

NATIONAL LAW UNIVERSITY, DELHI

NLUD/REG/2019

1.8.2019

NOTICE


Pursuant to the mandate given to University under University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations 2015, we consider it to be our duty to reemphasize the steps the University has undertaken for creating a healthy and gender sensitive culture on its campus. As you are aware, the University follows the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations 2015 which provides a detailed mechanism to deal with sexual harassment at campus involving students and other stakeholders. The definition of Sexual Harassment in section 2(k) of regulations has a wider coverage and includes a variety of conduct constituting sexual harassment. The section 3 of the Act provides responsibilities of Higher Educational Institutions besides detailing out the mechanisms of looking into the complaints of sexual harassment. We are in the process of identifying all possible ways for ensuring that the UGC regulation is strictly followed and introducing other proactive measures for creating a gender friendly ambience on the campus. The University has undertaken the following measures in this regard:

1. The University has constituted an Internal Complaints Committee as per the provisions of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations 2015 and all complaints of Sexual Harassment are referred to the Committee. More details about the committee is available at the link- <https://nludelhi.ac.in/qick-haras.aspx>
2. The University has conducted training sessions on prevention, prohibition and redressal of sexual harassment for the employees of the University including the members of ICC, Wardens and Proctor in the recent past.
3. The University has drafted comprehensive rules governing the functioning of the Internal Complaints Committee which are in addition to the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations 2015.
4. The University has appointed a Senior Faculty Member as the 'Policy Advisor' who shall be assisting the university in ensuring the compliance with the mandate as prescribed in the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations 2015.
5. The University has appointed facilitators for assisting in implementation of UGC Regulations 2015.
6. The Vice-Chancellor has constituted a committee to address the issue of sexual harassment within the NLU Delhi Community consisting of senior faculty members. The Committee has undertaken a detailed examination of various matters and is in the process of submitting its final report containing final recommendations.
7. The University has purchased bilingual posters and pamphlets on the subject of 'Sexual Harassment' and the same stands displayed at various locations on the university for increasing the awareness level of various stakeholders.

8. The University has appointment professional counsellor with special experience in dealing with the survivors of sexual harassment in the recent past for guiding and facilitating the survivors of sexual harassment.
9. The University further plans to continue with its gender sensitization training programme in the upcoming academic sessions for the benefit of NLUD community.
10. In compliance with UGC (Promotion of Equity in Higher Educational Institutions) Regulations 2012, the University has constituted an Equal Opportunity Cell for providing guidance and counselling with respect to academic, financial, social and other matters to the disadvantaged group.

A copy of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations 2015 is enclosed.

I am of the considered view that the implementation of mandate of this act is a shared responsibility of all stakeholders and therefore I look forward to your suggestions in this regard.


Registrar

CC:

- PPS to Vice-Chancellor
- Deputy Registrar
- Assistant Registrar
- All Faculty Members
- All Students