

UNIVERSITY OF MUMBAI
No. CONCOL/ 24 / of 2014 – 2015

CIRCULAR:-

The Government of India has published the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for its implementation at the organization levels.

WHEREAS, sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS, the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS, it was expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace and accordingly Indian Parliament has enacted The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto;

AND WHEREAS, in exercise of power conferred by Sub-section (3) of Section (1) of the Act 2013, the Central Government has notified the Act to come into force from Ninth December Two Thousand Thirteen;

AND WHEREAS, in exercise of power conferred by Section 29 of the Act, the Central Government has made rules which are known as The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, which also came into force from Ninth December Two Thousand Thirteen;

AND WHEREAS, under Section 4 of the Act 2013, it is incumbent upon the employer of a workplace to constitute an Internal Complaints Committee and make such other rules in accordance with the provisions of the Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto;

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PURSUANT HEREOF, all the employers of the colleges/ institutions affiliated to the University of Mumbai are hereby directed that:

1. If there exist no Internal Complaints Committee in accordance with the Act 2013, to constitute the Internal Complaints Committee, strictly in accordance with the provisions of the Act 2013, within two weeks from the receipt of this circular.
2. If there exist any Committee prior to the enactment of these rules but has not been reconstituted in accordance with the provisions of the Act 2013, then, to re-constitute such existing committee strictly in accordance with the provisions of the Act 2013, within two weeks from the receipt of this circular.
3. All Institutions/colleges should intimate the complete details of the duly constituted or re-constituted Internal Complaints Committee to the University of Mumbai within four weeks from the date of the receipt of this circular.
4. All Institutions/colleges should strictly comply with all the provisions of the Act 2013, particularly the duties of the employer as envisaged under Section 19 of the said Act.
5. In addition to the aforesaid for giving effect to any provision of the Act 2013, all the Institutions/colleges should do such other things or take other steps which are required to be done or taken under the said Act or such other Act for the time being in force.

In pursuance to the Act 2013, the Chairmen / Directors and Principals of the affiliated colleges/institutions are hereby requested to follow the above directions immediately regarding the establishment of the Internal Complaints Committee as per the Act 2013 in the respective colleges/institutions.

Mumbai – 400 032
Date:- 12/11/2014


(Dr. M.A. Khan)
Registrar
(University of Mumbai)

To,
The Chairmen / Directors and Principals of all the affiliated colleges / institutions
for information & necessary action.


Copy for information:-

1. The Secretary, Higher & Technical Education Department, Mantralaya Annexe, Mumbai – 400 032.
2. The Director, Higher Education, Maharashtra State, Central Building, Pune – 411 001.

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3. The Director, Higher & Technical Education, Elphinstone Technical School Building, Mahapalika Marg, Mumbai – 400 001.
4. The Joint Director, Higher Education, Mumbai Region, Mumbai – 400 001.
5. The Joint Director, Higher Education, Konkan Region, Panvel – 400 001.

6. The Joint Director, Technical Education Department, Kherwadi, Bandra (East), Mumbai – 400 051.
7. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Building, East Wing, Fort, Mumbai – 400 032.
8. University of Mumbai College Principals Association, Dnyansadhana College of Arts, Science & Commerce, Near Eternity Mall, Thane (W) – 400 604.
9. The Secretary, Association of Non-Government College (A.N.G.C.), Vidyapeeth Vidyarthi Bhavan, Churchgate, Mumbai – 400 020.
10. The General Secretary, Bombay University and College Teachers Union, Mumbai University Club House, "B" Road, Churchgate, Mumbai – 400 020. (Two copies)
11. The Executive Secretary to the Vice-Chancellor and the Personal Assistants to (i) the Pro-Vice-Chancellor (ii) the Registrar and (iii) the Director, BCUD.
12. Record Section (10 copies).


(Dr. M.A. Khan)
Registrar
(University of Mumbai)