



ज्ञान-विज्ञान विमुक्तये

आचार्य मनिष र. जोशी
सचिव

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विश्वविद्यालय अनुदान आयोग
University Grants Commission

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

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13 November, 2025/22 कार्तिक 1947

Subject: Effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) in all Educational Institutions.

आदरणीय महोदय/महोदया,

Your kind attention is invited to the National Commission for Women's (NCW) letter regarding the effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) across all sectors, including educational institutions. (Copy enclosed)

To further strengthen compliance, NCW has launched the **Campus Calling Programme** in collaboration with **Yuvamanthan**. This initiative aims to enhance training, awareness, legal literacy, digital safety, and leadership development in Higher Educational Institutions (HEIs). Building upon this, NCW proposes to organize 800 such programmes across the country.

In view of the above, you are requested to:

- Provide a status report on POSH implementation in your HEI, including details of Internal Complaints Committees (ICCs), sensitization efforts, complaint redressal mechanisms, and any challenges faced. **(Institutions can submit the status report for the year 2024-25 through the UGC SAKSHAM Portal, available URL: https://docs.google.com/forms/d/e/1FAIpQLSfbwFzpOxTkIWP1qVD6N_Gr5uoS2PLcHSIKTXaECPwGPyodtg/viewform?pli=1**
- Ensure active participation of faculty and staff in the training programmes organized by NCW.
- Strengthen and monitor institutional mechanisms to ensure compliance with the POSH Act, 2013 and the UGC Regulations, 2015.

Detailed program guidelines are enclosed with this communication. For further information or clarification, you may kindly contact-

- Ms. Kritika Dhabhai, JTE- Legal, NCW +91-9587976493 ramawatar.singh@nic.in
- Ms. Sakshi Verma, Program Director, Yuvamanthan- director@yuvamanthan.org /+91-9540483248

Your support will be instrumental in advancing women led development and in ensuring safe, inclusive campuses across the country.


(मनिष जोशी)

सेवा, में,

- सभी विश्वविद्यालयों के कुलपति ।
- सभी महाविद्यालयों के प्राचार्य ।

Attached Concept Note : **Guidelines for Implementation of the NCW–Yuvamanthan Campus Calling Program**

1. Background

The National Commission for Women (NCW), established under the *NCW Act, 1990*, is mandated to safeguard the rights of women, promote gender equality, and ensure safe and enabling environments in all spheres. In alignment with the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013* and the *UGC (Prevention, Prohibition and Redressal of Sexual Harassment) Regulations, 2015*, NCW has partnered with Yuvamanthan — India's largest youth development platform — to launch the Campus Calling Program. This national initiative involves institution-wide training and awareness for students and faculty on women empowerment, gender sensitivity, and POSH compliance, supported by the nomination of Campus Ambassadors to coordinate peer-led activities at the campus level.

2. Objectives

- Ensure **HEI-level compliance with the POSH Act**.
- Promote women empowerment and leadership.
- Strengthen awareness of POSH Act compliance and gender sensitization regulations.
- Encourage student-led initiatives to foster respectful, inclusive campus cultures.
- Enhance digital safety, mental health awareness, cyber security and legal literacy.
- Assess current institutional compliance through a structured national survey and identify areas for improvement.

3. Implementation Plan at Institutional Level:

This implementation plan offers a comprehensive approach to promoting gender sensitivity and workplace safety, combining education, engagement, leadership, and community involvement. Educational institutions and workplaces will have the flexibility to organize a tailored mix of the following activities based on their convenience and resources, ensuring maximum impact:

- **Online Certification Program on Gender Sensitivity, Equality and POSH:** A comprehensive digital course covering POSH laws, gender sensitivity, workplace policies, and leadership in promoting gender equality. Upon completion, participants will earn a Digital Certificate, shareable on social media and academic portfolios. Online links to NCW's incident reporting helplines can also be incorporated for students and employees to report harassment incidents anonymously, ensuring fast and secure reporting.
- **Interactive Learning Activities:** A range of activities can be organized to engage participants on gender-related issues. These include Model United Nations (MUN), Youth Parliaments, Hackathons, Case study competitions, quizzes, poster designing, Nukkad Naataks, reel-making, Ad-Mad shows, app development challenges, podcasts, poem recitations, game-o-thons, theatre performances, flash mobs, public speaking contests, and campaigns on social media. These activities will foster creative engagement and raise awareness on gender equity and harassment prevention.
- **Workshops and Seminars:** Experts from NCW, legal professionals, psychologists, gender rights advocates, and self-defence trainers will conduct workshops aimed at raising awareness on gender sensitivity, the POSH Act, and the consequences of harassment in workplaces and educational institutions. These sessions will include real-life case studies, role-plays, group discussions, and self-defence training, equipping participants with practical safety techniques and tools such as personal alarms. The combination of legal education and self-defence will ensure that participants not only understand their rights

and responsibilities but also gain the skills necessary to protect themselves in potentially dangerous situations.

- **Digital Pledge for Gender Equality:** A digital pledge platform will allow participants to publicly commit to fostering gender-equal environments. Institutions can use both online and offline pledge formats, promoting collective responsibility. The platform will also feature educational resources, including articles, videos, and guidelines on gender sensitivity and workplace policies.
- **Gender Sensitivity Ambassadors Program:** A Gender Sensitivity and POSH Ambassador Network will be established in institutions, where selected students, teachers and employees will lead gender equality initiatives within their schools, colleges, and workplaces. Ambassadors will be tasked with organizing awareness drives, peer counseling sessions, and community outreach activities, promoting gender-sensitive practices across all levels. They would be involved in Campus Safety Audits, Gender-Sensitive Committees, and Safe Public Transport Initiatives at the institution that can be jointly conducted under this initiative.

4. Structure

- **Campus Ambassadors:** Four per institution nominated to lead activities.
- **Training:** NCW–Yuvamanthan to provide both digital and physical training modules.
- **Activities:** Awareness drives, workshops, competitions, and campaigns.
- **Survey:** National-level compliance assessment of POSH Act and UGC Regulations, to be conducted by NCW–Yuvamanthan, with facilitation from UGC.

5. Steps for Participation

1. Register and Nominate **Campus Ambassadors** via [www.yuvamanthan.org/NCW].
2. Facilitate participation in training and program activities.
3. Coordinate with ICC to align the program with ongoing gender sensitization work.
4. Participate in the compliance survey and submit the required data.
5. Submit periodic activity reports as per NCW/Yuvamanthan formats.

6. Contact for Queries

For any questions, technical help or inquiries call or WhatsApp/Call 'Yuvamanthan' at +91-9560771911 or email at - connect@yuvamanthan.org

7. Expected Outcomes

- Strengthened compliance with POSH provisions
- Improved campus climate for women's safety and equality.
- Increased student-led advocacy on gender issues.
- Strengthened compliance with POSH and UGC regulations.
- Reliable data on institutional compliance to inform policy and practice.
