



अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक सांविधिक निकाय)

(शिक्षा मंत्रालय, भारत सरकार)

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**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION**

(A Statutory Body of the Govt. of India)

(Ministry of Education, Govt. of India)

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F.No. AICTE/P&AP-Misc/2024

06.12.2024

To

The Vice Chancellors Technical Universities and  
The Directors/Principals of AICTE approved institutions

**Subject: Compliance with the POSH Act, 2013 and Observance of "Sexual Harassment at Workplace Prevention Week"- -reg.**

Respected Madam/Sir,

*Greetings from AICTE!*

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

With increasing participation of women in the workforce, it is imperative for all employers to adhere to the provisions 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. This aligns with the Hon'ble Prime Minister's vision for *Viksit Bharat* during *Amrit Kaal* through inclusive growth.

#### 1. Establishment of Internal Committees (ICs) as per POSH Act:

- All organizations, private and public, must establish ICs to address complaints of sexual harassment.
- Also Government Authorities must form Local Committees via District Officers to receive complaints from smaller organizations (having less than 10 workers) or where the complaint is against the employer himself.

#### 2. SHe-Box Portal Onboarding:

- The Ministry of Women & Child Development has upgraded the **SHe-Box portal**, a central repository for complaints under the POSH Act.
- All workplaces must update the portal with details of their Nodal Officers and ICs to enable complainants file their grievances directly to the IC concerned.

The institutions are requested to observe "**Sexual Harassment at Workplace Prevention Week**" (Leading up to **December 9, 2024**) as follows:

- **Formation/Revamping of ICs:** Ensure ICs are established and functional.
- **Sensitization Workshops:** Conduct awareness programs for officials
- **Pending Cases:** Disposing-of all pending cases.
- **Data Upload:** Complete the onboarding on the SHe-Box Portal, if not done so far.

The institutions are requested to ensure compliance of each provision of the Act for creating a safe working environment for women. All required data should be uploaded on the SHe-Box portal positively by first week of December 2024.



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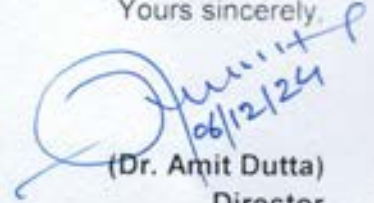
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The institutions are also requested to fill the details of the activities undertaken for observance of Sexual Harassment at Workplace Prevention Week in the form at link <https://forms.gle/xJPY33QL6QajwR9q8> by **11th December, 2024**.

We solicit your support and collective effort of all stakeholders to foster work environment free from sexual harassment across all sectors.

Thank you for your cooperation.

Yours sincerely,



(Dr. Amit Dutta)

Director

Policy & Academic Planning Bureau