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सत्यमेव जयते

**अखिल भारतीय तकनीकी शिक्षा परिषद्**

(भारत सरकार का एक सांविधिक निकाय)  
(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
नेल्सन मंडेला मार्ग, वसंत कुंज, नई दिल्ली-110070

**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION**

(A Statutory Body of the Govt. of India)  
(Ministry of Human Resource Development, Govt. of India)  
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**F. No. AICTE/P&AP/Misc/2022/**

**Dated: 01.05.2023**

**CIRCULAR**

**To**

**All Vice Chancellors of Technical Universities and  
All Directors/ Principals of AICTE Approved Institutions,**

**Subject:** Maintenance of a safe working environment for female employees at the workplace.

Sir/Madam,

As you are aware that the Government of India is committed to promote gender equality and women empowerment across every sector and prevent all forms of violence against women that negatively impact gender equality and human dignity. Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 gives legal right to female employees, both regular and contractual to voice against any type of sexual harassment at the workplace.

1. All employers are expected to honour the Act and maintain a safe working environment for female employees, while discharging their duties, so that they may carry out their duty with dignity.

2. It is, therefore, requested to take the following actions in order to sensitize the issue related to maintenance of safe working environment as per "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013": -

(i) Constitute an Internal Complaints Committee (ICC) and a Special cell in the institutions under your administrative control to deal with the issue of gender based violence and to conduct gender sensitization programmes.

(ii) To display banners/posters at conspicuous places in the buildings and campuses to create awareness amongst employees about what is sexual harassment and how to prevent it.

(iii) To display names and contact details of the members of the Internal Complaints Committee (ICC) at Notice Boards in the Institutions.

(iv) To upload the (i) "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013"; (ii) Constitution of the Committee; and (iii) details of the Members of the Internal Complaints Committee (ICC) such as name, phone number, address etc., on institute's portal at a prominent place.

(v) To conduct training programmes to sensitize the employees of the Institutions on the issues related to maintenance of a safe working environment.

3. Let's all join hands, create a culture of zero tolerance towards sexual harassment and promote a safe and encouraging workplace for all employees. Actions taken in the matter may kindly be intimated to AICTE.

*With regards,*

Regards

*Mamta*

*01 May, 23*

**[Dr. Mamta Rani Agarwal]**

Advisor-I (P&AP Bureau)