - (b) Two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
  - (c) Three students (comprising of atleast one girl student) of Pre-Final/Final year at Undergraduate/ Diploma level Institute, as the case may be.
  - (d) One member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.
- (2) At least one-half of the total members of the ICC shall be women.
  - (3) Persons in senior positions such as Chairman, Secretary of the Society & Principal / Director etc. shall not be the members of ICCs in order to ensure autonomy of their functioning.
  - (4) The term of office of the members of the ICC shall be for a period of three years. TIs may also employ a system whereby one –third of the members of the ICC may change every year.

**5. Responsibilities of Internal Complaints Committee (ICC) or GSCASH -** The Internal Complaints Committee shall:

- (a) Provide assistance if an employee or a student chooses to file a complaint with the police;
  - (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
  - (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
  - (d) Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
  - (e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
- 6. The Process for making Complaint and conducting Inquiry -** The ICC shall comply with the procedure prescribed in the Act, for making a complaint and inquiring into the complaint in a time bound manner. The TI shall provide all necessary facilities to the ICC to conduct the inquiry expeditiously and with required privacy.
- 7. Process of making Complaint -** (1) An aggrieved person is required to submit a written complaint along with supporting documents and names and addresses of the witnesses **if any** to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
- (2) Friends, relatives, colleagues, co-students, psychologist or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

**8. Process of conducting Inquiry** - (1) The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.

- (2) Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.
- (3) The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority of the TI. Copy of the findings or recommendations shall also be served on both parties to the complaint.
- (4) The Executive Authority of the TI shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.
- (5) An appeal against the findings or /recommendations of the ICC may be filed by either party before the Executive Authority of the TI within a period of thirty days from the date of the recommendations.
- (6) If the Executive Authority of the TI decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Executive Authority of the TI shall proceed only after considering the reply or hearing the aggrieved person.
- (7) The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The TI shall facilitate a conciliation process through ICC or GSCASH, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.
- (8) The identities of the aggrieved party or victim or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

**9. Interim Redressal-** The TI may,

- (a) transfer the complainant or the respondent to another section or department to minimise the risks involved in contact or interaction, if such a recommendation is made by the ICC;
- (b) grant leave to the aggrieved with full protection of status and benefits for a period up to three months;
- (c) restrain the respondent from reporting on or evaluating the work or performance or tests or examinations of the complainant;
- (d) ensure that offenders are warned to keep a distance from the aggrieved, and wherever necessary, if there is a definite threat, restrain their entry into the campus;
- (e) take strict measures to provide a conducive environment of safety and protection to the complainant against retaliation and victimisation as a consequence of making a complaint of sexual harassment.

**10. Punishment and compensation-** (1) anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the TI, if the offender is an employee. Depending upon the severity of the offence, the punishments may include anyone or more such as a written apology, warning, reprimand, censure, undergoing counselling or carrying out community service, withholding of promotion, withholding of pay rise or increments and terminating the respondent from service.

(2) Where the respondent is a student, depending upon the severity of the offence, the TI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
- (b) suspend or restrict entry into the campus for a specific period;
- (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
- (d) Award reformatory punishments like mandatory counselling and, or, performance of community services.

(3) The aggrieved person is entitled to the payment of compensation. The TI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

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

**11. Action against frivolous complaint-** (1) To ensure that the provisions for the protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicised within all TIs. If the ICC or GSCASH concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions of sub-regulations (1) of regulations 10, if the complainant happens to be an employee and as per sub-regulation (2) of that regulation, if the complainant happens to be a student.

**12. Consequences of non-compliance-**(1) The Council shall, in respect of any institution that will fully contravenes or repeatedly fails to comply with the obligations and duties laid out for the prevention, prohibition and redressal of sexual harassment of employees and students, take one or more of the following actions after providing due notice: -

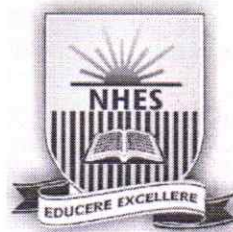
- (a) Withdrawal of declaration of fitness to receive grants.
  - (b) removing the name of college from the list maintained by the Council;
  - (c) withholding any grant allocated to the institution;
  - (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programmes of the Council;
  - (e) informing the general public, including potential candidates for employment or admission, through a notice displayed prominently in the newspapers or other suitable media and posted on the website of the Council, declaring that the institution does not provide for a zero tolerance policy against sexual harassment;
  - (f) recommending the affiliating university for withdrawal of affiliation, in case of a college;
  - (g) Taking such other action within its powers as it may deem fit and impose such other penalties as may be provided in the All India Council for Technical Education Act, 1987 for such duration of time till the institution complies with the provisions of these regulations.
- (2) No action shall be taken by the Council under these regulations unless the Institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

Prof. A. P. MITTAL, Member Secy., AICTE

[ADVT. III/4/Exty./131(162)]



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NHITM/ADMN/OO- 048 of 2018

12 June 2018

**OFFICE ORDER**

This is with reference to the reconstitution of Internal Complaint Committee for the Academic year 2018-19 as per the regulation issued by AICTE vide Notification No. F. AICTE/WH/2016/01 dated 10<sup>th</sup> June 2016. As per the approval given by the competent authority (Management) of NHITM, the Internal Complaint Committee (ICC) of the following members has been reconstituted. Further, it is informed that to invite the concerned members for the meeting and submit the minutes of the meeting to the undersigned for the further necessary approval of the Competent authority. The reconstituted Internal Complaint Committee (ICC) for the AY 2018-19 is as follows:

Sr. No.	Name of the Members	Designation in the ICC	Composition as per the Clause of regulation, 2016
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	Assistant Professor, Computer Engineering
2	Mr. Pravin Alone	Member (Teaching Faculty)	Assistant Professor, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	Assistant Professor, Humanities and Applied Sciences
4	Mr. Sandip Wangalwar, CAO	Member (Non-teaching)	Chief Accounts Officer
5	Mrs. Sunita Bhatta	Member (Non-teaching)	Accountant
6	Ms. Juhi Khemani	Member (Student Representative)	Student, Second-year Computer
7	Ms. Rakshanda Koli	Member (Student Representative)	Student, Third year Mechatronics
8	Ms. Sneha Gaikwad	Member (Student Representative)	Student, Third-year Mechanical Engineering
9	Mrs. Poonam Sharma	Member (NGO)	NGO. Thane

Therefore, it is requested to all above mentioned members to form yourselves in the Internal Complaint Committee (ICC) and contribute to promote well-being of all the female students and staff members and create a gender sensitized community within campus as well as in the society. Refer the notification of AICTE for the regulation 2016 in the matter. All concerned member of the committee shall take a note of this office order and do the needful at the earliest. Your cooperation in the matter will be highly appreciated.

**Dr. P. D. Deshmukh**  
**Principal**  
**PRINCIPAL**

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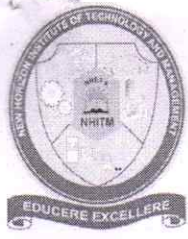
**1. Members of the Committee (ICC)**

1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)
2	Mr. Pravin Alone	Member (Teaching Faculty)
3	Ms. Kavita Chavan	Member (Teaching Faculty)
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8	Ms. Sneha Gaikwad	Member (Student Representative)
9	Mrs. Poonam Sharma	Member (NGO)

**2. Teaching and non-teaching staff for information**

**3. Students Notice board**





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NHITM/ADMN/OO- 03 of 2019

3<sup>rd</sup> January 2019

### OFFICE ORDER

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Sr. No.	Name of the Members	Designation in the ICC	Composition as per the Clause of regulation, 2016
1	Ms. Swati Bhangale	Presiding Officer (Teaching Faculty)	Assistant Professor, Computer Engineering
2	Mr. Pravin Alone	Member (Teaching Faculty)	Assistant Professor, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	Assistant Professor, Humanities and Applied Sciences
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9	Mrs. Trupti Borade	NGO	NGO. Thane

Therefore, it is requested to all above mentioned members to form yourselves in the Internal Complaint Committee (ICC) and contribute to promote well-being of all the female students and staff members and create a gender sensitized community within campus as well as in the society. Refer the notification of AICTE for the regulation 2016 in the matter. All concerned member of the committee shall take a note of this office order and do the needful at the earliest. Your cooperation in the matter will be highly appreciated.

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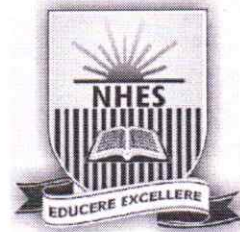
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**2. Teaching and non-teaching staff for information**

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NHITM/ADMN/OO- 134 of 2019

23 July 2019

### OFFICE ORDER

This is with reference to the reconstitution of Internal Complaint Committee for the Academic year 2019 as per the regulation issued by AICTE vide Notification No. F. AICTE/WH/2016/01 dated 10<sup>th</sup> June 2016. As per the approval given by the competent authority (Management) of NHITM, the Internal Complaint Committee (ICC) of the following members has been reconstituted. Further, it is informed that to invite the concerned members for the meeting and submit the minutes of the meeting to the undersigned for the further necessary approval of the Competent authority. The reconstituted Internal Complaint Committee (ICC) is as follows:

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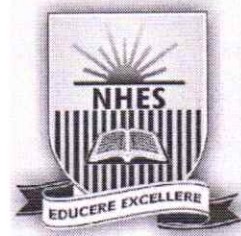
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NHITM/ADMN/OO- 65-A of 2020

04/07/2020

### OFFICE ORDER

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8	Ms. Mrunalini Tribhuvan	Member (Student Representative)	Student, Second -year Mechatronics Engineering
9	Ms. Priyanka B	Member (NGO)	President, Little Angels Foundation

Therefore, it is requested that all the above-mentioned members form themselves in the Internal Complaint Committee (ICC) and contribute to promote the well-being of all the female students and staff members and create a gender-sensitized community within the campus as well as in society. Refer to the notification of AICTE for the regulation 2016 in the matter. All concerned members of the committee shall take note of this office order and do the needful at the earliest. Your cooperation in the matter will be highly appreciated.

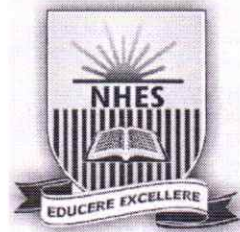
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NHITM/ADMN/OO- 44 of 2021

25/06/2021

### OFFICE ORDER

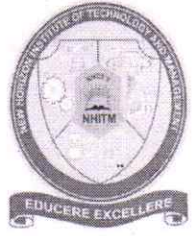
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**Copy forwarded to:**

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- 2) Secretary, NHES
- 3) Managing Director (IT), NHES
- 4) Executive Director

**CC for information to:**

**1) Members of the Committee (ICC)**

1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)
2	Mr. Pravin Alone	Member (Teaching Faculty)
3	Ms. Kavita Chavan	Member (Teaching Faculty)
4	Mrs. Sukhada Khismatrao	Member (Non-teaching)
5	Mr. Rupesh Pethe	Member (Non-teaching)
6	Ms. Pranjal Angne	Member (Student Representative)
7	Ms. Vibhavari Mestry	Member (Student Representative)
8	Ms. Mrunalini Tribhuvan	Member (Student Representative)
9	Ms. Priyanka B	Member (NGO)

**2) Teaching and non-teaching staff for information**

**3) Students Notice board**





**New Horizon Education Society, Navi Mumbai**  
(Registration No: MAH/Thane 446/09 Dated 21-03-2009)  
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NHITM/ADMN/OO- 154 A of 2022


9/ 11/2022

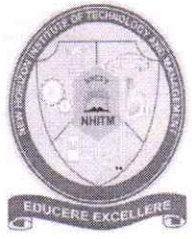
### OFFICE ORDER

This is with reference to the reconstitution of the Internal Complaint Committee as per the regulation issued by AICTE vide Notification No. F. AICTE/WH/2016/01 dated 10<sup>th</sup> June 2016. As per the approval given by the competent authority (Management) of NHITM, the Internal Complaint Committee (ICC) of the following members has been reconstituted. Further, it is informed that to invite the concerned members for the meeting and submit the minutes of the meeting to the undersigned for the further necessary approval of the Competent Authority. The reconstituted Internal Complaint Committee (ICC) is as follows:

Sr. No.	Name of the Members	Designation in the ICC	The composition as per the Clause of regulation, 2016
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	Assistant Professor, Computer Engineering
2	Mr. Pravin Alone	Member (Teaching Faculty)	Assistant Professor, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	Assistant Professor, Humanities and Applied Sciences
4	Mrs. Sukhada Khismatrao	Member (Non-teaching)	Admin Manager
5	Mr. Mandar Sarmalkar	Member (Non-teaching)	Workshop Instructor
6	Ms. Tanya Kopra	Member (Student Representative)	Student, Second-year Computer Science and Design
7	Ms. Chinmayi Naik	Member (Student Representative)	Student, Third year AI & Data Science
8	Ms. Gauri Keskar	Member (Student Representative)	Student, Final-year Mechatronics Engineering
9	Ms. Priyanka B	Member (NGO)	President, Little Angels Foundation

Therefore, it is requested that all the above-mentioned members form themselves in the Internal Complaint Committee (ICC) and contribute to promote the well-being of all the female students and staff members and create a gender sensitized community within the campus as well as in society. Refer to the notification of AICTE for the regulation 2016 in the matter. All concerned members of the committee shall take note of this office order and do the needful at the earliest. Your cooperation in the matter will be highly appreciated.

  
**Dr. P. D. Deshmukh**  
Principal



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**1) Members of the Committee (ICC)**

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2	Mr. Pravin Alone	Member (Teaching Faculty)
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4	Mrs. Sukhada Khismatrao	Member (Non-teaching)
5	Mr. Mandar Sarmalkar	Member (Non-teaching)
6	Ms. Tanya Kopra	Member (Student Representative)
7	Ms. Chinmayi Naik	Member (Student Representative)
8	Ms. Gauri Keskar	Member (Student Representative)
9	Ms. Priyanka B	Member (NGO)

**2) Teaching and non-teaching staff for information**

**3) Students Notice board**



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NHITM/ADMN/OO- 83 of 2023

27/05/2023

### OFFICE ORDER

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2	Mr. Pravin Alone	Member (Teaching Faculty)	Assistant Professor, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	Assistant Professor, Humanities and Applied Sciences
4	Mr. Manish Sawant	Member (Non-teaching)	Asst. Instructor
5	Mr. Mandar Sarmalkar	Member (Non-teaching)	Workshop Instructor
6	Ms. Tanya Kopra	Member (Student Representative)	Student, Second-year Computer Science and Design
7	Ms. Chinmayi Naik	Member (Student Representative)	Student, Third year AI & Data Science
8	Ms. Gauri Keskar	Member (Student Representative)	Student, Final-year Mechatronics Engineering
9	Ms. Priyanka B	Member (NGO)	President, Little Angels Foundation

Therefore, it is requested that all the above-mentioned members form themselves in the Internal Complaint Committee (ICC) and contribute to promote the well-being of all the female students and staff members and create a gender sensitized community within the campus as well as in society. Refer to the notification of AICTE for the regulation 2016 in the matter. All concerned members of the committee shall take note of this office order and do the needful at the earliest. Your cooperation in the matter will be highly appreciated.

**Dr. P. D. Deshmukh**  
**Principal**  
**PRINCIPAL**

New Horizon Institute Of  
Technology & Management  
Anand Nagar Kavesar Off Ghodbunder Road  
Thane (West) 400 615.



**New Horizon Education Society, Navi Mumbai**  
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3	Ms. Kavita Chavan	Member (Teaching Faculty)
4	Mr. Manish Sawant	Member (Non-teaching)
5	Mr. Mandar Sarmalkar	Member (Non-teaching)
6	Ms. Tanya Kopra	Member (Student Representative)
7	Ms. Chinmayi Naik	Member (Student Representative)
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**2) Teaching and non-teaching staff for information**

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NHITM/ ADMN/ICC/Note-001 of 2018

21/08/ 2018

## CIRCULAR

A meeting is scheduled on Friday, 24<sup>th</sup> August 2018 at 3:00 p.m. in SF-216, NHITM. All the members of the Internal Complaint Committee are informed to attend the meeting without fail

**PRINCIPAL**

Copy to:

- All Heads
- Main Notice Board
- ICC members
- IQAC



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Ref: NHITM/ADMN/ICC/MOM 001 OF 2018

Date: 24<sup>th</sup> August 2018

### MINUTES OF THE MEETING

The following were the proceedings of the meeting:

Regarding the discussion about the functioning of this committee, it was decided that:

- The problem faced by the students should be conveyed to the management through proper communication.
- The privacy of the problems should be maintained.
- The remedial measures taken should not harm the career of the students.
- Each faculty/disciple should be given a chance to present their problems as faculty may also have certain grievances.

With these discussions, the meeting came to an end.

Sr. No.	Name of the Members	Designation in the ICC	ATTENDANCE
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	
2	Mr. Pravin Alone	Member (Teaching Faculty)	
3	Ms. Kavita Chavan	Member (Teaching Faculty)	
4	Mr. Sandip Wangalwar, CAO	Member (Non-teaching)	
5	Mr. Rajesh Selukar, Project Engineer	Member (Non-teaching)	
6	Ms. Juhi Khemani	Member (Student Representative)	
7	Ms. Rakshanda Koli	Member (Student Representative)	
8	Ms. Sneha Gaikwad	Member (Student Representative)	
9	Mrs. Poonam Sharma	Member (NGO)	

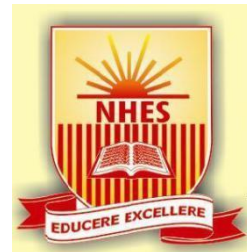
**PRINCIPAL**

**Copy to**

- ICC members
- IQAC



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### **INTERNAL COMPLAINT COMMITTEE**

The ICC meeting was conducted on Friday, 24<sup>th</sup> August 2018 at 3:00 pm in SF-216, NHITM to discuss the issues. The following members were present.

<b>Sr. No.</b>	<b>Name of the Members</b>	<b>Designation in the ICC</b>	<b>Designation</b>
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	AP, Computer Engineering
2	Mr. Pravin Alone	Member (Teaching Faculty)	AP, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	AP, HAS
4	Mr. Sandip Wangalwar,	Member (Non-teaching)	Chief Accounts Officer
5	Mr. Rajesh Selukar,	Member (Non-teaching)	Project Engineer
6	Ms. Juhi Khemani	Member (Student Representative)	BE Civil
7	Ms. Rakshanda Koli	Member (Student Representative)	BE Computer
8	Ms. Sneha Gaikwad	Member (Student Representative)	BE Mechatronics
9	Mrs. Poonam Sharma	Member (NGO)	NGO

**As no complaints were reported by the students. The committee concluded that there were no issues related to academic and non-academic.**

**PRINCIPAL**



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NHITM/ ADMN/ICC/Note-001 of 2019

12/07/ 2019

## CIRCULAR

A meeting is scheduled on 15 July 2019 at 3:00 p.m. in SF-216, NHITM. All the members of the Internal Complaint Committee are informed to attend the meeting without fail

**PRINCIPAL**

Copy to:

- All Heads
- Main Notice Board
- ICC members
- IQAC





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Ref: NHITM/ADMN/ICC/MOM 001 OF 2019

Date: 15 July 2019

### MINUTES OF THE MEETING

The following were the proceedings of the meeting:

Regarding the discussion about the functioning of this committee, it was decided that:

- The problem faced by the students should be conveyed to the management through proper communication.
- The privacy of the problems should be maintained.
- The remedial measures taken should not harm the career of the students.
- Each faculty/disciple should be given a chance to present their problems as faculty may also have certain grievances.

With these discussions, the meeting came to an end.

Sr. No.	Name of the Members	Designation in the ICC	ATTENDANCE
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	
2	Mr. Pravin Alone	Member (Teaching Faculty)	
3	Ms. Kavita Chavan	Member (Teaching Faculty)	
4	Mr. Sandip Vangalwar	Member (Non-teaching)	
5	Mrs. Sunita Bhatta	Member (Non-teaching)	
6	Ms. Rishika Tiwari	Member (Student Representative)	
7	Ms. Ananya Kattali	Member (Student Representative)	
8	Ms. Abhishek Pathak	Member (Student Representative)	
9	Mrs. Trupti Borade	Member (NGO)	

**PRINCIPAL**

**Copy to**

- ICC members
- IQAC



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### **INTERNAL COMPLAINT COMMITTEE**

The ICC meeting was conducted on 15 July 2019 at 3:00 p.m. in SF-216, NHITM to discuss the issues. The following members were present.

<b>Sr. No.</b>	<b>Name of the Members</b>	<b>Designation in the ICC</b>	<b>Designation</b>
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	AP, Computer Engineering
2	Mr. Pravin Alone	Member (Teaching Faculty)	AP, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	AP, HAS
4	Mr. Sandip Vangalwar	Member (Non-teaching)	Chief Accounts Officer
5	Mrs. Sunita Bhatta	Member (Non-teaching)	Accountant
6	Ms. Rishika Tiwari	Member (Student Representative)	BE Computer
7	Ms. Ananya Kattali	Member (Student Representative)	BE Mechatronics
8	Ms. Abhishek Pathak	Member (Student Representative)	BE Mechanical
9	Mrs. Trupti Borade	Member (NGO)	NGO

**As no complaints were reported by the students. The committee concluded that there were no issues related to academic and non-academic.**

**PRINCIPAL**



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NHITM/ ADMN/ICC/Note-001 of 2020

03/08/ 2020

## CIRCULAR

A meeting is scheduled on 06th August 2020 at 3:00 p.m. on Google meet. All the members of the Internal Complaint Committee are informed to attend the meeting without fail

**PRINCIPAL**

Copy to:

- All Heads
- Main Notice Board
- ICC members
- IQAC



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Ref: NHITM/ADMN/ICC/MOM 001 OF 2020

Date: 06 August 2020

### MINUTES OF THE MEETING

The following were the proceedings of the meeting:

Regarding the discussion about the functioning of this committee, it was decided that:

- The problem faced by the students should be conveyed to the management through proper communication.
- The privacy of the problems should be maintained.
- The remedial measures taken should not harm the career of the students.
- Each faculty/disciple should be given a chance to present their problems as faculty may also have certain grievances.

With these discussions, the meeting came to an end.

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1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	
2	Mr. Pravin Alone	Member (Teaching Faculty)	
3	Ms. Kavita Chavan	Member (Teaching Faculty)	
4	Mr. Sandip Vangalwar	Member (Non-teaching)	
5	Mrs. Sukhada Khismatrao	Member (Non-teaching)	
6	Ms. Pranjal Angne	Member (Student Representative)	
7	Ms. Vibhavari Mestry	Member (Student Representative)	
8	Ms. Mrunalini Tribhuvan	Member (Student Representative)	
9	Ms. Priyanka B	Member (NGO)	

**PRINCIPAL**

**Copy to**

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### **INTERNAL COMPLAINT COMMITTEE**

The ICC meeting was conducted on 06th August 2020 at 3:00 p.m. on Google meet, to discuss the issues. The following members were present.

<b>Sr. No.</b>	<b>Name of the Members</b>	<b>Designation in the ICC</b>	<b>Designation</b>
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NHITM/ ADMN/ICC/Note-001 of 2021

24/09/ 2021

## CIRCULAR

A meeting is scheduled on 27<sup>th</sup> September 2021 at 3:00 p.m. on Google meet. All the members of the Internal Complaint Committee are informed to attend the meeting without fail

**PRINCIPAL**

Copy to:

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Ref: NHITM/ADMN/ICC/MOM 001 OF 2021

Date: 27<sup>th</sup> September 2021

### MINUTES OF THE MEETING

The following were the proceedings of the meeting:

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5	Mr. Rupesh Pethe	Member (Non-teaching)	
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7	Ms. Vibhavari Mestry	Member (Student Representative)	
8	Ms. Mrunalini Tribhuvan	Member (Student Representative)	
9	Ms. Priyanka B	Member (NGO)	

**PRINCIPAL**

**Copy to**

- ICC members
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### **INTERNAL COMPLAINT COMMITTEE**

The ICC meeting was conducted on 27<sup>th</sup> September 2021 at 3:00 p.m. on Google meet. to discuss the issues. The following members were present.

<b>Sr. No.</b>	<b>Name of the Members</b>	<b>Designation in the ICC</b>	<b>Designation</b>
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3	Ms. Kavita Chavan	Member (Teaching Faculty)	AP, HAS
4	Mrs. Sukhada Khismatrao	Member (Non-teaching)	
5	Mr. Rupesh Pethe	Member (Non-teaching)	
6	Ms. Pranjal Angne	Member (Student Representative)	SE Computer
7	Ms. Vibhavari Mestry	Member (Student Representative)	SE Mechanical
8	Ms. Mrunalini Tribhuvan	Member (Student Representative)	SE Mechatronics
9	Ms. Priyanka B	Member (NGO)	NGO

**As no complaints were reported by the students. The committee concluded that there were no issues related to academic and non-academic.**

**PRINCIPAL**





**New Horizon Education Society, Navi Mumbai**  
(Registration No: MAH/Thane 446/09 Dated 21-03-2009)  
**New Horizon Institute of Technology & Management**  
(Approved by AICTE, Govt. of Maharashtra, DTE& Affiliated to University of Mumbai)  
**Anand Nagar, Kavesar, Off Ghodbunder Road, Thane (West)-400615**  
Phone: +91 22 25971778 / 25970815 // e-mail: [principal@nhitm.ac.in](mailto:principal@nhitm.ac.in) // Web: [www.nhitm.ac.in](http://www.nhitm.ac.in)



NHITM/ ADMN/ICC/Note-001 of 2022

15/07/ 2022

## CIRCULAR

A meeting is scheduled on 19<sup>th</sup> July 2022 at 3:00 p.m. in SF-216, NHITM. All the members of the Internal Complaint Committee are informed to attend the meeting without fail

**PRINCIPAL**

Copy to:

- All Heads
- Main Notice Board
- ICC members
- IQAC



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Ref: NHITM/ADMN/ICC/MOM 001 OF 2022

Date: 1 2022

### MINUTES OF THE MEETING

The following were the proceedings of the meeting:

Regarding the discussion about the functioning of this committee, it was decided that:

- The problem faced by the students should be conveyed to the management through proper communication.
- The privacy of the problems should be maintained.
- The remedial measures taken should not harm the career of the students.
- Each faculty/disciple should be given a chance to present their problems as faculty may also have certain grievances.

With these discussions, the meeting came to an end.

Sr. No.	Name of the Members	Designation in the ICC	ATTENDANCE
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	
2	Mr. Pravin Alone	Member (Teaching Faculty)	
3	Ms. Kavita Chavan	Member (Teaching Faculty)	
4	Mrs. Sukhada Khismatrao	Member (Non-teaching)	
5	Mr. Mandar Sarmalkar	Member (Non-teaching)	
6	Ms. Tanya Kopra	Member (Student Representative)	
7	Ms. Chinmayi Naik	Member (Student Representative)	
8	Ms. Gauri Keskar	Member (Student Representative)	
9	Ms. Priyanka B	Member (NGO)	

**PRINCIPAL**

**Copy to**

- ICC members
- IQAC



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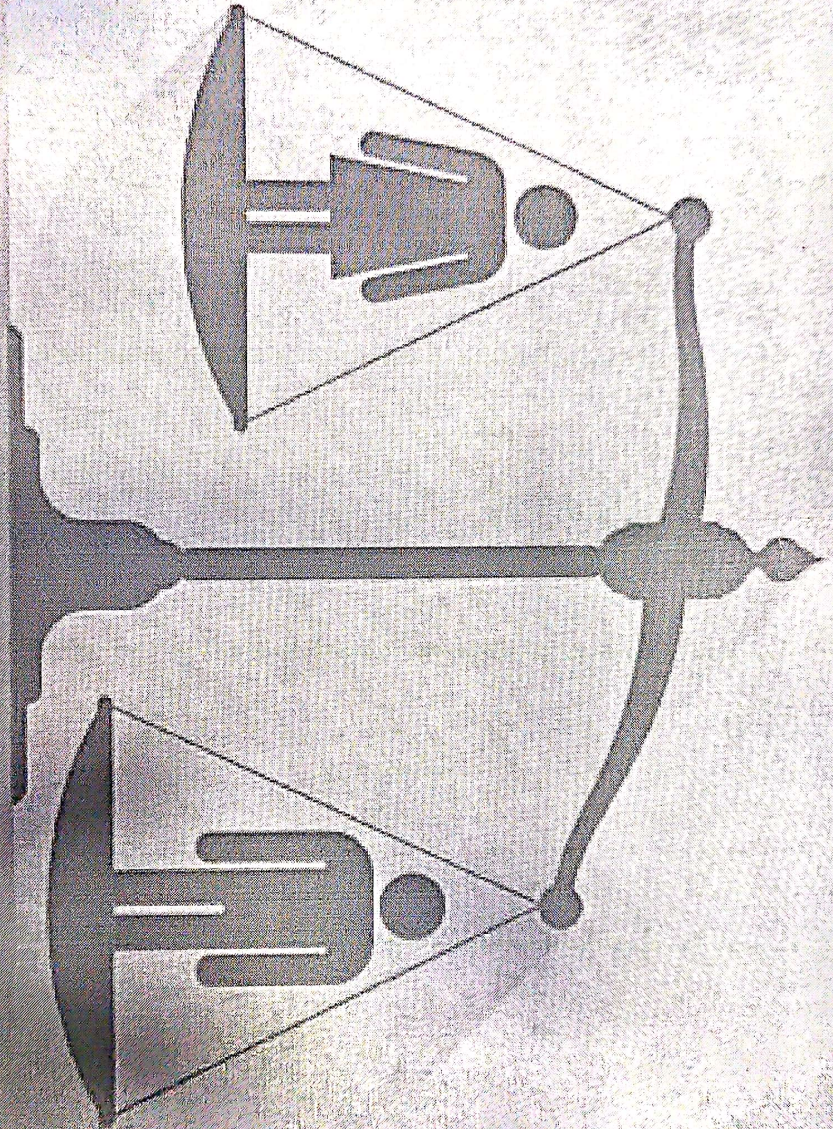
### **INTERNAL COMPLAINT COMMITTEE**

The ICC meeting was conducted on 19<sup>th</sup> July 2022 at 3:00 p.m. in SF-216, NHITM to discuss the issues. The following members were present.

<b>Sr. No.</b>	<b>Name of the Members</b>	<b>Designation in the ICC</b>	<b>Designation</b>
1	Ms. Yogita Chavan	Presiding Officer (Teaching Faculty)	AP, Computer Engineering
2	Mr. Pravin Alone	Member (Teaching Faculty)	AP, Mechanical Engineering
3	Ms. Kavita Chavan	Member (Teaching Faculty)	AP, HAS
4	Mrs. Sukhada Khismatrao	Member (Non-teaching)	Admin Manager
5	Mr. Mandar Sarmalkar	Member (Non-teaching)	Workshop Instructor
6	Ms. Tanya Kopra	Member (Student Representative)	SE Computer Science and Design
7	Ms. Chinmayi Naik	Member (Student Representative)	TE AI & Data Science
8	Ms. Gauri Keskar	Member (Student Representative)	TE Mechatronics
9	Ms. Priyanka B	Member (NGO)	NGO

**As no complaints were reported by the students. The committee concluded that there were no issues related to academic and non-academic.**

**PRINCIPAL**



# Gender Sensitisation: Time to Change the Mindset

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