



चन्द्रगुप्त प्रबंध संस्थान पटना CHANDRAGUPT INSTITUTE OF MANAGEMENT PATNA

(A standalone government Institute in management education, consulting and research approved by AICTE, accredited by NBA and recognized by AIU)

Date : _____

Director's Office

CIMP

CIRCULAR

Circular No: 445 Dated: 02-08-2024

Ref: Circular No: 404 Dated: 21-03-2023

Sub: Maintenance of safe working environment for female employees at workplace.

This has reference to the Circular No. F.No.AICTE/P&AP/Misc/2022; Dated- 21.03.2022. A special cell is being reconstituted with the following members:

- | | |
|---|---------------|
| 1) Prof. (Dr.) Vijaya Bandyopadhyaya | - Chairperson |
| 2) Prof. (Dr.) Sibananda Senapati | - Member |
| 3) Prof. (Dr.) Mamta Singh | - Member |
| 4) Shri Vivek Kashyap, SAO | - Member |
| 5) Dr. Shashi Prabha, Manager-HR | - Member |
| 6) Ms. Aditi Sharma, Assistant Warden, Girls Hostel | - Member |

Rana Singh
(Dr. Rana Singh)
Director

- Cc to:
- 1) All above for information and necessary action;
 - 2) Faculty Members/CAO/FAO/SAO/Officers/Staff Members/FPM Office/ PGP Office/LRC/HR Cell/Placement Cell/Admissions Department/Administration/Stores and Purchase Department/Compliance Cell/All Notice Board for information;
 - 3) IT Department for upload on official website.

Rana Singh
Director



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011-29581000
Website : www.aicte-india.org



सत्यमेव जयते

अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक सॉपिथिक 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)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070

F. No. AICTE/P&AP/Misc/2022/

Dated: 21.03.2022

CIRCULAR

To

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

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

Sir/Madam,

As you are aware that 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 safe working environment.
4. Actions taken in the matter may kindly be intimated to AICTE.

Regards

(Dr. Ramesh Unnikrishnan)
Advisor-II

Policy & Academic Planning Bureau

