



प्रो. श्यामा रथ
सदस्य सचिव

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ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
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Circular

Subject: Request to strictly implement/adhere the measures prescribed 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-reg

Dear Sir/Madam,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) was notified on 9th December, 2013, to ensure a safe and secure working environment for women.

With increasing participation of women in the workplace, it is imperative for all employers to adhere to the provision of the POSH Act and actively promote a culture of respect and equality. Sensitizing employees about the importance of upholding the dignity of women and dismantling gender-based stereotypes is essential for encouraging greater participation of women in economic and social activities.

In this regard kind attention is invited to 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 published in the Gazette of India on 10.06.2016.

Further, under clause 6.48 of AICTE Approval Process Handbook 2024-27, it is mandatory/essential for all AICTE approved institutions/universities to establish an Internal Committee (IC) and every AICTE approved institutions/university shall:

- Publicly notify the provisions against sexual harassment and ensure their wide-dissemination;
- Mention about the penalty and consequences of sexual harassment on Institution's Website, prospectus and display prominently 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.
- 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.
- Organise regular orientation or training Programs for the members of the IC to deal with complaints, steer the process of settlement or conciliation, etc., with sensitivity.

- Act decisively against all gender based violence perpetrated against employees and students of all sexes recognizing 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.
- Every Technical Institution shall constitute an Internal Committee (IC) with an inbuilt mechanism for gender sensitization against sexual harassment. The IC shall have the following composition:
 - i. 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 in case of an Institution) at the Educational Institution, nominated by the Executive Authority.
 - ii. 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.
 - iii. Three students (comprising of at least one girl student) of Pre-Final/Final year at Undergraduate/ Diploma Level Institution, as the case may be
 - iv. One member from amongst Non-government Organisation or Associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority
 - v. At least one-half of the total members of the IC shall be women.
 - vi. Persons in senior positions such as Chairperson/ Secretary of the Society, Principal/ Director of the Institution, etc. shall not be the members of the ICs in order to ensure autonomy of their functioning.
 - vii. The term of office of the members of the IC shall be for a period of three years. Institutions may also employ a system whereby one-third of the members of the IC may change every year
- All Technical Institutions approved by AICTE shall upload the Annual Report containing the following details by 30th June of the Calendar Year:
 - a. Number of complaints of sexual harassment received in the year
 - b. Number of orientation or training Programmes carried out for the members of the IC to deal with complaints
 - c. Number of complaints disposed of during the year
 - d. Number of cases pending for more than 90 days
 - e. Number of workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment
 - f. Nature of action taken by the Technical Institution against the perpetrator.

In view of the above, all technical institutions and universities are requested to strictly adhere/follow the measures prescribed above and to support the collective effort to foster a work environment free from sexual harassment across all sectors.

Shyama Rath

(Prof. Shyama Rath)

To

The Vice Chancellor of Technical Universities and
The Principals/Directors/Registrars
of all AICTE Approved Technical Institutions/ Universities.