

Ordinance XV -D

University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

This ordinance, specifically Ordinance XV-D, addresses the prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions in India. The ordinance refers to regulations set by the University Grants Commission (UGC) in 2015. Here are the key sections and provisions:

Section 1 - Short title extent and commencement

- **Short Title:** The ordinance is titled the "University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015."
- **Applicability:** It applies to all higher educational institutions in India.
- **Commencement:** The regulations come into force on the date of their publication in the Official Gazette.

Section 2 - Definitions

- Provides definitions for terms used in the regulations, including "aggrieved woman," "Act," "campus," "Commission," "covered individuals," "employee," "Executive Authority," "Higher Educational Institution (HEI)," "Internal Complaints Committee (ICC)," "protected activity," "sexual harassment," "student," "third Party Harassment," "victimisation," and "workplace."

Section 3 - Responsibilities of the Higher Educational Institution

- Lists various responsibilities that higher educational institutions must fulfil, including creating awareness, organizing training programs, acting against gender-based violence, committing to a zero-tolerance policy, and implementing mechanisms for redressal.

Section 4 - Grievance redressal mechanism

- Describes the constitution of the Internal Complaints Committee (ICC) and its composition.
- Outlines the responsibilities of the ICC, including providing assistance, dispute redressal, protection of the complainant's safety, and prohibition of retaliation.

Section 5 - Responsibilities of Internal Complaints Committee (ICC)

- Specifies the duties of the ICC, including providing assistance to those filing police complaints, mechanisms for dispute redressal, protecting the complainant's safety, and ensuring no victimisation or discrimination.

Section 6-11 - The process for making a complaint, conducting an Inquiry, Interim redressal, Punishment and compensation, Action against the frivolous complaint

- Details the procedures for making a complaint, conducting inquiries, interim redressal measures, punishments, compensation, and actions against false complaints.

Section 12 - Consequences of non-compliance

- Lists actions that the University Grants Commission may take against institutions that fail to comply with the regulations.

Executive Council Decision

- Includes a decision made by the Executive Council regarding the mechanism for complying with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

This ordinance places a strong emphasis on creating a safe and harassment-free environment within higher educational institutions, with specific provisions for prevention, redressal, and consequences for non-compliance.