



ज्ञानं विज्ञानं विमुक्तये

प्रा. मनिष र. जोशी  
सचिव

Prof. Manish R. Joshi  
Secretary



सत्यमेव जयते



विश्वविद्यालय अनुदान आयोग  
University Grants Commission  
(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

D.O.No.91-3/2020 (GS)

December 11, 2023/20 अग्रहायण, 1945

Respected Madam/Sir,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, was notified on December 9, 2013, to provide a safe and secure environment for women in the workplace. The University Grants Commission has also notified the University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India, which clearly describe the responsibilities of Higher Educational Institutions (HEIs), grievance redressal mechanism, process for making complaint and conducting inquiry, interim redressal, punishment and compensation, and consequences of non-compliance, etc. These regulations are available on the UGC website, i.e., [www.ugc.gov.in](http://www.ugc.gov.in).

The UGC Regulations, being statutory in nature, are binding for all HEIs. Specifically, sub-regulation (1) of regulation 4 of these regulations mandates:

*"... every Executive Authority shall constitute an Internal Complaint Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment"*

In this regard, the UGC has also repeatedly issued advisories to the HEIs to take the following actions:

- Constitute an Internal Complaints Committee (ICC) and a Women's Cell in the institutions under their administrative control to deal with gender-based violence and conduct gender sensitization programmes.
- Display banners and posters at conspicuous places in the buildings so as to create awareness amongst employees about sexual harassment and how to prevent it.
- Display the names and contact details of the members of the Internal Complaints Committee on notice boards in the institutions.
- Upload the following to their respective portals:
  - i. "Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013"
  - ii. Details regarding the constitution of the Internal Complaints Committee, along with contact information of its members such as name, phone number, address, etc.

I write this to request you to kindly ensure that the afore-mentioned UGC Regulations are implemented in your HEI and the institutions under your administrative control in totality. The details regarding compliance may be submitted online on the SAKSHAM portal, i.e., [saksham.ugc.ac.in](http://saksham.ugc.ac.in), at the earliest.



## CONTINUATION SHEET

Further, it is requested that in order to commemorate the notification of this Act, awareness programmes on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 may be conducted at your university and the affiliated colleges in the week starting from December 9, 2023, to December 15, 2023, to sensitize the students and employees about the provisions of this Act. The details of the programmes conducted by your HEI may be provided to the UGC through email at: [ugc.iccgs@gmail.com](mailto:ugc.iccgs@gmail.com).

With kind regards,

Yours sincerely,



(Manish Joshi)

To,

**The Vice-Chancellors of all Universities**  
**The Principals of all Colleges/Institutes**  
**The Directors of Women's Study Centres**



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University Grants Commission  
(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

D. O. No. F. 1-15/2009 (ARC) Pt.III

December 14, 2023/23 अग्रहायण, 1945

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, to exercise the powers conferred by clause (g) of sub-section (1) of section 26 of the University Grants Commission Act, 1956, the UGC notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website [www.ugc.gov.in](http://www.ugc.gov.in) & [www.antiragging.in](http://www.antiragging.in).

It is once again brought to your kind notice that ragging is a criminal offence and UGC has framed regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. These regulations are mandatory, and all institutions are required to take necessary steps for its implementation in Toto including the monitoring mechanism. Any violation of these regulations will be viewed seriously. If any institution fails to take adequate steps to prevent ragging or does not act in accordance with these Regulations or fails to punish perpetrators of incidents of ragging suitably, it will attract punitive action against itself by the UGC.

You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums; constitution of Anti-Ragging committee and Anti-Ragging squad, setting up of Anti-Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops and seminar, updating all websites with nodal officers' complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-Ragging warning in the institution's E-prospectus and E-information booklets/brochures must be ensured. Surprise inspection of hostels, students' accommodation, canteens, rest cum recreational rooms, toilets, bus-stands must be carried out & Anti-Ragging posters must be displayed at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website [www.ugc.ac.in](http://www.ugc.ac.in). The size of the posters should be 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled-for behavior/incident must be undertaken.

Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline 1800-180-5522 (24x7 Toll Free) or e-mail the Anti-Ragging Helpline at [helpline@antiragging.in](mailto:helpline@antiragging.in). For any other information regarding ragging you may please visit the UGC website i.e. [www.ugc.gov.in](http://www.ugc.gov.in) & [www.antiragging.in](http://www.antiragging.in) and contact UGC monitoring agency i.e. Centre for Youth (C4Y) on Mobile No. 09818044577 (only in case of emergency).

वसुधैव कुटुम्बकम्  
ONE EARTH • ONE FAMILY • ONE FUTURE

मनिष

वहादुरशाह जफ़र मार्ग, नई दिल्ली-110002 | Bahadur Shah Zafar Marg, New Delhi-110002  
Ph.: 011-23236288/23239337 | Fax : 011-2323 8858 | E-mail : [secy.ugc@nic.in](mailto:secy.ugc@nic.in)



## CONTINUATION SHEET

-02-

In compliance to the directions of the Anti-Ragging Monitoring Committee constituted by Hon'ble Supreme Court of India, HEIs/Councils have to implement the following:

1. The concept of mentor-mentee as given out in the UGC Regulations for curbing the Menace of Ragging in HEIs - 2009 be followed by students in all institutions to make a comfortable bond amongst Juniors and Seniors.
2. The Anti Ragging Cell and Anti Ragging Squads of institutions should be empowered by provisioning of a legal counsel so that airtight cases against the ragging culprits can be made.
3. Henceforth for extreme ragging and suicide cases, Principal of the college and Registrar of the University will be called and will be answerable to the National Anti-Ragging Monitoring Committee for the reasons of non-compliance of UGC Regulations for ragging.
4. All the Councils/Regulatory Bodies must constitute a committee as and when a serious/suicide/death case is reported related to their Council/Regulatory Body to relook into the issue even when case is under police investigation. The Regulatory Bodies/Councils are also advised to appoint a legal person for the matter.
5. The Committee has also instructed the Anti Ragging Monitoring Agency to be more vigilant and carry out surprise checks all across the Nation to ensure that the UGC Regulations to curb the menace of ragging are being strictly adhered to by the HEI's, Teaching Staff and the students. Punitive action as mentioned in these regulations will be taken against the defaulters.

UGC also drives an Anti-Ragging Media Campaign through different modes and has undertaken the following activities to promote the campaign which are available on UGC website [www.ugc.gov.in](http://www.ugc.gov.in)

1. UGC developed 05 TV Commercials of 30 seconds each with different perspective for Parents, Victim and Offenders.
2. UGC designed and distributed 04 types of posters amongst Universities / Regulatory Authorities / Councils / IITs / NITs / other educational institutions for their prominent display.
3. UGC consecutively organized 02 Anti-Ragging Competitions for students/faculty/general public for the wider awareness of the menace of ragging.

In compliance of the 2<sup>nd</sup> Amendment in UGC Regulations, you are requested to make it compulsory for each student and every parent to submit an online undertaking every academic year at [www.antiragging.in](http://www.antiragging.in)

You are also requested to implement the revised procedure for students to file an online Anti-Ragging affidavit. The student will receive an e-mail with his/her registration number. The student will forward that e-mail to the Nodal officer in his/her university/college e-mail.

Universities/Colleges have to display the email address and contact number of the Nodal Officer of Anti-Ragging Committee of their university/college on their website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities, etc.

*Ant Rag*

# CONTINUATION SHEET

-03-

Universities and Colleges are requested to insert a mandatory column in their university/college's admission form as per the given format:

Anti Ragging Undertaking Reference no:	<input type="text"/>
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All HEI's are further advised to fill in the complete details of their respective Anti Ragging Committee and Anti Ragging Squad on the website i.e. [www.antiragging.in](http://www.antiragging.in) and also display these lists on the Notice Boards.

Universities are also requested to ensure strict compliance of this advisory and fill the compliance on [www.antiragging.in](http://www.antiragging.in). You are also requested to forward this advisory to all the colleges in your ambit with strict compliance directions. All colleges be instructed to make multiple prints of this circular and the same to be prominently displayed at all the locations visited by the Students.

**IT IS ONCE AGAIN REITERATED FOR THE BENEFIT OF ALL THE STAKEHOLDERS THAT RAGGING IS A CRIMINAL OFFENCE AND THE CULPRITS WILL ATTRACT PUNITIVE ACTION AS MENTIONED IN THE UGC REGULATIONS.**

With kind regards.

Yours sincerely,

  
(Manish Joshi)

**The Vice-Chancellor/Registrars of all Universities**

Copy to:

1. All Regulatory Authorities
2. Ms. Jasleen Kaur, Under Secretary, Ministry of Education, ([jasleen.kau@nic.in](mailto:jasleen.kau@nic.in)).
3. DS(website), UGC (for uploading on (i) UGC website, (ii) Under ragging related Twitter handle of UGC)
4. Ms. Alka Tomar, Centre for Youth (C4Y)([alka.tomar@c4yindia.org](mailto:alka.tomar@c4yindia.org)) (for uploading on [antiragging.in](http://antiragging.in))

  
(Manish Joshi)



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भारत 2023 INDIA

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

शिक्षा मंत्रालय, भारत सरकार  
(Ministry of Education, Govt. of India)

### PUBLIC NOTICE

D.O.No.91-3/2021 (GS)

12 December, 2023/ 21 अग्रहायण, 1945

12 DEC 2023

**SUBJECT: An appeal to Higher Educational Institutions that have not constituted an Internal Complaint Committee.**

The University Grants Commission has notified the University Grants Commission (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 in the Gazette of India (available on the UGC website, i.e., [www.ugc.gov.in](http://www.ugc.gov.in)). The UGC regulations, being statutory in nature, are binding for all HEIs and failure to abide may lead to the initiation of punitive action(s) against the HEI, as mandated under the regulations.

Specifically, sub-regulation (1) of regulation 4 of these regulations mandates that:

***"...every Executive Authority shall constitute an Internal Complaint Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment..."***

The UGC has repeatedly advised HEIs to constitute an Internal Complaint Committee (ICC) in the institutions under their administrative control to deal with gender-based violence and conduct gender sensitization programmes. The HEIs have also been requested to display the names and contact details of the members of the ICC on notice boards in the institutions and their website.

In this regard, all stakeholders are hereby informed that in case ICC has not been constituted in their HEI, a complaint may be lodged with the Gender Sensitization cell of the UGC through the UGC SAKSHAM Portal at the following URL: [saksham.ugc.ac.in](http://saksham.ugc.ac.in).

(Manish Joshi)

एक पृथ्वी - एक परिवार - एक भविष्य  
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You are requested to step up anti-ragging mechanism by way of adequate publicity through various mediums: constitution of Anti-Ragging committee and Anti-Ragging squad, setting up of Anti-Ragging Cell, installing CCTV cameras at vital points, Anti-Ragging workshops and seminar, updating all websites with nodal officers' complete details, alarm bells etc. Regular interaction and counseling with the students, identification of trouble-triggers and mention of Anti-Ragging warning in the institution's E-prospectus and E-information booklets/brochures must be ensured. Surprise inspection of hostels, students' accommodation, canteens, rest cum recreational rooms, toilets, bus-stands must be carried out & Anti-Ragging posters must be displayed at all prominent places like Admission Centre, Departments, Library, Canteen, Hostel, Common facilities etc. These posters are available on UGC website [www.ugc.ac.in](http://www.ugc.ac.in). The size of the posters should be 8x6 feet. Any other measure which would augur well in preventing/quelling ragging and any uncalled-for behavior/incident must be undertaken.

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Yours sincerely.

  
(Manish Joshi)

**The Vice-Chancellor/Registrars of all Universities**

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