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Criterion No: 5.1.5

Criterion Details: The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases.

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Director
Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- To promote intellectual and skilled human capital generation employment and entrepreneurship.
- To be educational centre of excellence of multi ethnicity and diversity.
- To establish as technology driven teaching learning institution.
- To provide world class platform for research and innovation.
- To inculcate social, environmental, heritage values.

Annexure – I

**“Regulations of curbing the menace of
ragging in higher educational institution
2009”. Released on 27 June 2019**



Director
Tula's Institute, Dehradun



प्रो. रजनीश जैन
सचिव

Prof. Rajnish Jain
Secretary

D.O. No. I-15/2009 (ARC) pt.III



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

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

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30 DEC 2021

23rd December, 2021

Respected Madam/Sir,

In pursuance to the Judgment of the Hon'ble Supreme Court of India dated 08.05.2009 in Civil Appeal No. 887/2009, the UGC had notified "Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009". The Regulations are available on the UGC website i.e. www.ugc.ac.in. These regulations are mandatory for all higher educational institutions in the country.

As multiple mechanisms are required to ensure a ragging-free campus, here are some recommendations and action steps which are required to be deployed in your esteemed university and all institutions under your ambit.

A. Basic Measures:

1. Constitution of anti-ragging committee, anti-ragging squad, setting up of Anti-Ragging Cell and adequate publicity for these measures through various media are to be undertaken.
2. Mention of anti-ragging warning in the institution's prospectus and information booklets /brochures shall be ensured.
3. To create E-admission booklet or brochure, E-leaflets giving details on guidance in case of ragging to admitted students instead of print/hard copy of your institutions.
4. Updating websites of institutions with the complete address and contact details of nodal officers related to anti-ragging committee.
5. In compliance with the UGC Regulations and its 2nd Amendment regarding submission of undertaking by each student and every parent, an online undertaking in every academic year to be submitted.
6. UGC has notified 3rd Amendment in UGC Regulations on 29th June, 2016 to expand the definition of ragging by including the following:

"3. (i) Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background."

7. Installing CCTV cameras at vital points.

B. Counseling and monitoring measures

1. Regular interaction and counseling with the students can detect early signs of ragging and identification of trouble-triggers.
2. Surprise inspection at hostels, students accommodation, canteens, rest-cum-recreation rooms, toilets, bus-stands and any other measure which would augur well in preventing/quelling ragging and any uncalled for behaviour/incident shall be undertaken.

C. Creative Dissemination of the idea of ragging-free campus

1. Events like Anti-Ragging workshops, seminars and other creative avenues to spread the idea.
2. Safety and security apps without affecting the privacy of individuals can be creatively deployed.

Tula's Institute, Dehradun

D. Using other UGC initiated measures

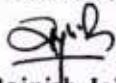
1. Students in distress due to ragging related incidents can call the National Anti-Ragging Helpline **1800-180-5522 (24x7 Toll Free)** or e-mail the Anti-Ragging Helpline at helpline@antiragging.in.
2. For any other information regarding ragging, please visit the UGC website i.e. www.ugc.ac.in & www.antiragging.in and contact UGC monitoring agency i.e. AmanSatyaKachroo Trust on mobile No. 09871170303, 09818400116 (only in case of emergency).
3. UGC also drives an Anti-Ragging Media Campaign through different modes and UGC has got developed the following entities to promote anti-ragging which are available on UGC website i.e. www.ugc.ac.in.
 - a. UGC has developed 05 TVCs of 30 seconds each from different perspective i.e. Parents, Victim and Offenders.
 - b. UGC has designed and distributed posters amongst Universities/Regulatory Authorities/Councils/IITs/NITs/Other educational institutions for the prominent display.
 - c. UGC has consecutively organized 02 Anti-Ragging Competitions for students/faculty /general public for the wider awareness of the menace of ragging.

Any violation of UGC Regulations or failure of institution to take adequate steps to prevent ragging in accordance with these Regulations or failure to punish perpetrators of incidents of ragging suitably, will attract punitive action under the UGC Act.

You are requested to implement the revised procedure for students to file online anti ragging affidavit communicated vide this office letter no. 3-2/2021(ARC) dated 27th October, 2021 and display the email address and contact number of the Nodal Officer of Anti Ragging of your university/college in your website and campus areas like Admission Centre, Departments, Library, Canteen, Hostel, and Common facilities etc. to create awareness about the revised procedure for students to file online Anti Ragging Affidavit, and also immediately instruct all the colleges under your purview to follow it.

With kind regards,

Yours sincerely,


(Rajnish Jain)

The Vice-Chancellor of all Universities.


Director
Tula's Institute, Dehradun



प्रो. राजीव कुमार
सदस्य सचिव

Prof. Rajive Kumar
Member Secretary



सत्परेय नवते

अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक साधारण निकाय)

मानव संसाधन विकास मंत्रालय, भारत सरकार
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ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

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F.No.: 1-101/PGRC/AICTE/Regulation/2019 | ९५३० - ९५३७ Dated: /11/2019

Subject: Request to adhere/implement the provisions prescribed under All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019-reg.

Dear Sir/Madam,

In supersession of the All India Council for Technical Education (Establishment of Mechanism for Grievance Redressal) Regulation, 2012 dated 25th May, 2012, AICTE has been framed All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019 which is published in official Gazette of India on 19.11.2019. The said Regulations are available on AICTE web portal. These Regulations are aimed at addressing and effectively resolving grievances of students of AICTE approved Technical Institutions.

2. These Regulations shall apply to all Technical Institutions recognised or approved by the All India Council for Technical Education as per Section 10(k) of the All India Council for Technical Education Act, 1987.

3. In view of the above, all AICTE approved institutions are hereby requested to adhere/implement the provisions prescribed under these Regulations.

Yours faithfully,

(Prof. Rajive Kumar)
Member Secretary

**The Principals/Directors,
AICTE Approved Institutions**

Copy to:

The Regional Officers, AICTE

Director
Tula's Institute, Dehradun

DLM 150

गोपनीय सं. नं. एल. ३३००४/७९

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भारत का राजपत्र

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No. 410]

NEW DELHI, TUESDAY, NOVEMBER 19, 2019/KARTIKA 28, 1941

अधिकारी भारतीय तकनीकी विद्या परिषद्

(विद्यार्थियों की शिक्षापत्र का विवारण) विनियम २०१९

अधिकारी

नई दिल्ली : नवम्बर २०१९

का. सं. १-१०१/पीजीआरसी/आमातहिप/विनियम/२०१९—अधिकारी भारतीय तकनीकी विद्या परिषद् अधिनियम, १९८७ (१९८७ का ५२) की चारा २३ की उपाया (१) के अतीत दृष्टि अपनी शक्तियों का प्रयोग करते हुए तथा अधिकारी भारतीय तकनीकी विद्या परिषद् (विद्यार्थी निवारण के तिर तब तक व्यापक) विनियम, २०१२ दिनांक २५ नवंबर, २०१२ के अधिकारी में अधिकारी भारतीय तकनीकी विद्या परिषद् विनाशित विनियम बनाती है यथा—

१. संक्षिप्त नाम, प्रयोजनहारा और प्रारंभ :

क इन विनियमों को अधिकारी भारतीय तकनीकी विद्या परिषद् (विद्यार्थियों की शिक्षापत्र का विवारण) विनियम, २०१९ कहा जाएगा।

ख यह विनियम अधिकारी भारतीय तकनीकी विद्या परिषद् अधिनियम, १९८७ की चारा १०(ट) के अधीन अधिकारी भारतीय तकनीकी विद्या परिषद् द्वारा कानून प्राप्ति की गई अपार्टमेंट्स एंड बूट्स एक्स्प्रेसिव एंटी एक्स्प्रेसिव व्यापार व्यवस्था पर लागू होगा।

ग यह विनियम नई अधिकारी की वारेंस से प्रकाशित होगा।

२. उद्देश्य :

विद्यार्थी विवारण ने पहले से नामांकित विद्यार्थियों और साथ ही ऐसे संस्थानों में प्रवेश के इच्छुक विद्यार्थियों की कठिनता के विवरण के लिए अवसर प्रदान करना, और इस विवारण में एक तंत्र स्थापित करना।

३. परिवर्तन : इन विनियमों में जब तक कि सार्वभौमिक संघर्ष से अन्यथा अपेक्षित न हो—

(अ) “अधिनियम” से अधिकारी भारतीय तकनीकी विद्या परिषद् अधिनियम, १९८७ अप्रील है।

(ब) “परिषद्” से अधिकारी भारतीय तकनीकी विद्या परिषद् अनियम है।

(ग) “कूलीरी” से विद्याविद्यालय अनुदान आयोग अधिनियम है।

(घ) “तकनीकी विद्या” से अधिनियम, अधिकारी भारतीय तकनीकी विद्या परिषद् अधिनियम, १९८७ की चारा २(उ) के अतीत परिभाषित विद्या कार्यकारी से है।

(ज) “एकानीकी विद्या” से अधिनियम, अधिकारी भारतीय एकानीकी विद्या परिषद् अधिनियम, १९८७ की चारा २(ज) के अतीत परिभाषित संस्था से है।

5952/G/2019

Director

Tula's Institute, Dehradun

 Director
Tula's Institute, Dehradun

है, उत्तरी क्षेत्र जिसमें बिलार, उत्तर प्रदेश उत्तराखण्ड भागित है, उत्तर पश्चिमी क्षेत्र में चंडीगढ़, हरियाणा, जामू एवं जम्मीर, लद्दाख, दिल्ली, राजस्थान, हिमाचल प्रदेश गणपत हैं। दक्षिणी क्षेत्र लक्ष्मणनाडु, शुष्मोरी भागित हैं। दक्षिण भारत क्षेत्र में आठ प्रदेश तैयारित भागित हैं। दक्षिण पश्चिमी क्षेत्र लक्ष्मणकूट, लक्ष्मण राजपत है। पश्चिमी क्षेत्र में गोवा, महाराष्ट्र, दॱ्यन एवं दीय दावर एवं नारा हैं।

- (d) नारं वा अभिभाव संकेपन की प्रक्रिया अनुसूची दे दिल्लीट छोटी गोप से है जिसमें तप गव्य कोड की वर्णन है।

(e) विवाही वा अभिभाव संकेपन विवाही एवं सम्पदन विवाही इन विविध गति रूप हैं जो वाणिजिक विवाही व्यापक व्यवसा नामित होने के लिए प्रयोग प्राप्त की दृष्टिकोण रखते हैं।

४. दिवरगिका का अनिवार्य प्रकाशन, उसकी विध्यवस्तु तथा मत्स्य विधारण

इसने कि पर्याप्त सम्बन्ध इस विभिन्नता के खबर (क) तो (c) में उल्लिखित खबर (वे ही मई जनकारी) को अपनी वेबसाईट पर प्रकाशित/अपलोड करेगा। और विभिन्न सामाजिक और अन्य विभिन्नता के समर्थन से प्राप्तिका से प्रदर्शित करते हुए विभिन्नता के समर्थन से उच्चात्मक विद्यार्थियों और उन सामाजिक कालान्तरों को जान देगा। इस तरह हमें एक विभिन्नता की अधिक विद्यमानी।

- (2) प्रयोगी रासायन उपकरण विद्युतिका की प्रक्रिया पृष्ठित ग्रो का प्रयोग विद्युतिका का एक विद्युतिका का प्रयोग और विद्युतिका की उपयोग साथ में अधिक नमूद होती है और विद्युतिका का प्रयोग विद्युतिका का प्रयोग साथ में अधिक नमूद होती है।

विजय शर्मा

Director
Tula's Institute, Dehradun

5. विद्यार्थी शिक्षायत नियामन समिति (एसजीआरसी)

- (i) पीडित विद्यार्थी द्वारा संख्यान के साथ में जी जाने वाली शिक्षायत, अवृत्त विद्यार्थी शिक्षायत नियामन समिति (एसजीआरसी) को संबोधित होनी चाहिए।
- (ii) पत्वेक अध्यात्मिक अनुग्रहोदात नियामन विनाशित दस्तावेज़ के साथ विद्यार्थी शिक्षायत नियामन समिति नाम गढ़न करेगा - नामत
क. गणविद्यालय का वाराणी-झाझक
ख. ग्रामादी द्वारा नियामन विद्यालय का नामनिर्देश किया जाएगा- जीन सदस्यगांव में एक भवित्वा
उत्कृष्ट नाम, प्रथम/अनुभूति नाम/प्रभुभूति उत्कृष्ट/अना विद्यालय इन सभी से होगे
ग. गणविद्यालय के विद्यार्थी में से एक प्रतिवेदी जिस ग्रामीण द्वारा ऐसीकिए पीयुक्ता/खेलफूट में उत्कृष्ट/सह-पाठ्य
शिक्षकतावी में उत्कृष्ट नियामन के अन्तर पर नामनिर्देश किया जाएगा- विशेष अधिकारित
सदस्यगांवों तथा विशेष आमतिल का कार्यकाल वही बर्ती रहा होगा।
- (iv) बेट्टी के लिए गणपती रामपाति गोहित, बहुत दिलों अपारिति के अनादि, जीन सदस्यगांव की होनी।
- (v) इससे वृद्ध शिक्षायत पर विचार करते हुए एसजीआरसी नियामिक नाम के विद्युतों का वालन करेगी।
- (vi) एसजीआरसी अपनी रिपोर्ट को अपनी सिक्कारिता सहित यदि जाई हो तो के साथ सर्वोच्च संख्यान की शिक्षायत प्राप्ति की
तिथि से 15 दिनों की अवधि के भीतर भेजी रही इसको एक प्रति पीडित विद्यार्थी को भी भेजी जाएगी।
- (vii) विद्यार्थी शिक्षायत नियामन समिति के विनाम से पीडित जाई भी विद्यार्थी, विद्यार्थी पापा होने के समय से 15 दिन की अवधि के
भीतर लोकपाल को अपनी अपील कर सकता है।

6. लोकपाल की नियुक्ति, सेवाकाल, उसे पर से हटाया जाना और सेवा की भूमि

- (i) फार्मेक तावदाता प्रदान करने वाला विद्युतिवालय लक्ष्मीनारायण विद्युतिवालय नियो विद्युतिवालय, मानित विद्युतिवालय, विद्युतिवालय
भग्नाराम आद्यन विद्यार्थियों की शिक्षायत का नियामन, विविध 2019 के अन्तर्गत विद्यार्थियों की शिक्षायत का नियामन के लिए लोकपाल
- (ii) एसजीआरसी के विनाम से दिस्ट्रिक्ट सुनवाई करने और विनाम देने और अपील उनके के लिए एक या एक से अधिक अग्रालिङ
प्रतिवेदियों को लोकपाल के रूप में नियुक्त किया जाएगा।
- (iii) ऐसी संस्थाओं के लिए जो विज्ञापन समें घोषित होती है तथा उक्तोंकी विद्युत गोड़ से संबद्धता प्राप्त है, उनमें संविधित
उक्तोंकी विकास विद्युतिवालय (ईटीईडी) विद्यार्थियों की शिक्षायत का नियामन के लिए लोकपाल नियुक्त करेंगे।
- (iv) ऐसी संस्थाओं के लिए जो विज्ञापन से एकव्यक्ति विद्युतिवालय तो संबद्धता प्राप्त नहीं है तथा प्रवर्तन अपनाएँ अनुप्रयोग तथा याता एवं यापन के
विविध विद्यार्थियों के लिए लोकपाल नियामन के लिए लोकपाल नियुक्त करेंगे।
- (v) नोकपाल, सेवानिवृत्त विद्या विद्यालय (डिस्ट्रिक्ट जल) आदि सेवानिवृत्त गुलामी अवधि प्राप्तिकर (जिन्होंने डीन/विभागप्रधान के रूप में
कार्य किया हो तथा गण्य/केन्द्रीय विद्युतिवालय/प्रतिवेदियों के गारान्य में पीडित के रूप में 10 वर्ष का अनुबाद हो) होने।
- (vi) लोकपाल अपनी नियुक्ति के समय पर, नियुक्ति के समय से एक वर्ष पूर्व, अथवा लोकपाल के रूप में कार्यविधि के दौरान संख्यान के साथ
हिलों के टक्करद में शामिल नहीं होगा, जहाँ उक्ता विद्युतिवाल रखने, आवासीय संस्थान विद्युतिवाल उत्तम विद्यार्थी होता संख्या के भ्रष्ट भिन्नियों की
संरक्षण से सम्बद्धता रखता हो अथवा गुरुत्वात् रखे हों साप्ताहिक कारन एवं दो दिन।
- (vii) लोकपाल को एक यह रुठन की विधि ते तोन कर्ते हों उक्ती अपना गतर वाले की जाय तोने तक दृष्टि से जोड़ी भारतीय तकनीकी विद्या परिषद द्वारा
निर्धारित विनाम या नामदातों के अनुनाद, प्रति दिन, परि दृष्टि के अन्तर पर शुरू कर गुरुत्व का गुरुत्वान किया जाएगा।
- (viii) राज्य ने लोकपाल के गारान्य में राज्य विद्युतिवाल और विद्युतिवाल नामदातों के अनुनाद, प्रति दिन, परि दृष्टि के अन्तर पर शुरू कर गुरुत्व का गुरुत्वान किया जाएगा।
- (ix) राज्य ने लोकपाल के गारान्य में राज्य विद्युतिवाल और विद्युतिवाल नामदातों के अनुनाद, प्रति दिन, परि दृष्टि के अन्तर पर शुरू कर गुरुत्व का गुरुत्वान किया जाएगा।
- (x) कर्म से कर उत्तम विद्युतिवाल विद्युतिवाल के द्वारा पर खाली नामदातों हात की नई जाय के अलावा लोकपाल को पदच्युत करने हतु
जाएगा।


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१. लोकपाल के कार्यकरण :-

i. लोकपाल, विद्यार्थी द्वारा इन विनियमों के तहत उपर्युक्त सभी विकल्पों को अपना लिए जाने के पश्चात् ही पीड़ित विद्यार्थी की अधीन की सुनवाई करेंगे।

ii. यद्यपि परीक्षा के संबंधित मूल्यांकन की प्रक्रिया में गढ़वाली के गुटों को लोकपाल ही संपर्कित किया जा सकता है, तथापि, लोकपाल द्वारा उचित गुरुसिद्धियों के गुणांकन अधिकारी अलौ का दूसरा पोर्ट करने द्वारा किसी प्रीति अवधि आवेदन पर लोकपाल द्वारा सुनवाई नहीं हो सकता है। जब तक कि गैरेगांव की विनियमित प्रक्रिया के अनुसार विनियमित अवधियां विनियमित रूप से दृष्टिगत करने के लिए नाम-मिश्र के रूप में किसी भी व्यक्ति की सहाया नहीं किया जाता है।

iii. लोकपाल उपर्युक्त रूप से लिए गए भेदभाव की विकल्पों को सुनवाई करने के लिए नाम-मिश्र के रूप में किसी भी व्यक्ति की सहाया नहीं किया जाता है।

iv. लोकपाल पीड़ित विद्यार्थी(यों) से अपील ग्राह करने के 30 दिनों के भीतर विकायां ज्ञानप्राप्त करने के लिए सभी प्रयत्न करेंगा।

२. लोकपाल तथा विद्यार्थी विकायां नियामन समितियों द्वारा विकायां के नियन्त्रण हेतु प्रक्रिया :

(i) एवंतक तरिका, इन अधिकूपना के जारी होने की विधि से तीन घण्टे की अवधि के भीतर एक औन्हेजन गौटेल तैयार करेगा, जहां कोई भी पीड़ित विद्यार्थी विकायां के नियन्त्रण के लिए आवेदन कर सकता है।

(ii) औन्हेजन विकायां ग्राह होने पर सत्त्वान गौटेल एवं औन्हेजन विकायां की पालन के 15 दिनों के भीतर अपनी विप्राणेदी सहित विकायां को उपर्युक्त विद्यार्थी विकायां नियामन समिति को पहुँचाए।

(iii) विद्यार्थी विकायां नियामन समिति जैसा भी गमना हो, विकायां की सुनवाई के लिए एक विधि विप्राणेदी करेगी विकायां जानकारी संस्थान

(iv) पीड़ित विद्यार्थी या वो व्यक्तिगत रूप से देख हो सकता है अध्ययन अपना पक्ष रखने के लिए अपने किसी प्रतिनिधि को अधिकृत कर सकता है।

(v) विद्यार्थी विकायां नियामन समिति द्वारा विकायां ग्राह करने की गई विकायां वा इन विनियमों में उपर्युक्त सामाजिकी के भीतर लोकपाल को संज्ञा दाएगा।

(vi) संस्थान विकायां के ग्रीष्म विकायां द्वारा तात्पर्य अध्ययन विद्यार्थी विकायां नियामन समिति द्वारा सहबंग करेंगे; और ऐसा नहीं किए जाने पर लोकपाल द्वारा परिषद् जो जानकारी ही जो इन विनियमों के प्रधानों के अनुसार को अनुसृत लायेगा करेगा।

(vii) लोकपाल, दोनों पक्षों को सुने जाने का एक उचित अवश्यक प्रदान करने के बाद, उपर्युक्त सम्प्रयोग तक विकायां का सामाजिक विवरण द्वारा तत्त्वावधी कारतां सहित, इस प्रकार का आदेश पारित करेगा, जैसा वह उपर्युक्त सम्प्रयोग तक विकायां का सामाजिक विवरण द्वारा तत्त्वावधी कारतां सहित, इस प्रकार प्रदान की जा सके।

(viii) राष्ट्रान के साथ एक विद्यार्थी विद्यार्थी को लोकपाल के इस्तेवान के तहत जारी की गई आदेश की विविध विवरण द्वारा तत्त्वावधी का अनुसृत लायेगा और संस्थान द्वारा विकायां एवं अनुसृत लायेगा। तथा अपील

(ix) संस्थान, लोकपाल की विकायां को अनुसृत लायेगा और संस्थान द्वारा विकायां एवं अनुसृत लायेगा। तथा अपील परिषद् जो जानकारी प्रदान करेगा।

(x) जब विकायां श्रृंगी या गुच्छ पाई जाती है उस विधि में लोकपाल विकायां को विभिन्न उपर्युक्त कारंवाई किए जाने की विफारी कर सकता है।

३. लोकपाल और विद्यार्थी विकायां नियामन समितियों के संबंध में जानकारी

ग्राहक अपनी वेस्टर्नाईट और अपनी विवरणियों में त्वरण रूप से दूररक्षा क्षमतावाला है अध्ययन विकायां विकायां नियामन समिति, जैसा भी गमना हो, कोई विकायां का अनुसृत लायेगा नहीं करते हैं उनके विभिन्न विनियम एक अध्ययन एवं एक विवरण द्वारा लोकपाल अध्ययन विकायां नियामन करते हैं जानकारी नहीं करते हैं।

४. अनुसृत नहीं किए जाने की परिवर्तन

(क) परिषद् किसी भी जानकारी राष्ट्रान के संबंध में जैसा जानकारी द्वारा उपर्युक्त विवरणों का उपलब्ध होता है उनका उपर्युक्त लोकपाल अध्ययन विकायां नियामन एक अध्ययन एवं एक विवरण द्वारा लोकपाल अध्ययन विकायां नियामन करते हैं, जानकारी नहीं करते हैं।

(ख) तज़ीकी संस्थान को प्रदान किए गए अनुसृत जैसे विवरण लेना;

(ग) परिषद् द्वारा प्रदान की गई अनुसृत अध्ययन विकायां राष्ट्रान एवं विवरण के लिए उपर्युक्त अध्ययन अद्यता की विवरण को लापता होना;

(घ) तज़ीकी संस्थान का अध्ययन विवरण की अनुसृत जैसे विवरण होना;


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- (३) परिषद के निसी भी सामान्य अधिकारियों द्वारा नियोग सम्बन्धी कार्डक्रम के अन्तर्गत निसी भी सम्बन्धी को प्राप्त करने हेतु विचार किए जाने के लिए संस्थान की अधिकारीय पौष्टिक करना;
- (४) उपचुपल मैट्रिक्युले में प्रवृत्ति के प्रदर्शन और परिषद की उपचुपल पर लोकट कर जमानियों अधिकारीयों सहित जनसाधारण को सूचित करना, तथा इस प्रवृत्ति प्राप्तकरण की संस्थान में शिक्षाप्रतीकों के नियारण के लिए न्यूनतम गवाह गोजूर गयी है;
- (५) विश्वविद्यालय से सम्बद्धता प्राप्त संस्थान अधिकारी आईआई से सम्बद्धता प्राप्त संस्थान के सामग्री तथा सम्बद्धता को वापरा लेने के लिए तबदील विश्वविद्यालय संस्थान अधिकारी आईआई सम्बद्धता संस्थान को तिकारिता करना;
- (६) पैर-अनुपालन के लिए संस्थान के विनाफ रेती अन्य कार्रवाई करना तो अपश्यक और उचित समझी जाए। यहाँ कि इन विनियोगों के तहत परिषद द्वारा कोई कार्रवाई नहीं की जाएगी। जब तक कि संस्थान को अपनी विधि स्पष्ट करने के लिए अवसर नहीं दिया गया हो और उसे सुने जाने का अवसर प्रदान नहीं किया गया हो।

प्रो. राजीव कुमार, राजदान-संघिय

[विभाग-III/4/उमा/297/19]

**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
(REDRESSAL OF GRIEVANCE OF STUDENTS) REGULATIONS, 2019**

NOTIFICATION

New Delhi, the 7th November, 2019

F.No. 1-101/PGRC/AICTE/Regulation/2019.—In exercise of the power conferred under clause (1) of Section 23 of the All India Council for Technical Education Act, 1987 (52 of 1987), and in supersession of the All India Council for Technical Education (Establishment of Mechanism for Grievance Redressal) Regulation 2012 dated 25th May, 2012, the All India Council for Technical Education makes the following Regulations, namely:

1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

- These Regulations shall be called as the All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019.
- They shall apply to all Technical institutions recognized or approved by the All India Council for Technical Education as per Section 10(k) of the All India Council for Technical Education Act, 1987.
- They shall come into force from the date of their publication in the Official Gazette.

2. OBJECTIVE:

To provide opportunities for redressal of certain grievances of students already enrolled in any institution, as well as those seeking admission to such institutions, and a mechanism therefor.

3. DEFINITION: IN THESE REGULATIONS, UNLESS THE CONTEXT OTHERWISE REQUIRES:

- "Act" means the All India Council for Technical Education Act, 1987.
- "Council" means the All India Council for Technical Education;
- "UGC" means University Grants Commission;
- "Technical Education" means programs of education as defined under section 2(g) of the All India Council for Technical Education Act, 1987.
- "Technical Institution" means an institution as defined under section 2(h) of the All India Council for Technical Education Act, 1987.
- "University" means a university established or incorporated by or under a Central Act or State Act and includes an institution deemed to be university declared as such under section 3 of the UGC Act, 1956.
- "Aggrieved student" means a student, who has any complaint in the matters relating to or connected with the grievances defined under these Regulations.
- "Declared admission policy" means such policy, including the process there under, for admission to a course or program of study as may be offered by the institution by publication in the prospectus of the institution;


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- (ii) "Grievance" means and includes, complaint(s) made by an aggrieved student(s) in respect of the following namely:
- i. admission contrary to merit determined in accordance with the declared admission policy of the institution;
 - ii. irregularity in the process under the declared admission policy of the institution;
 - iii. refusal to admit in accordance with the declared admission policy of the institution;
 - iv. non-publication of prospectus by the institution, in accordance with the provisions of these Regulations;
 - v. publication by the institution of any information in the prospectus, which is false or misguiding, and not based on facts;
 - vi. withholding of, or refusal to return, any document in the form of certificates of degree, diplomas or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
 - vii. demand of money in excess of that specified to be charged in the declared admission policy of the institution;
 - viii. violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different category of students;
 - ix. non-payment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Council;
 - x. delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Council;
 - xi. failure by the institution to provide student amenities as set out in the prospectus, or is required to be extended by the institution under any provisions of law for the time being in force;
 - xii. non-transparent or unfair practices adopted by the institution for the evaluation of students;
 - xiii. delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, or as may be notified by the Council;
 - xiv. complaints of alleged discrimination of students from Scheduled Castes, Scheduled Tribes, Other Backward Classes, Women, Minority or persons with disabilities categories;
 - xv. denial of quality education as promised at the time of admission or required to be provided; and
 - xvi. harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force.
- (j) "Student Grievance Redressal Committee" means a Committee constituted under these Regulations;
- (k) "Ombudsman" means the Ombudsman appointed under these Regulations;
- (l) "Prospectus" means and includes any publication, whether in print or otherwise, issued for providing fair and transparent information, relating to an institution, to the general public (including to those seeking admission in such institution) by such institution or any authority or person authorized by such institution to do so;
- (m) "Region" means a geographical territory, comprising of States, so determined, for the purpose of facilitating enforcement of these Regulations, namely, Central Region comprising Madhya Pradesh, Gujarat and Chhattisgarh; Eastern Region comprising Andhra and Nicobar, Sikkim, Orissa, Jharkhand, Assam, Manipur, Nagaland, Mizoram, Tripura, Meghalaya, Arunachal Pradesh, West Bengal; Northern Region comprising Bihar, Uttar Pradesh, Uttarakhand; North West Region comprising Chandigarh, Haryana, Jammu and Kashmir, Ladakh, Delhi, Punjab, Rajasthan, Himachal Pradesh; Southern Region comprising Tamil Nadu, Puducherry; South Central Region comprising Andhra Pradesh, Telengana; South Western Region comprising Karnataka, Lakshadweep, Kerala; and Western Region comprising Goa, Maharashtra, Daman and Diu, Dadra and Nagar Haveli.



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- (a) "State" means a State specified in the First Schedule to the Constitution of India and includes a Union territory.
- (b) "Student" means a person enrolled, or seeking admission to be enrolled, in any institution to which these Regulations apply.

4. MANDATORY PUBLICATION OF PROSPECTUS, ITS CONTENTS AND PRICING:

- (1) Every institution shall publish and/or upload on its website, before expiry of at least sixty days prior to the date of the commencement of the admission to any of its courses or programs of study, a prospectus containing the following for the information of persons intending to seek admission to such institution and the general public, namely:
 - a. the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the institution, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;
 - b. the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;
 - c. the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student in a particular course or program of study, specified by the institution;
 - d. the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;
 - e. each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or program of study, and the other terms and conditions of such payment;
 - f. rules/regulations for imposition and collection of any fines specified heads or categories, minimum and maximum fine;
 - g. the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
 - h. details of the teaching faculty, including their educational qualifications, along with their type of appointment (Regular/visiting/guest) and teaching experience of every member thereof;
 - i. information with regard to physical and academic infrastructure and other facilities including hostel accommodation and its fee, library, hospital or industry wherein the practical training is to be imparted to the students and in particular the amenities accessible by students on being admitted to the institution;
 - j. all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and in particular such discipline relating to the prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any Regulation in this behalf made by the relevant statutory regulatory authority; and
 - k. any other information as may be specified by the Council;

Provided that an institution shall publish/upload information referred to in items (a) to (k) of this regulation, on its website, and the attention of prospective students and the general public shall be drawn to such publication on the website through advertisements displayed prominently in different newspapers and through other media.

- (2) Every institution shall fix the price of each printed copy of the prospectus, being not more than the reasonable cost of its publication and distribution and no profit be made out of the publication, distribution or sale of prospectus.

5. STUDENT GRIEVANCE REDRESSAL COMMITTEE (SGRC):

- (i) A complaint from an aggrieved student relating to the institution shall be addressed to the Chairperson, Student Grievance Redressal Committee (SGRC).
- (ii) Every AICTE approved institution shall constitute Student Grievance Redressal Committee (SGRC) with the following composition, namely:



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- a. Principal of the College- Chairperson;
- b. Three senior members of the teaching faculty to be nominated by the Principal as Members and out of three one member shall be female and other from SC/ST/OBC category;
- c. A representative from among students of the College to be nominated by the Principal based on academic merit/excellence in sports/performances in co-curricular activities- Special invitee.
- (iii) The term of the members and the special invitee shall be of two years.
- (iv) The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- (v) In considering the grievances before it, the SGRC shall follow principles of natural justice.
- (vi) The SGRC shall send its report with recommendations, if any, to the concerned institution and a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.
- (vii) Any student aggrieved by the decision of the Student Grievance Redressal Committee may prefer an appeal to the Ombudsman, within a period of fifteen days from the date of receipt of such decision.

6. APPOINTMENT, TENURE, REMOVAL AND CONDITIONS OF SERVICES OF OMBUDSPERSON:

- (i) Each affiliating University, Technical University, Private University, Deemed to be University shall appoint Ombudsman for redressal of grievances of students under the UGC (Redress of Grievances of Students) Regulations, 2019.
- (ii) There shall be one or more part-time functionaries designated as Ombudsman to hear, and decide on, appeals preferred against the decisions of the SGRCs.
- (iii) For institutions which are offering diploma level course(s) and are affiliated to Board of Technical Education (BTE), the concerned Directorate of Technical Education (DTE) shall appoint an Ombudsman for redressal of grievances of students.
- (iv) For institutions which are not affiliated to any University and offering Diploma, Post Diploma, Post Graduate Certificate, Post Graduate Diploma Course(s) in Management, Computer Applications & Travel and Tourism, the Council shall appoint an Ombudsman for redressal of grievances of students.
- (v) The Ombudsman shall be a Retired District Judge or a retired Vice Chancellor or Professor (who has worked as Dean/HOD and 10 years' experience as Professor at State/Central Universities/institution of eminence).
- (vi) The Ombudsman shall not, at the time of appointment, during one year before appointment, or in the course of his tenure as Ombudsman, be in a conflict of interest with the institution where his/her personal relationship, professional affiliation or financial interest may compromise or reasonably appear to compromise, the independence of judgement toward the Institution.
- (vii) The Ombudsman shall be appointed for a period of three years or until he or she attains the age of 70 years, whichever is earlier, from the date of assuming office, and shall be eligible for reappointment for another one term for the same State or region, as the case may be.
- (viii) For conducting the hearings, the Ombudsman shall be paid a sitting fee, per diem, in accordance with the norms fixed by the Council, and shall, in addition, be eligible for reimbursement of the expenditure incurred on conveyance.
- (ix) The State Government, in the case of an Ombudsman of a State, and the Council (for Council appointed Ombudsman), may remove the Ombudsman from office, on charges of proven misconduct or misbehaviour as defined under these Regulations.
- (x) No order of removal of Ombudsman shall be made except after an inquiry made in this regard by a person not below the rank of judge of the High Court in which a reasonable opportunity of being heard is given to the Ombudsman.

7. FUNCTIONS OF OMBUDSPERSON:

- i. The Ombudsman shall hear appeals from an aggrieved student(s), only after the student has availed all other remedies provided under these Regulations.



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- ii. While issues of malpractices in the conduct of examination or in the process of evaluation may be referred to the Ombudsman, no appeal or application for revaluation or re-totaling of answer sheets from an examination, shall be entertained by the Ombudsman unless specific irregularity materially affecting the outcome of specific instance of discrimination is indicated.
 - iii. The Ombudsman may avail assistance of any person, as amicus curiae, for hearing complaints of alleged discrimination.
 - iv. The Ombudsman shall make all efforts to resolve the grievances within a period of 30 days of receiving the appeal from the aggrieved student(s).
- 8. PROCEDURE FOR REDRESSAL OF GRIEVANCES BY OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:**
- (i) Each institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student may submit an application seeking redressal of grievance.
 - (ii) On receipt of an online complaint, the institution shall refer the complaint to the appropriate Student Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
 - (iii) The Student Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved student.
 - (iv) An aggrieved person may appear either in person or authorize a representative to present his/her case.
 - (v) Grievances not resolved by the Student Grievance Redressal Committee shall be referred to the Ombudsman, within the time period provided in these Regulations.
 - (vi) Institutions shall extend co-operation to the Ombudsman or the Student Grievance Redressal Committee, in early redressal of grievances; and failure to do so may be reported by the Ombudsman to the Council, which shall take action in accordance with the provisions of these Regulations.
 - (vii) The Ombudsman shall, after giving reasonable opportunities of being heard to both parties, on the conclusion of proceedings, pass such order with reasons therefore as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.
 - (viii) The institution, as well as the aggrieved student, shall be provided with copies of the order under the signature of the Ombudsman, and the institution shall place it for general information on its website.
 - (ix) The institution shall comply with the recommendations of the Ombudsman; and the Ombudsman shall report to the Council any failure on the part of the institution to comply with the recommendations.
 - (x) The Ombudsman may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

9. INFORMATION REGARDING OMBUDSPERSONS AND STUDENT GRIEVANCE REDRESSAL COMMITTEES:

An institution shall furnish, prominently, on its website and in its prospectus, all relevant information in respect of the Students Grievance Redressal Committee(s) coming in its purview, and the Ombudsman for the purpose of appeals.

10. CONSEQUENCES OF NON-COMPLIANCE:

The Council shall in respect of any Technical institution, which wilfully contravenes or repeatedly fails to comply with the recommendation of the Ombudsman or the Student Grievance Redressal Committee, as the case may be, proceed to take one or more of the following actions, namely:

- (a) withdrawal of approval granted to the Technical Institution;
- (b) withdrawal of declaration of fitness or entitlement to receive grants or financial assistance from the Council;
- (c) withholding any grant allocated to the Technical Institution;



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- (d) declaring the institution ineligible for consideration for any assistance under any of the general or special assistance programs of the Council;
- (e) informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of Council, declaring that the institution does not possess the minimum standards for redressal of grievances;
- (f) recommend to the affiliating University for withdrawal of affiliation, in case of a University affiliated institution or DTE affiliated institution;
- (g) such other action as may be deemed necessary and appropriate against an institution for non-compliance;

Provided that no action shall be taken by the Council under these Regulations, unless the institution has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

Prof. RAJIVE KUMAR, Member Secy

[ADVT -III/4/Entry /297/19]



Director
Tula's Institute, Dehradun

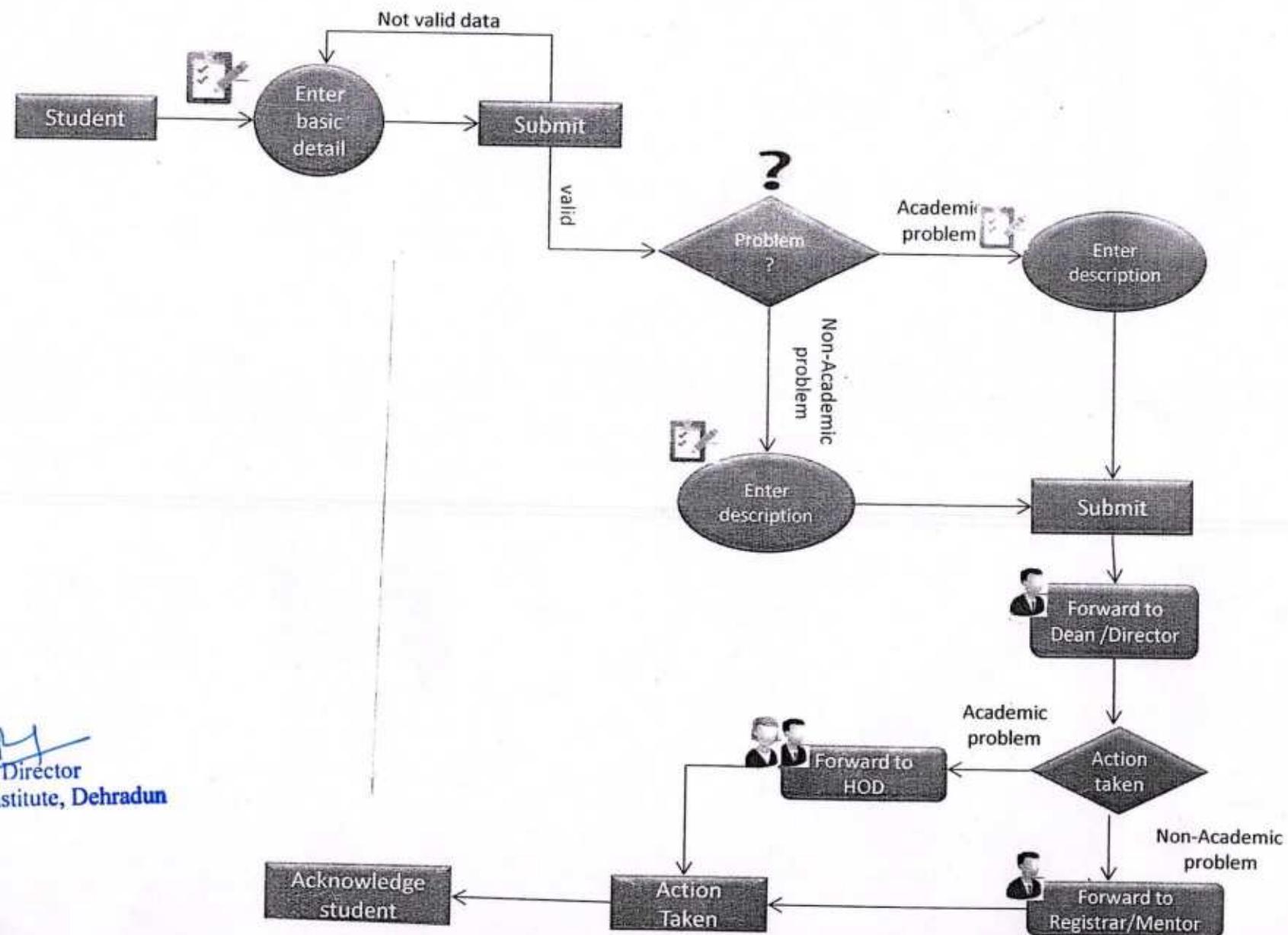
Annexure – II

- **a. Grievance Redressal Mechanism for students**
- **b. Grievance Redressal Mechanism for faculties**



Director
Tula's Institute, Dehradun

Grievance Redressal Mechanism for Student




Director
Tula's Institute, Dehradun

To

The proctor Board
Tula's Institute
Dehradun.

Sir,

Sub. - regarding the incident of 25/10/2021

This is to say that we both were having tea at Manish's shop. But Aditya Raj from BBA came & start verbal breaking because of Chair. First it was verbal but it ended in a fight. We apologize for our behavior.

Thankyou.

Anuj Kumar Jain

Lokesh Kumar

CSE 3rd year

Lokesh


Director
Tula's Institute, Dehradun

To

The Proctor Board
Tula's Institute

D-Dun.

Sir,

I Aditya Ray want to complain against Anuj Jain and Lokesh Kumar as on 25 oct they both beaten me up on issue of chair pulling at Kamla kitchen ~~sanket~~ and they also abuse me so kindly take the necessary against these two

Aditya Ray
BBA 1st year

Aditya Ray


Director
Tula's Institute, Dehradun

Ref. No - TI/Proctor/21/07 Breach of Student Code of Conduct

This is to inform all the concerned authorities of Tula's Institute that on 25/10/2021, two students of B.Tech CSE (3rd year) had a verbal and physical fight with one student of BBA (1st Year) outside the campus near AWHO. **The incident was such where the students from both the sides initiated the verbal and physical fight.** Verbal and physical assault was from both the sides. Both the parties abused and physically vandalized each other.

During this whole incident in the heat of the moment, a student from BBA (1st Year) succumbed head injury.

Later on during the night on 26/10/2021 at 2:00 a.m. both the parties were involved in a telephonic conversation where they abused each other, and the matter was reported to the Proctorial Board on 26/10/2021 at 10:30 a.m.

CSE 3rd Year

Anuj Kumar Jain (201904048)

Lokesh Kumar (201904058)

BBA 1st Year

Aditya Raj (2021013065)

Regards

Chief Proctor

Chief Proctor

Tula's Institute, Dehradun



Director

Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- To promote intellectual and skilled human capital generation employment and entrepreneurship.
- To be educational centre of excellence of multi ethnicity and diversity.
- To establish as technology driven teaching learning institution.
- To provide world class platform for research and innovation.
- To inculcate social, environmental, heritage values.



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OFFICE ORDER

With reference to the letter bearing Ref No: *TT/Prodn/21/07* dated 26/10/2021, it is informed to the concerned authorities that an Investigating Committee is being constituted comprising of three members whose names are mentioned below:

1. Mr Ankur (CE)
2. Mr Anupam Nautiyal (GSB)
3. Mr Mohit Kumar (ECE)



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Investigation Report

TS/roctor/21/07

With reference to the letter bearing reference number The investigating committee investigated the case and the concerned parties were called on immediate notice. **First Party (CSE 3rd Year)** had a verbal and physical fight with **Second Party (BBA 1st Year)** outside the campus near AWHO. The incident was such where the students from both the sides initiated the verbal and physical fight. Verbal and physical assault was from both the sides. Both the parties abused and physically vandalized each other.

During this whole incident in the heat of the moment, a student from second party succumbed savior head injury.

Later on during the night on 26/10/2021 at 2:00 a.m. both the parties were involved in a telephonic conversation where they abused each other.

The Committee has suggested the following recommendations:

1. Warning Letter to both the parties.
2. 20 days suspension from academic and non academic activities of the Institute for both the parties.

First Party:

Anuj Kumar Jain (201904048)
Lokesh Kumar (201904058)

Second Party:

Aditya Raj (2021013065)

Recommendation Committee:

1. Mr Ankur (CE)
2. Mr Anupam Nautiyal (GSB)
3. Mr Mohit Sharma (ECE)



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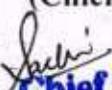
SUSPENSION NOTICE

Date: 27/10/2021

This is to inform all the concerned authorities that with immediate effect **Aditya Raj** (2021013065) student of BBA 1st Year and **Anuj Kumar Jain** (201904048) and **Lokesh Kumar** (201904058) students of B.Tech CSE 3rd Year are being suspended from the academics due to continuous breaching of student Code of Conduct (i.e. involved in verbal abuse and physical fight) in the college premises. They will remain on a **Suspension period of 20 days from the date of the issue of this notice (27/10/21-15/11/21)**. Authorities to ensure compliance of this notice strictly.

Copy to:

- Dean Academics
- Dean Management and Agriculture
- Registrar's Office
- Main Gate
- All HOD's

(Chief Proctor)

Chief Proctor
Tula's Institute, Dehradun


Director
Tula's Institute, Dehradun

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WARNING AND SUSPENSION LETTER

Mr. Aditya Raj
Clg ID (2021013065)
BBA Ist Year

This letter is with regards to the inappropriate behaviour that you exhibited in college premises on 26/10/2021. We would like to remind you that what you did was unacceptable at any level as and it is considered a clear violation of the student code of conduct and institution policies.

This is the final warning being issued to you for the misconduct and breach of policies of the institute. We would like to remind you that the repeating this offense may result in the termination of your candidature from the Institute.

As per the recommendation of the Investigating Committee, you are hereby informed that you are being suspended from the Institute for 20 academic and non academic working days with effect from today i.e. 27/10/21-15/11/21.

You are expected to rejoin the Institute from 16/11/21.

(Chief Proctor)


Chief Proctor
Tula's Institute, Dehradun

Received
Aditya Raj
27/10/21


Director
Tula's Institute, Dehradun

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WARNING AND SUSPENSION LETTER

Mr. Lokesh Kumar
Clg ID (201904058)
CSE 3rd Year

This letter is with regards to the inappropriate behaviour that you exhibited in college premises on 26/10/2021. We would like to remind you that what you did was unacceptable at any level as and it is considered a clear violation of the student code of conduct and institution policies.

This is the final warning being issued to you for the misconduct and breach of policies of the institute. We would like to remind you that the repeating this offense may result in the termination of your candidature from the Institute.

As per the recommendation of the Investigating Committee, **you are hereby informed that you are being suspended from the Institute for 20 academic and non academic working days with effect from today i.e. 27/10/21-15/11/21.**

You are expected to rejoin the Institute from 16/11/21.

(Chief Proctor)

[Signature]
Chief Proctor
Tula's Institute, Dehradun

*Received
Lokesh
27/10/21.*

[Signature]
Director
Tula's Institute, Dehradun

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WARNING AND SUSPENSION LETTER

Mr. Anuj Kumar Jain
Clg ID (201904048)
CSE 3rd Year

This letter is with regards to the inappropriate behaviour that you exhibited in college premises on 26/10/2021. We would like to remind you that what you did was unacceptable at any level as and it is considered a clear violation of the student code of conduct and institution policies.

This is the final warning being issued to you for the misconduct and breach of policies of the institute. We would like to remind you that the repeating this offense may result in the termination of your candidature from the Institute.

As per the recommendation of the Investigating Committee, **you are hereby informed that you are being suspended from the Institute for 20 academic and non academic working days with effect from today i.e. 27/10/21-15/11/21.**

You are expected to rejoin the Institute from 16/11/21.

(Chief Proctor)


Chief Proctor
Tula's Institute, Dehradun

Received
Anuj Kumar Jain
27/10/21



Director
Tula's Institute, Dehradun

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Mission:

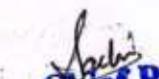
- Promote intellectual and skilled human capital generation employment and entrepreneurship.
- Educational centre of excellence of multi ethnicity and diversity.
- Technology driven teaching learning institution.
- Class platform for research and innovation.
- Environmental, heritage values.

SUSPENSION NOTICE

Date: 27/10/2021

This is to inform all the concerned authorities that with immediate effect **Aditya Raj** (2021013065) student of BBA 1st Year and **Anuj Kumar Jain** (201904048) and **Lokesh Kumar** (201904058) students of B.Tech CSE 3rd Year are being suspended from the academics due to continuous breaching of student Code of Conduct (i.e. involved in verbal abuse and physical fight) in the college premises. They will remain on a **Suspension period of 20 days from the date of the issue of this notice (27/10/21-15/11/21)**. Authorities to ensure compliance of this notice strictly.

(Chief Proctor)



Chief Proctor
Tula's Institute, Dehradun

Copy to:

- Dean Academics
- Dean Management and Agriculture
- Registrar's Office
- Main Gate
- All HOD's



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Tula's Institute, Dehradun

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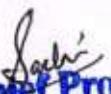
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(Chief Proctor)



Chief Proctor
Tula's Institute, Dehradun

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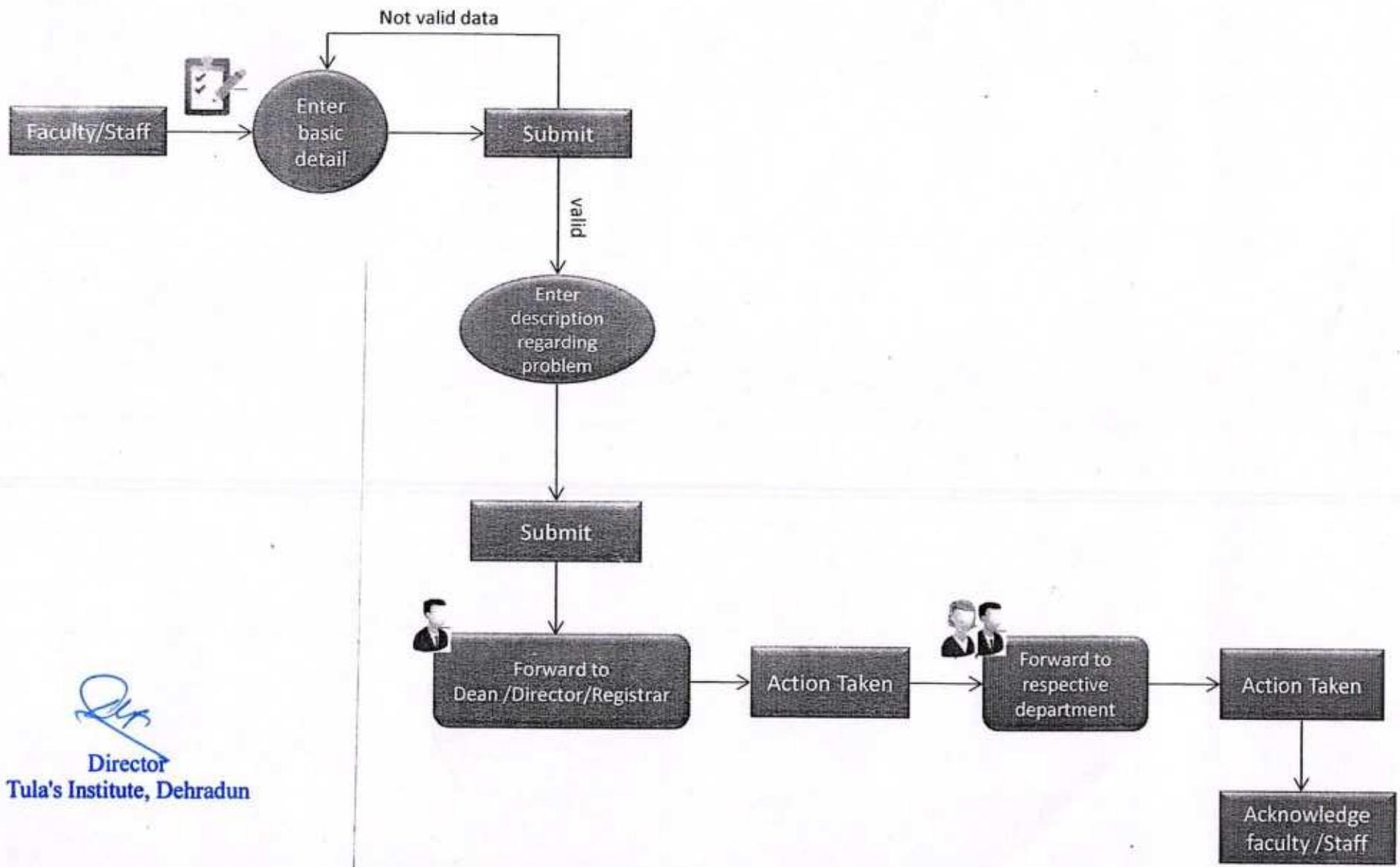
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Grievance Redressal Mechanism for Faculty/Staff




Director
Tula's Institute, Dehradun

Annexure – III

Notification of Grievance Redressal Committee (GRC)



Director
Tula's Institute, Dehradun

Ref: Tula's/Director/0921/12

Date: 23.09.2021

NOTIFICATION

This is to notify that the college management has decided to reconstitute
GRIEVANCE & REDRESSAL COMMITTEE (GRC).

Following persons are hereby nominated as the member of GRIEVANCE &
REDRESSAL COMMITTEE (GRC).

1. Prof. (Dr.) Sandip Vijay (Director)
2. Prof. (Dr.) Pavan Kumar Chaubey (Registrar)
3. Prof. (Dr.) Nishant Saxena (Dean Academics)
4. Dr. Ranit Kishor (Associate Dean, Department of GSB and Agriculture)
5. Dr. Sachin Kumar (Chief Proctor)
6. Prof. (Dr.) Sanjeev Solanki (Hod, Department of Computer Application)
7. Dr. Lokesh Kumar (Hod, Department of Computer Science)
8. Mr. Puneet (Hod, Department of Civil Engineering)
9. Mr. Diwakar Pant (Hod, Department of Electrical and Electronics Engineering)
10. Mr. Piyush Dhuliya (Hod, Department of Applied Science)
11. Mr. Pradeep Kothiyal (Hod, Department of Mechanical Engineering)
12. Mr. Sonu Kumar K (Student, Department of computer science and Engineering)

Purpose:

The Committee has been formed in order to ensure transparency by preventing unfair practices, resolve complaints of alleged discrimination by students: (SC / ST/ OBC/ Minority) solve scholarship issues, admission issues and issues related to sexual harassment.



Director
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23.09.21
(Director)

Director
Tula's Institute, Dehradun

Mission:

- Promote intellectual and skilled human capital generating employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.

Vision

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Annexure – IV

Notice of Anti-Ragging Committee



Director

Tula's Institute, Dehradun

Tulas/Director/0921/II

Date: 22/09/2021

NOTICE

This is to inform you that Anti-Ragging Committee has been constituted with following faculty members' reformation for the session 2021-22. So, all the concern please note.

Prof (Dr.) Sandip Vijay	Chairperson
Prof. (Dr.) Pavan Kumar Chaubey	Member
Prof. (Dr.) Nishant Saxena	Member
Dr. Ranit Kishor	Member
Dr. Sachin Kumar	Member
Dr. Lokesh Kumar	Member
Prof. (Dr.) Sanjeev Solanki	Member
Mr. Puneet Kumar	Member
Mr. Diwakar Pant	Member
Mr. Piyush Dhuliya	Member
Mr. Pradeep Kothiyal	Member

Director

Copy to:

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- Dean Management and Agriculture
- Registrar's Office
- All HOD's



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• Approved by AICTE, Ministry of HRD, Govt. of India • ISO 9001:2015
 Affiliated to:- Uttarakhand Technical University • Sri Dev Suman Uttarakhand University • Uttarakhand Board of Technical
 Notice

Ref:- Tula's Director /0921/07

Date: 22/09/2021

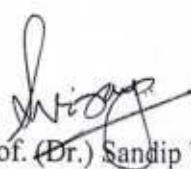
A meeting of Anti-Ragging Committee of the Institute is scheduled to will be held on 23/09/2021, Tuesday, at 10:00 A.M. in the Director's Office. All the committee members are requested to attend the meeting.

Committee Members:

Prof. (Dr.) Pavan Kumar Choubey	Registrar
Dr. Nishant Saxena	Dean Academics
Dr. Ranit Kishor	Dean Agri & Management
Dr. Sachin Kumar	Chief Proctor
Dr. Lokesh Kumar	HOD CSE
Dr. Sanjeev Solanki	HOD Computer Application
Mr. Puneet	HOD Civil
Mr. Diwakar Pant	HOD ECE & EEE
Mr. Piyush Dhuliya	HOD Applied Science
Mr. Pardeep Kotiyal	HOD ME

Agenda items:

1. Regarding confirmation the minutes of previous meeting.
2. The function and the duties of the cell.
3. Formation of anti-ragging squad for session 2021-22.
4. To discuss about the anti-ragging affidavits submitted by the students.
5. To discuss the latest guidelines of AICTE/UGC.
6. Any other item with the permission of the chair



Prof. (Dr.) Sandip Vijay

Copy to:-

1. The Registrar For kind information
2. All Deans For kind information
3. All HODs For kind information



Director
Tula's Institute, Dehradun

Director

Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generating employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.



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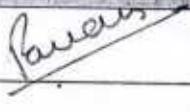
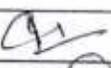
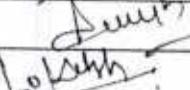
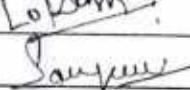
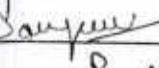
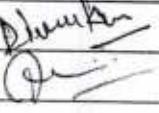
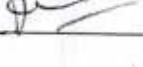
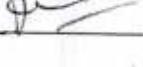
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0135-2699300
0135-2699309

MINUTES OF MEETING

Anti-ragging Committee

Date/Time	23.09.2021 / 10:00 PM	
Venue/Portal:	Director Office	
Minutes taken by:	Dr. Sachin Kumar	
Chairperson:	Prof. (Dr.) Sandip Vijay, Director	
Attendee:	Designation	Signature
Prof. (Dr.) Pavan Kumar Choubey	Registrar	
Dr. Nishant Saxena	Dean Academics	
Dr. Ranit Kishor	Dean Agri & Management	
Sachin Kumar	Chief Proctor	
Lokesh Kumar	HOD CSE	
Dr. Sanjeev Solanki	HOD Computer Application	
Mr. Puneet	HOD Civil	
Mr. Diwakar Pant	HOD ECE & EEE	
Mr. Piyush Dhuliya	HOD Applied Science	
Mr. Pardeep Kotiyal	HOD ME	
Absent:	Reason	
Nil		

Agenda of the meeting

1. Regarding confirmation the minutes of previous meeting.
2. The function and the duties of the cell.
3. Formation of anti-ragging squad for session 2021-22.
4. To discuss about the anti-ragging affidavits submitted by the students.
5. To discuss the latest guidelines of AICTE/UGC.
6. Any other item with the permission of the chair.

Discussions/ Suggestions	Actions		
	No.	Actionee	Due Date
1. The head of the committee welcomed all the members at the start of the meeting. Discussed the review item of the previous meeting and minutes were confirmed.	1.		
2. No Ragging case were observed in the college premises and in the hostels.	2.	All Members	Nil
3. Head of the committee discuss about the formation of updated anti-ragging squad for a session 2021-22.	3.	All Members	Nil
4. Regarding monitoring measures to prevent ragging in the college campus, it was decided that the Members of the Anti-Ragging squad will act as squad members for overall monitoring and supervision in the classrooms as well in the campus. Any student found indulge in such cases may immediately brought into the notice of the authority.	4.	All Members	Nil
5. Confirmation/adoption regarding the circulars:	5.	All Members	Nil



Director

Tula's Institute, Dehradun



MINUTES OF MEETING

Anti-ragging Committee

(i) UGC Letter No. F.9-II2013 dated 12 September, 2013 on the formation of Anti-Ragging Cell in Educational Institutions. (ii) M.H.R.D. Anti-Ragging Cell-DL-810 dated 03 .09.2013 & 13.09.2013 It was unanimously decided that the college will strictly adopt the rules and regulations as per the notifications and accordingly measures will be taken in this matter.			
6. All the members were instructed regarding the anti-ragging affidavits through the portal www.amanmovement.org	6.	All Members	24.08.2021


Director
Tula's Institute, Dehradun

Notice of Anti-Ragging Squad



Director

Tula's Institute, Dehradun

Ref: Tula's/Director/0921/10

Date: 23.09.2021

ANTI RAGGING SQUAD

A sizeable number of students are staying inside the campus in boy's and girl's hostels. In order to curb ragging in any form, a number of measures have been taken -Anti-Ragging committee, Anti -Ragging Counseling by mentors and Anti-Ragging Squads in various hostels and in various strategic points in the campus. A constant vigil has been kept by all concerned. Even after all the measures, there is a requirement to monitor all activities of the students particularly in the hostels after college hours, so a duty officer for the week has been detailed to monitor so that no untoward incidents take place. At night following places are to be visited: -

1. Hostel will be taken care by chief warden.
2. All security posts in the campus.
3. Dining rooms during dinner & breakfast.
4. Remaining College premises including Admin Block & Parking area. A detailed report of 24hrs period will be submitted next day to the Director by 10:30 AM.

List of Squad members are as follows: -

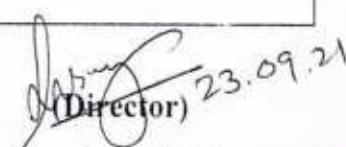
The duties will commence from 27th Sep. 2021 till further notification of last date.

Name	Designation and Department
Dr. Sachin Kumar (Chief Proctor)	Chief Proctor (Department of Computer science)
Mr. Ankur Gurjer	Member (Department of Civil Engineering)
Mr. Anupam Nautiyal	Member (Department of GSB)
Mr. Trivendra Bisht	Member (Department of Mechanical Engineering)
Mr. Rahul Joshi	Member (Department of Electronics Engineering)
Mr. Sandeep Gotam	Member (Department of Electrical Engineering)
Mr. Pavan Joshi	Member (Department of Applied Science)
Mr. Satya Brata	Member (Department of Agriculture)
Ms. Rashmi Mishra	Member (Department of Computer Application)



Director

Tula's Institute, Dehradun



23.09.21
(Director)

Director

Tula's Institute, Dehradun

Cc: All members / All Notice Boards

Mission:

- Promote intellectual and skilled human capital generating employment and entrepreneurship.
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- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.

Vision

- To become an academic center and vision could also professionally recognized institution and research



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Tula's/Director/0921/13

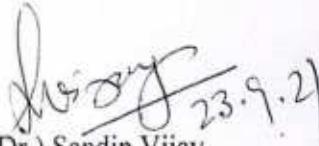
Date: 23/09/2021

Notice

This is to inform you that Anti-Ragging Squad has been constituted with following faculty members and students reformation for the session 2021-22. So, all the concern please note.

Squad Members:-

- | | |
|------------------------|--|
| 1. Dr. Sachin Kumar | (Chief Proctor)  |
| 2. Ms. Priya Sharma | (ICC, Member)  |
| 3. Mr. Ankur Gurjar | (Member)  |
| 4. Mr. Anupam Nautiyal | (Member)  |
| 5. Mr. Sachin | (Member)  |
| 6. Mr. Rahul Negi | (Member)  |
| 7. Mr. Sandeep Gotam | (Member)  |
| 8. Dr. Pawan Joshi | (Member)  |
| 9. Mr. Raj Singh | (Member)  |
| 10. Ms. Richa Mishra | (Member)  |
| 11. Mr. Abhishek Singh | (Student Member, CSE 4 th year)  |



Prof. (Dr.) Sandip Vijay

Director

CC to:-

1. The Registrar For kind information
2. All Deans For kind information
3. All HODs For kind information



Director
Tula's Institute, Dehradun

Vision

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Ref: Tula's/Chief Proctor/0921/01

Date 23.09.2021

NOTICE

General Responsibility:

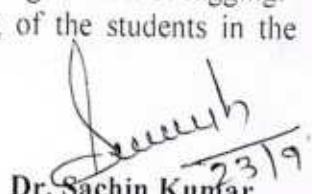
All the faculty members of the Institute shall have the collective responsibility in sensitizing the senior students and counseling the freshers about their rights as bonafide students of the Institute and preventing acts of ragging. They shall promptly and without fail report any act of ragging to the Director of the Institute, Anti Ragging Committee, verbally and in writing. If it is found that any person having knowledge of ragging has concealed any such information, action may be initiated against the person(s) concerned as per Institute regulations and the orders of the Hon'ble Supreme Court/AICTE.

Functions and Duties of Anti-ragging Squad:

1. To be vigilant at all hours including at odd hours all round the campus and other places vulnerable to incidents of, and having the potential of, ragging and shall be empowered to inspect such places.
2. Conduct anonymous random surveys among fresher to check whether the campus is indeed free from ragging.
3. To conduct on-the-spot enquiry into any incident of ragging referred to it by the head of the institution or any member of the faculty or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the anti-ragging committee for action under clause (a) of regulation 9.1 of U.G.C.
4. To ensure that posters/tabs are displayed prominently at main and departmental notice boards and other places such as canteen, library, and sports lounge, gymnasium, Bus stops and other prominent places.
5. To monitor the welfare of fresh students outside the campus.
6. To assist the Anti-Ragging Committee to faithfully implement the order of the Supreme Court/ AICTE.
7. To educate the Senior Students to help their junior students and not to indulge in acts of ragging.
8. To monitor and take all possible preventive measures to stop ragging of the students in the respective areas of the Tula's Institute.
9. To counsel the students involved in ragging.



Director
Tula's Institute, Dehradun



Dr. Sachin Kunwar
23/9

(Chief Proctor)
Chief Proctor
Tula's Institute, Dehradun

Cc: Director/ Registrar/ Dean Academics/ All HOD's/ All Notice Board

Mission:

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- Be educational centre of excellence of multi ethnicity and diversity.
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Vision

- To emerge as an academic centre producing world class non-teaching innovations and research.



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Date: 23/09/2021

Notice

This is to inform you that a meeting of Anti-Ragging Squad of the Institute is scheduled to be held **23/09/2021**, Friday, at 02:30 P.M. in the Registrar Office. All the squad members are requested to attend meeting to discuss following agenda.

Squad Members:

- | | |
|------------------------|--|
| 1. Dr. Sachin Kumar | (Chief Proctor) |
| 2. Ms. Priya Sharma | (ICC Member) |
| 3. Mr. Ankur Gurjar | (Member) |
| 4. Mr. Anupam Nautiyal | (Member) |
| 5. Mr. Sachin | (Member) |
| 6. Mr. Rahul Negi | (Member) |
| 7. Mr. Sandeep Gotam | (Member) |
| 8. Dr. Pawan Joshi | (Member) |
| 9. Mr. Raj Singh | (Member) |
| 10. Ms. Richa Mishra | (Member) |
| 11. Mr. Abhishek Singh | (Student Member, CSE 4 th year) |

Agenda Items:

1. The function and the duties of the anti-ragging squad.
2. Regarding the anti-ragging rules and regulation.
3. Regarding monitoring measures to prevent ragging in the college.



(Dr. Pavan Kr. Chaubey)

Registrar

CC to:-

1. Director for kind information
2. All Deans For kind information
3. All HODs For kind information



Director
Tula's Institute, Dehradun

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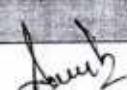
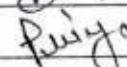
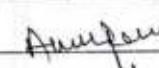
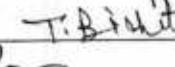
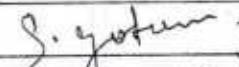
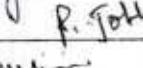
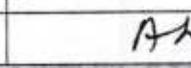
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MINUTES OF MEETING

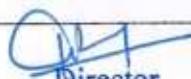
Anti-ragging Squad

Date/Time	23.09.2021 / 2:30 PM	
Venue/Portal:	Registrar Office	
Minutes taken by:	Dr. Sachin Kumar	
Chairperson:	Prof. (Dr.) Pavan Kumar Choubey, Registrar	
Attendee:	Designation	Signature
Dr. Sachin Kumar	(Chief Proctor)	
Ms. Priya Sharma	ICC, Member	
Mr. Ankur Gurjar	Member	
Mr. Anupam Nautiyal	Member	
Mr. Trivendra Bisht	Member	
Mr. Rahul Negi	Member	
Mr. Sandeep Gotam	Member	
Dr. Pawan Joshi	Member	
Mr. Satya Brata	Member	
Ms. Rashmi Mishra	Member	
Mr. Abhishek Singh	Student Member, CSE 4 th yr	
Absent:	Reason	
Nil		

Agenda of the meeting

1. Regarding the duties of the anti-ragging squad.
2. Regarding the anti-ragging rules and regulation.
3. Regarding monitoring measures to prevent ragging in the college.

Issues	Actions		
	No.	Actionee	Due Date
1. The head of the committee welcomed all the members for the meeting.	1.		
2. Discuss the review of the previous meeting.	2.	All Members	
3. Confirmation/adoption regarding the circulars: (i) UGC Letter No. F.9-112013 dated 12 September, 2013 on the formation of Anti-Ragging Cell in Educational Institutions. (ii) M.H.R.D. Anti-Ragging Cell-DL-810 dated 03 .09.2013 & 13.09.2013. It was unanimously decided that the college will strictly adopt the rules and regulations as per the notifications and accordingly measures will be taken in this matter.	3.	All Members Nil	
4. Informed all the committee members to visit the college campus and hostel premises.	4.	All Members	Nil


Director
Tula's Institute, Dehradun

MINUTES OF MEETING

Anti-ragging Squad

5. Brief the anti-ragging guidelines to the students.	5.	All Members	Nil
6. Regarding any matters related to complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.	6.	All Members	Nil
7. Discuss about some banner and poster related to the anti-ragging.	7.	All Members	14.08.2021
8. All the members were instructed regarding the anti-ragging affidavits through the portal www.amanmovement.org	8.	All Members	28.08.2021



Director
Tula's Institute, Dehradun

Tula's/Director/0222/ 6

Date: 14/02/2022

Notice

This is to inform you that Anti-Ragging Squad has been reconstituted with following faculty members and students' reformation for the session 2021-22. So, all the concern please note.

Squad Members:-

1. Dr. Sachin Kumar	(Chief Proctor)
2. Mr. Ankur Gurjar	(Member)
3. Mr. Anupam Nautiyal	(Member)
4. Mr. Sachin	(Member)
5. Mr. Rahul Negi	(Member)
6. Mr. Mohit Kumar	(Member)
7. Dr. Pawan Joshi	(Member)
8. Mr. Raj Singh	(Member)
9. Ms. Richa Mishra	(Member)
10. Mr. Abhishek Singh	(Student Member, CSE 4 th year)
11. Ms. Archana Kumari	(Student Member, BBA 3 rd Year)



Director
Tula's Institute, Dehradun



Prof. (Dr.) Sandip Vijay
Director
Tula's Institute, Dehradun

CC To :-

1. The Registrar For kind information
2. All Deans For kind information
3. All HODs For kind information

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Notice

Date: 22/01/2022

This is to inform you that a meeting of anti-ragging squad of the Institute is scheduled to be held on 24/01/2022, Monday, from 2:30 P.M. at the Registrar Office. All the committee members are requested to attend the meeting to discuss following agenda.

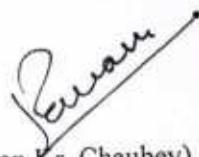
Squad Members:

1. Dr. Sachin Kumar
2. Ms. Priya Sharma
3. Mr. Ankur Gurjar
4. Mr. Anupam Nautiyal
5. Mr. Sachin
6. Mr. Rahul Negi
7. Mr. Sandeep Gotam
8. Dr. Pawan Joshi
9. Mr. Raj Singh
10. Ms. Richa Mishra
11. Mr. Abhishek Singh

(Chief Proctor) *Sachin*
(ICC Member) *Priya*
(Member) *Ankur*
(Member) *Anupam*
(Member) *Raj*
(Member) *Rahul*
(Member) *Sandeep*
(Member) *Pawan*
(Member) *Abhishek*
(Student Member, CSE 4th year) *Ashish*

Agenda Items:

1. Review of the previous meeting.
2. To conduct a program on anti-ragging.
3. Regarding monitoring measures to prevent ragging in the college.
4. Regarding some guest lecture.



(Dr. Pavan Kr. Chaubey)

Registrar

CC To :-

1. Director for kind information.
2. All Deans for kind information.
3. All HODs for kind information.



Director

Tula's Institute, Dehradun

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MINUTES OF MEETING Anti-ragging Squad

Date/Time	24.01.2022 / 2:30 PM	
Venue/Portal:	Registrar Office	
Minutes taken by:	Dr. Sachin Kumar	
Chairperson:	Prof. (Dr.) Pavan Kumar Choubey, Registrar	
Attendee:	Designation	Signature
Dr. Sachin Kumar	(Chief Proctor)	
Ms. Priya Sharma	ICC, Member	
Mr. Ankur Gurjar	Member	
Mr. Anupam Nautiyal	Member	
Mr. Sachin	Member	
Mr. Rahul Negi	Member	
Mr. Sandeep Gotam	Member	
Dr. Pawan Joshi	Member	
Mr. Raj Singh	Member	
Ms. Richa Mishra	Member	
Mr. Abhishek Singh	Student Member, CSE 4 th yr	
Absent:	Reason	
Nil		

Agora of the meeting

- I. Review of the previous meeting.
- II. To conduct a program on anti-ragging.
- III. Regarding monitoring measures to prevent ragging.
- V. Regarding some guest lecture .

Issues	Actions		
	No.	Actionee	Due Date
1. The head of the committee welcomed all the members for the meeting.	1.		
2. Discuss the review of the previous meeting.	2.	All Members	Nil
3. Conduct an awareness program on anti-ragging for the students.	3.	All Members	10.03.2022
4. Conducted some guests lecture regarding the human values and ethics.	4.	All Members	01.03.2022
5. Regarding any matters related to complaint, no such cases have been recorded, as a matter of fact; the campus is a ragging free zone.	5.	All Members	Nil

Director
Tula's Institute, Dehradun

Annexure – VI

Notice of Anti-Ragging Helpline Number



Director

Tula's Institute, Dehradun

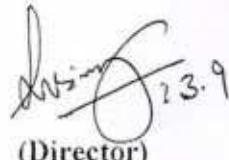
Ref: Tula's/Director/0921/09

Date: 23.09.2021

ANTI –RAGGING HELPLINE: 1800-180-5522(24 Hrs)

Name	Designation	Mobile Number	Email
Prof (Dr.) Sandip Vijay	Chairperson	7909942842	director@tulas.edu.in
Prof. (Dr.) Pavan Kumar Chaubey	Member	9411767811	registrar@tulas.edu.in
Prof. (Dr.) Nishant Saxena	Member	7017510913	academics@tulas.edu.in
Dr. Ranit Kishor	Member	9870750198	dr.ranitkshore@tulas.edu.in
Dr. Sachin Kumar	Member	9927953123	proctor@ tulas.edu.in
Dr. Lokesh Kumar	Member	9897315706	cse.hod@ tulas.edu.in
Prof. (Dr.) Sanjeev Solanki	Member	7891124600	mea.hod@tulas.edu.in
Mr. Puneet	Member	6396809578	civil.hod@tulas.edu.in
Mr. Diwakar Pant	Member	9458900091	eee.hod@tulas.edu.in
Mr. Piyush Dhuliya	Member	8077670472	app.hod@ tulas.edu.in
Mr. Pradeep Kothiyal	Member	8920910081	me.hod@ tulas.edu.in
I/C Police Station (Jhajhra)		9719045775	
Police Control Room		100	

Internet: grievance@tulas.edu.in



13.9
(Director)



Director

Tula's Institute, Dehradun

Director
Tula's Institute, Deh

CC: All Members /All Notice Boards

Mission:

- Promote intellectual and skilled human capital generating employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.

Vision

 Dhoolkot, P.O. Selaqui, Chakrata
Dehradun - 248011 (U.K India)

 www.tulas.edu.in

 0135-2699300
0135-2699309

Annexure – VII

Office Order of Anti-Ragging


Director
Tula's Institute, Dehradun

Ref: Tula's/Director/0921/08

Date: 23.09.2021

OFFICE ORDER

Ragging is a social evil and it has been declared as a criminal offence by the order of Hon'ble Supreme Court. Ragging has no place in our college. Ragging in any form is punishable. Following members are nominated for ANTI RAGGING COMMITTEE for session 2021-2022.

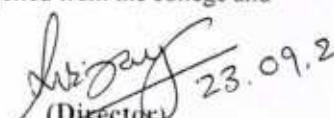
Name	Designation	Mobile Number	Email
Prof (Dr.) Sandip Vijay	Chairperson	7909942842	director@tulas.edu.in
Prof. (Dr.) Pavan Kumar Chaubey	Member	9411767811	registrar@tulas.edu.in
Prof. (Dr.) Nishant Saxena	Member	7017510913	academics@tulas.edu.in
Dr. Ranit Kishor	Member	9870750198	dr.ranitkshore@tulas.edu.in
Dr. Sachin Kumar	Member	9927953123	proctor@ tulas.edu.in
Dr. Lokesh Kumar	Member	9897315706	cse.hod@ tulas.edu.in
Prof. (Dr.) Sanjeev Solanki	Member	7891124600	mca.hod@tulas.edu.in
Mr. Puneet	Member	6396809578	civil.hod@tulas.edu.in
Mr. Diwakar Pant	Member	9458900091	eee.hod@tulas.edu.in
Mr. Piyush Dhuliya	Member	8077670472	app.hod@ tulas.edu.in
Mr. Pradeep Kothiyal	Member	8920910081	me.hod@ tulas.edu.in

Senior students will also ^{be} a part of anti-ragging squads and their names will be displayed separately. They will keep 24hrs vigil and prevent / report any incident of ragging and will work under instructions from the members of Anti-Ragging Committee. The students of all programs are strictly advised NOT TO INDULGE IN RAGGING in any form / in any manner. If any student is found indulged in ragging, He / She shall be liable to be expelled from the college and an FIR will be lodged against such students.

Cc: All Members / All Notice Boards



Director
Tula's Institute, Dehradun



Director
Tula's Institute, Dehradun

Mission:

- Promote intellectual and skilled human capital generating employment and entrepreneurship.
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
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Annexure – VIII

Process to file Grievance



Director
Tula's Institute, Dehradun

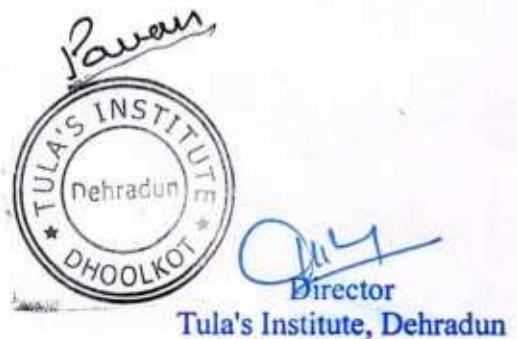
GRIEVANCE REDRESSAL MECHANISM

The Redressal of a grievance of the aggrieved person (Students /Staff Members) is conducted by the GRC in the following way:

- The Complainant will file his / her Complaint to GRC directly in writing or through e-mail at the e-mail address grievance@tulas.edu.in / proctor@tulas.edu.in.
- The complaint is viewed by the GRC and depending upon the magnitude of the complaint it may be redressed in either of the two ways.
 - ✓ If low magnitude and has quite a low degree of grievance will be resolved by calling the other both the concerned parties and after negotiations the matter is resolved at the spot to the best satisfaction of both the concerned parties. The proceedings of the meeting are recorded in writing and duly signed by both the parties and the members of GRC present their involved in this meeting.
 - ✓ In case in the opinion of the GRC the grievance has a high magnitude and requires a thorough enquiry. Therefore, an enquiry committee has been constituted with at least three members who are directed to conduct this enquiry by giving full and sufficient opportunity to both the parties including the witnesses if any as well as the documents submitted by them.

The enquiry committee will submit its report within specified period of usually 10 to 15 days with proposed disciplinary action as per rules to the competent authority.

- The competent authority will recall both the parties and aware them of the enquiry report and proposed penalty and issues a letter of penalty to the offender or directly issue the letter to offender.
- In case the person against whom the penalty is proposed / the aggrieved applicant is not satisfied they may appeal to the higher competent authority.



Tula's Institute, Dehradun

Process to file the Grievance

The screenshot shows a web browser displaying the 'About Us' page of the Tula's Institute Dehradun website. The URL 'tulas.edu.in/about/' is highlighted with a red box in the address bar. The page features a dark header with the institute's logo and name. Below the header, there are sections for 'QUICK LINKS' and 'CONTACT US', each listing various links. A map of Dehradun is also present. At the bottom, there is a copyright notice and a footer with social media links.

Tula's Institute Dehradun

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- Internshala
- Turnitin
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- Academic Calendar
- Code of Conduct
- Anti-Ragging
- Grievance
- Holiday Calendar
- Exam Details
- Career
- ICC
- Mandatory Disclosure
- Handbook
- Research Policy
- Plagiarism Policy

CONTACT US

Tulas Institute Mehre Ka Gaon-PO
Selaqui Dhoolkot Dehradun Uttarakhand
248011

✉ INFO@TULAS.EDU.IN
📞 +91-6366937159
📞 0135-2699300

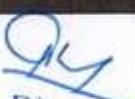


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Hey! I am Niaa... Your Admission Assistant.


Director
Tula's Institute, Dehradun

Step 1: Go to the tulas portal www.tulas.edu.in

tuas.edu.in/about/

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CONTACT US

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Hey! I am Niaa... Your Admission Assistant.

Step 2: Click on the Grievance link


Director
Tula's Institute, Dehradun

tulas.edu.in/grievance/

Tula's DEHRADUN

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Step 3: Select the Category

Director
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Verification otp

Select Male/Female
 Male

Department

Select Grievance

Grievance statement

Evidence
 No file chosen

Step 4: Grievance Form



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tulas.edu.in/grievance/student/

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Select Male/Female
Male

Department
Department

Select Grievance
--Select Grievance--
--Select Grievance--
Sexual harassment
Mental harassment
Ragging
Fight
Hostel issues
Academic issues
Others

Evidence
 Choose File No file chosen
[SEND](#)

Step 5: Select the Grievance Type


Director
Tula's Institute, Dehradun

Annexure – IX

Sexual Harassment of Women at Workplace Act 2013



Director
Tula's Institute, Dehradun



भारत का संजापन The Gazette of India

असामाजिक

EXTRAORDINARY

भाग II — खण्ड 1

PART II — Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

भा० १८।

नई दिल्ली, मंगलवार, अप्रैल २३, २०१३/ वैशाख ३, १९३५ (शक)
No. 18] NEW DELHI, TUESDAY, APRIL 23, 2013/ VAISAKHA 3, 1935 (SAKA)

इस भाग में भिन्न पुस्तक संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 23rd April, 2013/Vaisakha 3, 1935 (Saka)

The following Act of Parliament received the assent of the President on the 22nd April, 2013, and is hereby published for general information:-

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

(No. 14 of 2013)

[22nd April, 2013.]

An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto.

WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment;

AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India;

AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace


Director
Tula's Institute, Dehradun

Be it enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:

CHAPTER I

PRELIMINARY

**Short title,
extent and
commencement**

1. (1) This Act may be called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

Definitions

2. In this Act, unless the context otherwise requires,—

(a) "aggrieved woman" means—

(i) in relation to a workplace, a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent;

(ii) in relation to a dwelling place or house, a woman of any age who is employed in such a dwelling place or house;

(b) "appropriate Government" means—

(i) in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly

(A) by the Central Government or the Union territory administration, the Central Government;

(B) by the State Government, the State Government;

(ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government;

(c) "Chairperson" means the Chairperson of the Local Complaints Committee nominated under sub-section (1) of section 7;

(d) "District Officer" means an officer notified under section 5;

(e) "domestic worker" means a woman who is employed to do the household work in any household for remuneration whether in cash or kind, either directly or through any agency on a temporary, permanent, part time or full time basis, but does not include any member of the family of the employer;

(f) "employee" means a person employed at a workplace for any work on regular, temporary, *ad hoc* or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name;

(g) "employer" means—

(i) in relation to any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit of the appropriate Government or a local authority, the head of that department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit or such other officer as the appropriate Government or the local authority, as the case may be, may by an order specify in this behalf;

(ii) in any workplace not covered under sub-clause (i), any person responsible for the management, supervision and control of the workplace.


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Tula's Institute, Dehradun

Explanation.—For the purposes of this sub-clause "management" includes the person or board or committee responsible for formulation and administration of policies for such organisation;

(iii) in relation to workplace covered under sub-clauses (i) and (ii), the person discharging contractual obligations with respect to his or her employees;

(iv) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of domestic worker, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the domestic worker;

(h) "Internal Committee" means an Internal Complaints Committee constituted under section 4;

(i) "Local Committee" means the Local Complaints Committee constituted under section 6;

(j) "Member" means a Member of the Internal Committee or the Local Committee, as the case may be;

(k) "prescribed" means prescribed by rules made under this Act;

(l) "Presiding Officer" means the Presiding Officer of the Internal Complaints Committee nominated under sub-section (2) of section 4;

(m) "respondent" means a person against whom the aggrieved woman has made a complaint under section 9;

(n) "sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:—

(i) physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(o) "workplace" includes

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation provided by the employer for undertaking such journey;

Prevention of
sexual
harassment

(vi) a dwelling place or a house;

(vii) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is persistent in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:—

(i) implied or explicit promise of preferential treatment in her employment; or

(ii) implied or explicit threat of detrimental treatment in her employment; or

(iii) implied or explicit threat about her present or future employment status; or

(iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or

(v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution
of Internal
Complaints
Committee

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:—

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1).

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation;

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

Provided that at least one-half of the total Members so nominated shall be women.

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.



Director
Tula's Institute, Dehradun

- (5) Where the Presiding Officer or any Member of the Internal Committee,
- contravenes the provisions of section 16; or
 - has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 - he has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 - has so abused his position as to render his continuance in office prejudicial to the public interest.

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

CHAPTER III

CONSTITUTION OF LOCAL COMPLAINTS COMMITTEE

5. The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

Notification
of District
Officer

6. (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Complaints Committee" to receive complaints of sexual harassment from establishments where the Internal Complaints Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

Constitution
and
jurisdiction of
Local
Complaints
Committee

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Complaints Committee within a period of seven days.

(3) The jurisdiction of the Local Complaints Committee shall extend to the areas of the district where it is constituted.

7. (1) The Local Complaints Committee shall consist of the following members to be nominated by the District Officer, namely:-

Composition,
tenure and
other terms
and conditions
of Local
Complaints
Committee

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member *ex officio*.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.


 Director
 Tula's Institute, Dehradun

- (3) Where the Chairperson or any Member of the Local Complaints Committee—
 (a) contravenes the provisions of section 16; or
 (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
 (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
 (d) has so abused his position as to render his continuance in office prejudicial to the public interest,

such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Grants and audit

8. (1) The Central Government may, after due appropriation made by Parliament by law in this behalf, make to the State Government grants of such sums of money as the Central Government may think fit, for being utilised for the payment of fees or allowances referred to in sub-section (4) of section 7.

(2) The State Government may set up an agency and transfer the grants made under sub-section (1) to that agency.

(3) The agency shall pay to the District Officer, such sums as may be required for the payment of fees or allowances referred to in sub-section (4) of section 7.

(4) The accounts of the agency referred to in sub-section (2) shall be maintained and audited in such manner as may, in consultation with the Accountant General of the State, be prescribed and the person holding the custody of the accounts of the agency shall furnish, to the State Government, before such date, as may be prescribed, its audited copy of accounts together with auditors' report thereon.

CHAPTER IV

COMPLAINT

Complaint of sexual harassment

9. (1) Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee if so constituted, or the Local Committee, in case it is not so constituted, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident:

Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee or the Chairperson or any Member of the Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing:

Provided further that the Internal Committee or, as the case may be, the Local Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint under this section.

Conciliation

10. (1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:



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Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

11. (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if *prima facie* case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code, and any other relevant provisions of the said Code where applicable:

Inquiry into
complaint

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under sub-section (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

45 of 1860 **(2)** Notwithstanding anything contained in section 509 of the Indian Penal Code, the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.

5 of 1908 **(3)** For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:—

- (a) summoning and enforcing the attendance of any person and examining him on oath;
- (b) requiring the discovery and production of documents; and
- (c) any other matter which may be prescribed.

(4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

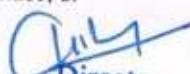
CHAPTER V

INQUIRY INTO COMPLAINT

12. (1) During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Committee or the Local Committee, as the case may be, may recommend to the employer to:

Action during
pendency of
inquiry

- (a) transfer the aggrieved woman or the respondent to any other workplace; or


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- (b) grant leave to the aggrieved woman up to a period of three months; or
- (c) grant such other relief to the aggrieved woman as may be prescribed.

(2) The leave granted to the aggrieved woman under this section shall be in addition to the leave she would be otherwise entitled.

(3) On the recommendation of the Internal Committee or the Local Committee, as the case may be, under sub-section (1), the employer shall implement the recommendations made under sub-section (1) and send the report of such implementation to the Internal Committee or the Local Committee, as the case may be.

Inquiry report

13. (1) On the completion of an inquiry under this Act, the Internal Committee or the Local Committee, as the case may be, shall provide a report of its findings to the employer, or as the case may be, the District Officer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.

(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the employer and the District Officer that no action is required to be taken in the matter.

(3) Where the Internal Committee or the Local Committee, as the case may be, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer or the District Officer, as the case may be—

(i) to take action for sexual harassment as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

(ii) to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved woman or to her legal heirs, as it may determine, in accordance with the provisions of section 15:

Provided that in case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved woman.

Provided further that in case the respondent fails to pay the sum referred to in clause (ii), the Internal Committee or, as the case may be, the Local Committee may forward the order for recovery of the sum as an arrear of land revenue to the concerned District Officer.

(4) The employer or the District Officer shall act upon the recommendation within sixty days of its receipt by him.

**Punishment
for false or
malicious
complaint and
false evidence**

14. (1) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer, as the case may be, to take action against the woman or the person who has made the complaint under sub-section (1) or sub-section (2) of section 9, as the case may be, in accordance with the provisions of the service rules applicable to her or him or where no such service rules exist, in such manner as may be prescribed:

Provided that a mere inability to substantiate a complaint or provide adequate proof need not attract action against the complainant under this section.

Provided further that the malicious intent on part of the complainant shall be established after an inquiry in accordance with the procedure prescribed, before any action is recommended.



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(2) Where the Internal Committee or the Local Committee, as the case may be, arrives at a conclusion that during the inquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer, as the case may be, to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules exist, in such manner as may be prescribed.

15. For the purpose of determining the sums to be paid to the aggrieved woman under clause (ii) of sub-section (3) of section 13, the Internal Committee or the Local Committee, as the case may be, shall have regard to

- (a) the mental trauma, pain, suffering and emotional distress caused to the aggrieved woman;
- (b) the loss in the career opportunity due to the incident of sexual harassment;
- (c) medical expenses incurred by the victim for physical or psychiatric treatment;
- (d) the income and financial status of the respondent;
- (e) feasibility of such payment in lump sum or in instalments.

Determination
of
compensation

22 of 2005

16. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee, as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner:

Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses

Prohibition of
publication or
making known
contents of
complaint and
inquiry
proceedings

17. Where any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action to be taken under the provisions of this Act, contravenes the provisions of section 16, he shall be liable for penalty in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist, in such manner as may be prescribed.

Penalty for
publication or
making known
contents of
complaint and
inquiry
proceedings

Appeal

18. (1) Any person aggrieved from the recommendations made under sub-section (2) of section 13 or under clause (i) or clause (ii) of sub-section (3) of section 13 or sub-section (1) or sub-section (2) of section 14 or section 17 or non-implementation of such recommendations may prefer an appeal to the court or tribunal in accordance with the provisions of the service rules applicable to the said person or where no such service rules exist then, without prejudice to provisions contained in any other law for the time being in force, the person aggrieved may prefer an appeal in such manner as may be prescribed.

(2) The appeal under sub-section (1) shall be preferred within a period of ninety days of the recommendations

CHAPTER VI

DUTIES OF EMPLOYER

19. Every employer shall —

Duties of
employer

(a) provide a safe working environment at the workplace which shall include safety from the persons coming into contact at the workplace;

(b) display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting the Internal Committee under sub-section (1) of section 4;


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(c) organise workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(d) provide necessary facilities to the Internal Committee or the Local Committee, as the case may be, for dealing with the complaint and conducting an inquiry;

(e) assist in securing the attendance of respondent and witnesses before the Internal Committee or the Local Committee, as the case may be;

(f) make available such information to the Internal Committee or the Local Committee, as the case may be, as it may require having regard to the complaint made under sub-section (1) of section 9;

(g) provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force; 45 of 1860

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the perpetrator, or if the aggrieved woman so desires, where the perpetrator is not an employee, in the workplace at which the incident of sexual harassment took place; 45 of 1860

(i) treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct;

(j) monitor the timely submission of reports by the Internal Committee.

CHAPTER VII

DUTIES AND POWERS OF DISTRICT OFFICER

Duties and powers of District Officer

20. The District Officer shall, -

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

CHAPTER VIII

MISCELLANEOUS

Committee to submit annual report

21. (1) The Internal Committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same to the employer and the District Officer.

(2) The District Officer shall forward a brief report on the annual reports received under sub-section (1) to the State Government.

Employer to include information in annual report

22. The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organisation or where no such report is required to be prepared, intimate such number of cases, if any, to the District Officer.

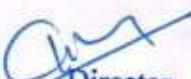
Appropriate Government to monitor implementation and maintain data

23. The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

Appropriate Government to take measures to publicise the Act

24. The appropriate Government may, subject to the availability of financial and other resources,

(a) develop relevant information, education, communication and training materials, and organise awareness programmes, to advance the understanding of the public of the provisions of this Act providing for protection against sexual harassment of woman at workplace.


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(b) formulate orientation and training programmes for the members of the Local Complaints Committee.

25. (1) The appropriate Government, on being satisfied that it is necessary in the public interest or in the interest of women employees at a workplace to do so, by order in writing—

(a) call upon any employer or District Officer to furnish in writing such information relating to sexual harassment as it may require;

(b) authorise any officer to make inspection of the records and workplace in relation to sexual harassment, who shall submit a report of such inspection to it within such period as may be specified in the order.

(2) Every employer and District Officer shall produce on demand before the officer making the inspection all information, records and other documents in his custody having a bearing on the subject matter of such inspection.

26. (1) Where the employer fails to—

(a) constitute an internal Committee under sub-section (1) of section 4;

(b) take action under sections 13, 14 and 22; and

(c) contravenes or attempts to contravene or abets contravention of other provisions of this Act or any rules made thereunder,

he shall be punishable with fine which may extend to fifty thousand rupees.

(2) If any employer, after having been previously convicted of an offence punishable under this Act subsequently commits and is convicted of the same offence, he shall be liable to—

(i) twice the punishment, which might have been imposed on a first conviction, subject to the punishment being maximum provided for the same offence:

Provided that in case a higher punishment is prescribed under any other law for the time being in force, for the offence for which the accused is being prosecuted, the court shall take due cognizance of the same while awarding the punishment;

(ii) cancellation, of his licence or withdrawal, or non-renewal, or approval, or cancellation of the registration, as the case may be, by the Government or local authority required for carrying on his business or activity.

27. (1) No court shall take cognizance of any offence punishable under this Act or any rules made thereunder, save on a complaint made by the aggrieved woman or any person authorised by the Internal Committee or Local Committee in this behalf.

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

(3) Every offence under this Act shall be non-cognizable.

28. The provisions of this Act shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

29. (1) The Central Government may, by notification in the Official Gazette, make rules for carrying out the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely

(a) the fees or allowances to be paid to the Members under sub-section (1) of section 4;

(b) nomination of members under clause (c) of sub-section (1) of section 7;

(c) the fees or allowances to be paid to the Chairperson, and Members under sub-section (1) of section 7.

Power to call
for information
and inspection
of records

Penalty for
non-
compliance
with
provisions of
Act

Cognizance of
offence by
courts

Act not in
derogation of
any other law

Power of
appropriate
Government
to make rules


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- (d) the person who may make complaint under sub-section (2) of section 9;
- (e) the manner of inquiry under sub-section (1) of section 11;
- (f) the powers for making an inquiry under clause (c) of sub-section (2) of section 11;
- (g) the relief to be recommended under clause (c) of sub-section (1) of section 12;
- (h) the manner of action to be taken under clause (i) of sub-section (3) of section 13;
- (i) the manner of action to be taken under sub-sections (1) and (2) of section 14;
- (j) the manner of action to be taken under section 17;
- (k) the manner of appeal under sub-section (1) of section 18;
- (l) the manner of organising workshops, awareness programmes for sensitising the employees and orientation programmes for the members of the Internal Committee under clause (c) of section 19; and
- (m) the form and time for preparation of annual report by Internal Committee and the Local Committee under sub-section (1) of section 21.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(4) Any rule made under sub-section (4) of section 8 by the State Government shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

Power to remove difficulties

30. (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions, not inconsistent with the provisions of this Act, as may appear to it to be necessary for removing the difficulty:

Provided that no such order shall be made under this section after the expiry of a period of two years from the commencement of this Act.

(2) Every order made under this section shall be laid, as soon as may be after it is made, before each House of Parliament.

P.K. MALHOTRA,
Secy. to the Govt. of India

CORRIGENDA

THE PREVENTION OF MONEY-LAUnderING (AMENDMENT) ACT, 2012

(2 of 2013)

At page 18, in line 2, for "Arts", read "Art".

At page 21, in line 14, for "Protection", read "(Protection)"



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CORRIGENDUM

THE UNLAWFUL ACTIVITIES (PREVENTION) AMENDMENT ACT, 2012
(3 of 2013)

At page 6, in line 22, for "clause", read "clause".

CORRIGENDUM

THE BANKING LAWS (AMENDMENT) ACT, 2012
(4 of 2013)

At page 8, in line 29, for 'sections 30', read 'section 30,'.

CORRIGENDUM

THE APPROPRIATION ACT, 2013
(9 of 2013)

At page 1, in the marginal heading to section 2, for "4715,54,00,000",
read "49715,54,00,000".

महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध और प्रतितोष) अधिनियम, 2013

(2013 का अधिनियम संख्यांक 14)

[22 अप्रैल, 2013]

महिलाओं के कार्यस्थल पर लैंगिक उत्पीड़न से संरक्षण और
लैंगिक उत्पीड़न के परिवारों के निवारण तथा
प्रतितोषण और उससे संबंधित या उसके
आनुषंगिक विषयों का उपबंध
करने के लिए
अधिनियम

लैंगिक उत्पीड़न के परिणामस्वरूप भारत के मंविधान के अनुच्छेद 14 और अनुच्छेद 15 के अधीन ममता तथा मंविधान के अनुच्छेद 21 के अधीन प्राण और गरिमा से जीवन व्यतीत करने के किसी महिला के मूल अधिकारों और किसी वृत्ति का व्यवसाय करने या कोई उपजीविका, व्यापार या कारबाह करने के अधिकार का, जिसके अंतर्गत लैंगिक उत्पीड़न से मुक्त मुश्किल बातावरण का अधिकार भी है, उल्लंघन होता है;

और, लैंगिक उत्पीड़न से संरक्षण तथा गरिमा में कार्य करने का अधिकार, महिलाओं के प्रति सभी प्रकार के विभेदों को दूर करने संबंधी अभिममय जैसे अन्तरराष्ट्रीय अभिममयों और नियन्त्रित द्वारा मर्वव्यापी मानवाधिकार ऐसे मानवाधिकार हैं, जिनका भारत मरकार द्वारा 25 जून, 1993 को अनुसमर्थन किया गया है;

और, कार्यस्थल पर लैंगिक उत्पीड़न से महिलाओं के मंविधान के विभेदों के लिए उक्त अभिममय को प्रभावी करने के लिए उपबंध करना समीचीन है;

भारत गणराज्य के चौमठवें वर्ष में संसद् द्वारा निम्नलिखित रूप में यह अधिनियमित हो :—

अध्याय 1

प्रारंभिक

1. संक्षिप्त नाम, विस्तार और प्रारंभ—(1) इम अधिनियम का संक्षिप्त नाम महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतियंधा और प्रतिनोग) अधिनियम, 2013 है।

(2) इसका विस्तार संपूर्ण भारत पर है।

(3) यह उम तारीख को प्रवृत्त होगा, जो केन्द्रीय मरकार, राजपत्र में अधिसूचना द्वारा, नियत करे।

2. परिभाषाएं—इम अधिनियम में, जब तक कि संदर्भ में अन्यथा अपेक्षित न हो,—

(क) “व्यवित महिला” मे निम्नलिखित अभिप्रेत है,—

(i) किसी कार्यस्थल के संबंध में, किसी भी आयु की ऐसी महिला, जो नियोजित है या नहीं, जो प्रत्यर्थी द्वारा लैंगिक उत्पीड़न के किसी कार्य के करने का अभिकथन करती है;

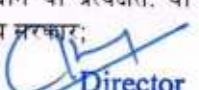
(ii) किसी निवास स्थान या गृह के संबंध में, किसी भी आयु की ऐसी महिला, जो ऐसे किसी निवास स्थान या गृह में नियोजित है;

(ब) “ममुचित मरकार” मे निम्नलिखित अभिप्रेत है,—

(i) ऐसे कार्यस्थल के संबंध में, जो,

(अ) केन्द्रीय मरकार या भै गज्यधेत्र प्रशासन द्वारा स्थापित, उसके स्वामित्वाधीन, नियंत्रणाधीन या प्रत्यक्षतः या अप्रत्यक्षतः उपलब्ध कराई गई निधियों द्वारा पूर्णतः या भागतः वितपोषित है, केन्द्रीय मरकार;

(आ) राज्य मरकार द्वारा स्थापित, उसके स्वामित्वाधीन, नियंत्रणाधीन या प्रत्यक्षतः या अप्रत्यक्षतः उपलब्ध कराई गई निधियों द्वारा पूर्णतः या भागतः वितपोषित है, राज्य मरकार;


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(ii) उपखंड (i) के अंतर्गत न आने वाले और उसके गजयधन के भीतर आने वाले किसी कार्यस्थल के संबंध में, राज्य सरकार;

(ग) "अध्यक्ष" में धारा 7 की उपधारा (1) के अधीन नामनिर्दिष्ट स्थानीय परिवाद ममिति का अध्यक्ष अभिप्रेत है;

(घ) "जिला अधिकारी" में धारा 5 के अधीन अधिभूचित कोई अधिकारी अभिप्रेत है;

(ङ) "धरेन्द्र कर्मकार" में ऐसी कोई महिला अभिप्रेत है जो किसी गृहस्थी में पारिश्रमिक के लिए गृहस्थी का कार्य करने के लिए, चाहे नकद या बस्तुरूप में, या तो सीधे या किसी अभिकरण के माध्यम से अस्थायी, स्थायी, अशकालिक या पूर्णकालिक आधार पर नियोजित है किंतु इसके अंतर्गत नियोजक के कुटुंब का कोई सदस्य नहीं है;

(च) "कर्मचारी" से ऐसा कोई व्यक्ति अभिप्रेत है, जो किसी कार्यस्थल पर किसी कार्य के लिए या तो सीधे या किसी अभिकर्ता के माध्यम से, जिसके अंतर्गत कोई ठेकेदार भी है, प्रधान नियोजक की जानकारी से या उसके बिना, नियमित, अस्थायी, तदर्थ या दैनिक मजदूरी के आधार पर, चाहे पारिश्रमिक पर या उसके बिना, नियोजित है या स्वैच्छिक आधार पर या अन्यथा कार्य कर रहा है, चाहे नियोजन के नियंत्रण अभिव्यक्त या विवक्षित हैं या नहीं और इसके अंतर्गत कोई महकर्मकार, कोई संविदा कर्मकार, परिवीक्षाधीन, शिक्षा, प्रशिक्षा या ऐसे किसी अन्य नाम से जात कोई व्यक्ति भी है;

(छ) "नियोजक" में निम्नलिखित अभिप्रेत हैं—

(i) समुचित सरकार या किसी स्थानीय प्राधिकरण के किसी बिभाग, संगठन, उपक्रम, स्थापन, उद्यम, संस्था, कार्यालय, शाखा या यूनिट के प्रधान या ऐसा अन्य अधिकारी जो, यथास्थिति, समुचित सरकार या स्थानीय प्राधिकरण द्वारा इस नियमित आदेश द्वारा विनिर्दिष्ट किया जाए;

(ii) उपखंड (i) के अंतर्गत न आने वाले किसी कार्यस्थल के संबंध में, कार्यस्थल के प्रबंध, पर्यवेक्षण और नियंत्रण के लिए उनरदायी कोई व्यक्ति।

स्पष्टीकरण—इस उपखंड के प्रयोगनां के लिए, "प्रबंध" के अंतर्गत ऐसे संगठन के लिए नीतियों की विनियमिति और प्रशासन के लिए उनरदायी व्यक्ति या बोई या ममिति भी है;

(iii) उपखंड (i) और उपखंड (ii) के अंतर्गत आने वाले कार्यस्थल के संबंध में, अपने कर्मचारियों के संबंध में संविदात्मक बाध्यताओं का निर्वहन करने वाला व्यक्ति;

(iv) किसी निवास स्थान या गृह के संबंध में, ऐसा कोई व्यक्ति या गृहस्थी, जो ऐसे नियोजित कर्मकार की संख्या, समयावधि या प्रकार या नियोजन की प्रकृति या धरेन्द्र कर्मकार द्वारा निष्पादित कार्यकलापों का विचार किए बिना, धरेन्द्र कर्मकार को नियोजित करना है या उसके नियोजन में फायदा प्राप्त करना है;

(ज) "आंतरिक ममिति" से धारा 4 के अधीन गठित आंतरिक परिवाद ममिति अभिप्रेत है;

(छ) "स्थानीय ममिति" से धारा 6 के अधीन गठित स्थानीय परिवाद ममिति अभिप्रेत है;

(अ) "सदस्य" से, यथास्थिति, आंतरिक ममिति या स्थानीय ममिति का कोई सदस्य अभिप्रेत है;

(ट) "विहित" से इस अधिनियम के अधीन बनाए गए नियमों द्वारा विहित अभिप्रेत है;

(उ) "पीठामीन अधिकारी" से धारा 4 की उपधारा (2) के अधीन नामनिर्दिष्ट किया गया आंतरिक परिवाद ममिति का पीठामीन अधिकारी अभिप्रेत है;

(इ) "प्रत्यर्थी" से ऐसा व्यक्ति अभिप्रेत है जिसके विश्वद व्यक्ति महिला ने धारा 9 के अधीन कोई परिवाद किया है;

(ঁ) "लैंगिक उत्पीड़न" के अन्तर्गत निम्नलिखित कोई एक या अधिक अवांश्चनीय कार्य या व्यवहार चाहे प्रत्यक्ष रूप से या विवक्षित रूप से हैं, अर्थात् :—

(i) शारीरिक संपर्क और अग्रगमन; या

(ii) लैंगिक अनुकूलता की मांग या अनुरोध करना; या

(iii) लैंगिक अन्युक्ति टिप्पणियां करना; या

(iv) अश्लील माहित्य दिखाना; या

(v) लैंगिक प्रकृति का कोई अन्य अवांश्चनीय शारीरिक, मौखिक या अमौखिक आचरण करना;

(ণ) "कार्यस्थल" के अंतर्गत निम्नलिखित भी हैं—


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(i) ऐमा कोई विभाग, मंगठन, उपक्रम, स्थापन, उद्यम, मंस्था, कार्यालय, शाखा या यूनिट, जो समुचित सरकार या स्थानीय प्राधिकरण या किसी सरकारी कम्पनी या निगम या सहकारी सोसाइटी द्वारा स्थापित, उसके स्वामित्वाधीन, नियंत्रणाधीन या पूर्णतः या सारतः, उसके द्वारा प्रत्यक्षतः या अप्रत्यक्षतः उपलब्ध कराई गई निधियों द्वारा वितरणीयता की जाती है;

(ii) कोई प्राइवेट सेक्टर मंगठन या किसी प्राइवेट उद्यम, उपक्रम, उद्यम, संस्था, स्थापन, सोसाइटी, न्याम, गैर-सरकारी मंगठन, यूनिट या सेवा प्रदाता, जो वाणिज्यिक, वृत्तिक, व्यावसायिक, शैक्षिक, मनोरंजक, औद्योगिक, स्वास्थ्य सेवाएँ या विनियोग क्रियाकलाप करता है, जिनके अंतर्गत उत्पादन, प्रदाता, विक्रय, वितरण या सेवा भी है;

(iii) अमनान या परिचयां गृहः;

(iv) प्रशिक्षण, खेलकूद या उससे संबंधित अन्य क्रियाकलाएँ के लिए प्रयुक्त, कोई खेलकूद संस्थान, स्टडियम, खेलकूद प्रक्षेत्र या प्रतिस्पर्धा या क्रीड़ा का स्थान, चाहे आवासीय है या नहीं;

(v) नियोजन से उद्भूत या उसके प्रक्रम के दौरान कर्मचारी द्वारा परिवर्तित कोई स्थान जिसके अंतर्गत ऐसी यात्रा करने के लिए नियोजक द्वारा उपलब्ध कराया गया परिवहन भी है;

(vi) कोई निवास स्थान या कोई गृहः;

(n) किसी कार्यस्थल के संबंध में, असंगठित सेक्टर से ऐमा कोई उद्यम अभिप्रेत है, जो व्यक्तियों या स्वनियोजित कर्मकारों के स्वामित्वाधीन है और किसी प्रकार के माल के उत्पादन या विक्रय अथवा सेवा प्रदान करने में लगा हुआ है और जहाँ उद्यम, कर्मकारों को नियोजित करता है, वहाँ ऐसे कर्मकारों की संख्या दस में अन्युन है।

3. लैंगिक उत्पीड़न का निवारण—(1) किसी भी महिला का किसी कार्यस्थल पर लैंगिक उत्पीड़न नहीं किया जाएगा।

(2) अन्य परिस्थितियों में निम्नलिखित परिस्थितियाँ, यदि वे लैंगिक उत्पीड़न के किसी कार्य या आचरण के संबंध में होती हैं या विद्यमान हैं या उससे संबद्ध हैं, लैंगिक उत्पीड़न की कोटि में आ मानेगी :—

(i) उसके नियोजन में अधिमानी व्यवहार का विवरण या मुस्पाट वचन देना; या

(ii) उसके नियोजन में अहितकर व्यवहार की विवरण या मुस्पाट धमकी देना; या

(iii) उसके वर्तमान या भावी नियोजन की प्रास्तिकि के बारे में विवरण या मुस्पाट धमकी देना; या

(iv) उसके कार्य में हमतक्षेप करना या उसके लिए अभित्राममय या संतापकारी या प्रतिकूल कार्य वातावरण सृजित करना; या

(v) उसके स्वास्थ्य या सुरक्षा को प्रभावित करने की भावना वाला अपमानजनक व्यवहार करना।

अध्याय 2

आंतरिक परिवाद समिति का गठन

4. आंतरिक परिवाद समिति का गठन—(1) किसी कार्यस्थल का प्रत्येक नियोजक, लिखित आदेश द्वारा, “आंतरिक परिवाद समिति” नामक एक समिति का गठन करेगा :

परंतु जहाँ कार्यस्थल के कार्यालय या प्रशासनिक यूनिट, भिन्न-भिन्न स्थानों या ग्रांड या उपग्रांड स्तर पर अवस्थित हैं, वहाँ आंतरिक समिति सभी प्रशासनिक यूनिटों या कार्यालयों में गठित की जाएगी।

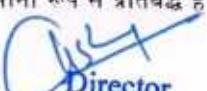
(2) आंतरिक समिति, नियोजक द्वारा नामनिर्देशित किए जाने वाले निम्नलिखित मद्द्यों में मिलकर बनेगी, अर्थात् :—

(क) एक पीठामीन अधिकारी, जो कर्मचारियों में से कार्यस्थल पर ज्येष्ठ स्तर पर नियोजित महिला होगी :

परंतु किसी ज्येष्ठ स्तर की महिला कर्मचारी के उपलब्ध नहीं होने की दशा में, पीठामीन अधिकारी, उपधारा (1) में निर्दिष्ट कार्यस्थल के अन्य कार्यालयों या प्रशासनिक यूनिटों में नामनिर्देशित किया जाएगा :

परंतु यह और कि कार्यस्थल के अन्य कार्यालयों या प्रशासनिक यूनिटों में ज्येष्ठ स्तर की महिला कर्मचारी नहीं होने की दशा में, पीठामीन अधिकारी, उसी नियोजक या अन्य विभाग या मंगठन के किसी अन्य कार्यस्थल में नामनिर्दिष्ट किया जाएगा;

(ख) कर्मचारियों में से दो से अन्यून ऐसे मद्द्य, जो महिलाओं की समस्याओं के प्रति अधिमानी रूप से प्रतिबद्ध हैं या जिनके पास सामाजिक कार्य में अनुभव है या विधिक ज्ञान है;



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(ग) गैर-सरकारी संगठनों या संगमों में मेरेमा एवं सदस्य जो महिलाओं की समस्याओं के प्रति प्रतिवद्ध है या ऐसा कोई व्यक्ति, जो नैतिक उत्पीड़न से संबंधित मुद्दों में सुपरिचित है;

परंतु इस प्रकार नामनिर्देशित कुल सदस्यों में मेरमें कम से कम आधे सदस्य महिलाएँ होंगी।

(3) आंतरिक समिति का पीठासीन अधिकारी और प्रत्येक सदस्य अपने नामनिर्देशित की तारीख से तीन वर्ष से अनधिक की ऐसी अवधि के लिए पद धारण करेगा, जो नियोजक द्वारा विनिर्दिष्ट की जाए।

(4) गैर-सरकारी संगठनों या संगमों में से नियुक्त किए गए सदस्य को आंतरिक समिति की कार्यवाहियां करने के लिए नियोजक द्वारा ऐसी फीमें या भने, जो विहित किए जाएं, मद्दत किए जाएंगे।

(5) जहां आंतरिक समिति का पीठासीन अधिकारी या कोई सदस्य,

(क) धारा 16 के उपबंधों का उल्लंघन करना है; या

(ख) किसी अपराध के लिए मिलदोष लहराया गया है या उसके विरुद्ध तत्समय प्रवृत्त किसी विधि के अधीन किसी अपराध की कोई जांच लंबित है; या

(ग) किन्हीं अनुशासनिक कार्यवाहियों में दोपी पाया गया है या उसके विरुद्ध कोई अनुशासनिक कार्यवाही लंबित है; या

(घ) अपनी हैमियन का इस प्रकार दुरुपयोग करना है, जिसमें उमका पद पर बने रहना लोक हित पर प्रतिकूल व्यावर ढालने वाला हो गया है,

वहां, यथास्थिति, ऐसे पीठासीन अधिकारी या सदस्य को समिति से हटा दिया जाएगा और इस प्रकार सूचित रिक्ति या किसी अन्य आकस्मिक रिक्ति को इस धारा के उपबंधों के अनुसार नए नामनिर्देशित द्वारा भरा जाएगा।

अध्याय 3

स्थानीय परिवाद समिति का गठन

5. जिला अधिकारी की अधिसूचना—समुचित सरकार, इस अधिनियम के अधीन शक्तियों का प्रयोग करने या कृत्यों का निर्वहन करने के लिए किसी जिला मजिस्ट्रेट या अपर जिला मजिस्ट्रेट या कलक्टर या उप कलक्टर को प्रत्येक जिले के लिए जिला अधिकारी के रूप में अधिसूचित कर सकेगी।

6. स्थानीय परिवाद समिति का गठन और उसकी अधिकारिता—(1) प्रत्येक जिला अधिकारी, संबंधित जिले में, ऐसे स्थानों में जहां दस से कम कर्मकार होने के कारण आंतरिक परिवाद समिति गठित नहीं की गई है या यदि परिवाद स्वयं नियोजक के विरुद्ध है, वहां लैंगिक उत्पीड़न के परिवाद ग्रहण करने के लिए “स्थानीय परिवाद समिति” नामक एक समिति का गठन करेगा।

(2) जिला अधिकारी, ग्रामीण या जनजातीय क्षेत्र में प्रत्येक छार्क, नालूका और नहरी क्षेत्र में और शहरी क्षेत्र में वार्ड या नगरपालिका में परिवाद ग्रहण करने के लिए और मान दिन की अवधि के भीतर उमकों संबंधित स्थानीय परिवाद समिति को भेजने के लिए एक नोडल अधिकारी को पदाभिन्न करेगा।

(3) स्थानीय परिवाद समिति की अधिकारिता का विस्तार जिले के उन क्षेत्रों पर होगा, जहां वह गठित की गई है।

7. स्थानीय परिवाद समिति की संरचना, सेवाधृति और अन्य निर्बंधन तथा शर्तें—(1) स्थानीय परिवाद समिति, जिला अधिकारी द्वारा नामनिर्देशित किए जाने वाले निम्नलिखित सदस्यों में भिन्नकर बनेगी, अर्थात् :

(क) अध्यक्ष, जो सामाजिक कार्य के क्षेत्र में प्रश्नात और महिलाओं की समस्याओं के प्रति प्रतिवद्ध ऐसे नामनिर्दिष्ट की जाएगी;

(ख) एक सदस्य, जो जिले में छार्क, नालूका या नहरी क्षेत्र या वार्ड या नगरपालिका में कार्यरत महिलाओं में से नामनिर्दिष्ट की जाएगी;

(ग) दो सदस्य, जिनमें से कम से कम एक महिला होगी, जो महिलाओं की समस्याओं के प्रति प्रतिवद्ध ऐसे गैर-सरकारी संगठनों या संगमों में से या ऐसा व्यक्ति, जो लैंगिक उत्पीड़न से संबंधित ऐसे मुद्दों से सुपरिचित हो जो विहित किए जाएं, नामनिर्दिष्ट किए जाएंगे;

परंतु कम से कम एक नामनिर्देशिती के पास, अधिमानी रूप में विधि की पुष्टभूमि या विधिक ज्ञान होना चाहिए;

परंतु यह और कि कम से कम एक नामनिर्देशिती, अनुसूचित जातियों या अनुसूचित जनजातियों या अन्य पिछड़े वर्गों या केंद्रीय सरकार द्वारा समय-समय पर अधिसूचित अन्यसंघरक समुदाय की महिला होगी;

(घ) जिले में सामाजिक कल्याण या महिला और बाल विकास में संबंधित संबद्ध अधिकारी, सदस्य पदेन होगा।


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(2) स्थानीय समिति का अध्यक्ष और प्रत्येक मदस्य, अपनी नियुक्ति की तारीख से तीन वर्ष से अनधिक की ऐसी अवधि के लिए पद धारण करेगा, जो जिला अधिकारी द्वारा विनिर्दिष्ट की जाए।

(3) जहां स्थानीय परिवाद समिति का अध्यक्ष या कोई मदस्य,—

(क) धारा 16 के उपबंधों का उल्लंघन करता है; या

(ख) किसी अपराध के लिए दोषमिश्व छहराया गया है या उसके विरुद्ध तत्समय प्रवृत्त किसी विधि के अधीन किसी अपराध की कोई जांच नहिं है; या

(ग) किन्हीं अनुशासनिक कार्यवाहियों में दोपी पाया गया है या उसके विरुद्ध कोई अनुशासनिक कार्यवाही नहिं है; या

(घ) अपनी हैमियत का इस प्रकार दुरुपयोग करता है, जिससे उसका अपने पद पर बने रहना लोकहित पर प्रतिकूल प्रभाव डालने वाला हो गया है,

वहां, यथास्थिति, ऐसे अध्यक्ष या सदस्य को समिति से हटा दिया जाएगा और इस प्रकार सूजित रिवित या किसी आकस्मिक रिवित को इस धारा के उपबंधों के अनुसार नए नामनिर्देशन से भरा जाएगा।

(4) स्थानीय समिति का अध्यक्ष और उपधारा (1) के खंड (ख) और खंड (घ) के अधीन नामनिर्दिष्ट मदस्यों में भिन्न मदस्य स्थानीय समिति की कार्यवाहियों करने के लिए ऐसी फीमों या भनों के लिए, जो विहित किए जाएं, हकदार होंगे।

8. अनुदान और संपरीक्षा—(1) केंद्रीय सरकार, संभद् द्वारा इस नियमित विधि द्वारा किए गए सम्यक् विनियोग के पश्चात् राज्य सरकार को धारा 7 की उपधारा (4) में निर्दिष्ट फीमों या भनों के संदाय के लिए उपयोग किए जाने के लिए ऐसी धनराशियों के, जो केंद्रीय सरकार ठीक समझे, अनुदान दे सकेंगी।

(2) राज्य सरकार, एक अभिकरण की स्थापना कर सकेंगी और उस अभिकरण को उपधारा (1) के अधीन किए गए अनुदान अंतरित कर सकेंगी।

(3) अभिकरण, जिला अधिकारी को ऐसी राशियों का, जो धारा 7 की उपधारा (4) में निर्दिष्ट फीमों या भनों के संदाय के लिए अपेक्षित हों, संदाय करेगा।

(4) उपधारा (2) में निर्दिष्ट अभिकरण के लेखाओं को ऐसी रीनि में रखा और संपरीक्षित किया जाएगा, जो राज्य के महालेखाकार के परामर्श से विहित की जाए और अभिकरण के लेखाओं को अभिरक्षा में रखने वाला व्यक्ति, ऐसी तारीख से पूर्व, जो विहित की जाए, राज्य सरकार को लेखाओं की संपरीक्षित प्रति, उस पर संपरीक्षक की रिपोर्ट के साथ प्रस्तुत करेगा।

अध्याय 4

परिवाद

9. लैंगिक उत्पीड़न का परिवाद—(1) कोई व्यक्ति नियमित पर लैंगिक उत्पीड़न का परिवाद, घटना की तारीख से तीन मास की अवधि के भीतर और शूद्धलाभद्वय घटनाओं की दशा में अनिम घटना की तारीख से तीन मास की अवधि के भीतर, लिखित में, आंतरिक समिति को, यदि इस प्रकार गठित की गई है या यदि इस प्रकार गठित नहीं की गई है तो स्थानीय समिति को कर सकेंगी:

परंतु जहां ऐसा परिवाद, लिखित में नहीं किया जा सकता है वहां, यथास्थिति, आंतरिक समिति का पीठासीन अधिकारी या कोई सदस्य, या स्थानीय समिति का अध्यक्ष या कोई सदस्य, महिला को लिखित में परिवाद करने के लिए सभी युक्तियुक्त महायता प्रदान करेगा;

परंतु यह और कि, यथास्थिति, आंतरिक समिति या स्थानीय समिति, लेखद्वय किए जाने वाले कागणों में तीन मास से अनधिक की ममय-मीमा को विस्तारित कर सकेंगी, यदि उसका यह ममाधान हो जाना है कि परिस्थितियां ऐसी थीं, जिसने महिला को उक्त अवधि के भीतर परिवाद फॉइल करने में निवारित किया था।

(2) जहां व्यक्ति महिला, अपनी शारीरिक या मानसिक अमर्मर्ता या मृत्यु के कारण या अन्यथा परिवाद करने में असमर्थ है वहां उसका विधिक वारिस या ऐसा अन्य व्यक्ति जो विहित किया जाए, इस धारा के अधीन परिवाद कर सकेगा।

10. सुलह—(1) यथास्थिति, आंतरिक समिति या स्थानीय समिति, धारा 11 के अधीन जांच आरंभ करने में पूर्व और व्यक्ति महिला के अनुरोध पर, सुलह के माध्यम से उसके और प्रत्यर्थी के बीच मामले को निपटाने के उपाय कर सकेंगी;

परंतु कोई धनीय समझौता, सुलह के आधार के रूप में नहीं किया जाएगा।

(2) जहां उपधारा (1) के अधीन कोई ममझौता हो गया है, वहां, यथास्थिति, आंतरिक समिति या स्थानीय समिति, इस प्रकार किए गए समझौते को अभिलिखित करेंगी और उसको नियोजक या जिला अधिकारी को ऐसी कार्रवाई, जो नियमित में विनिर्दिष्ट की जाए, करने के लिए भेजेंगी।


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(3) यथास्थिति, आंतरिक समिति या स्थानीय समिति, उपधारा (2) के अधीन अभिलिखित किए गए समझौते की प्रतियां व्यथित महिला और प्रत्यर्थी को उपलब्ध कराएगी।

(4) जहाँ उपधारा (1) के अधीन कोई समाधान हो जाना है, वहाँ, यथास्थिति, आंतरिक समिति या स्थानीय समिति द्वारा कोई और जांच नहीं की जाएगी।

11. परिवाद की जांच—(1) धारा 10 के उपवंशों के अधीन रहते हुए, यथास्थिति, आंतरिक समिति या स्थानीय समिति, जहाँ प्रत्यर्थी कोई कर्मचारी है, वहाँ प्रत्यर्थी को लागू सेवा नियमों के उपवंशों के अनुसार और जहाँ ऐसे कोई नियम विद्यमान नहीं हैं, वहाँ ऐसी रीति से, जो विहित की जाए, परिवाद की जांच करने की कार्यवाही करेगी या किसी घरेलू कर्मकार की दशा में, स्थानीय समिति, यदि प्रथमदृक्षण मामला विद्यमान है, तो भारतीय दंड मंहिता (1860 का 45) की धारा 509 और जहाँ लागू हो, वहाँ उक्त मंहिता के किन्हीं अन्य सुमंगल उपवंशों के अधीन मामला रजिस्टर करने के लिए मान दिन की अवधि के भीतर पुलिम को परिवाद भेजेगी;

परंतु जहाँ व्यथित महिला, यथास्थिति, आंतरिक समिति या स्थानीय समिति को यह सूचित करती है कि धारा 10 की उपधारा (2) के अधीन किए गए समझौते के किसी निवंधन या शर्त का प्रत्यर्थी द्वारा अनुपालन नहीं किया गया है, वहाँ आंतरिक समिति या स्थानीय समिति, यथास्थिति, परिवाद की जांच करने के लिए कार्यवाही करेगी या पुलिम को परिवाद भेजेगी।

परंतु यह और कि जहाँ दोनों पक्षकार कर्मचारी हैं, वहाँ पक्षकारों को, जांच के अनुक्रम के दौरान, सुनवाई का अवसर दिया जाएगा और निष्कर्ष की प्रति दोनों पक्षकारों को, समिति के समक्ष निष्कर्षों के विरुद्ध अभ्यावेदन करने में उनको समर्थ बनाने के लिए उपलब्ध कराई जाएगी।

(2) भारतीय दंड मंहिता (1860 का 45) की धारा 509 में किसी वात के होने हुए भी, न्यायालय, जब प्रत्यर्थी को अपराध का सिद्धदोष ठहराया जाता है, तब धारा 15 के उपवंशों को ध्यान में रखने हुए, प्रत्यर्थी द्वारा व्यथित महिला को ऐसी गश्त के मंदाय का, जो वह सूचित समझे, आदेश कर सकेगा।

(3) उपधारा (1) के अधीन जांच करने के प्रयोजन के लिए, यथास्थिति, आंतरिक समिति या स्थानीय समिति को वही शक्तियां होंगी, जो निम्नलिखित मामलों के मंबंध में किसी वाद का विचारण करते समय सिविल प्रक्रिया संहिता, 1908 (1908 का 5) के अधीन किसी सिविल न्यायालय में निहित हैं, अर्थात् :—

(क) किसी व्यक्ति को समन करना और उमको हाजिर कराना तथा उसकी शपथ पर परीक्षा करना;

(ख) किन्हीं दम्नावेजों के प्रकटीकरण और पेश किए जाने की अपेक्षा करना;

(ग) ऐसा कोई अन्य विषय, जो विहित किया जाए।

(4) उपधारा (1) के अधीन जांच, नव्वे दिन की अवधि के भीतर पूरी की जाएगी।

अध्याय 5

परिवाद की जांच

12. जांच लंबित रहने के दौरान कार्रवाई—(1) जांच लंबित रहने के दौरान, व्यथित महिला द्वारा किए गए लिखित अनुरोध पर, यथास्थिति, आंतरिक समिति या स्थानीय समिति, नियोजक को निम्नलिखित मिफारिश कर सकेगी,—

(क) व्यथित महिला या प्रत्यर्थी का किसी अन्य कार्यमूल पर स्थानान्तरण करना; या

(ख) व्यथित महिला को तीन मास तक की अवधि की छुट्टी अनुदान करना; या

(ग) व्यथित महिला को ऐसी अन्य राहत, जो विहित की जाए प्रदान करना।

(2) इस धारा के अधीन व्यथित महिला को अनुदान छुट्टी ऐसी छुट्टी के अनिवार्य होगी, जिसके लिए वह अन्यथा हकदार होगी।

(3) उपधारा (1) के अधीन, यथास्थिति, आंतरिक समिति या स्थानीय समिति की मिफारिश पर, नियोजक, उपधारा (1) के अधीन की गई मिफारिशों को कार्यान्वयित करेगा और ऐसे कार्यान्वयन की रिपोर्ट, यथास्थिति, आंतरिक समिति या स्थानीय समिति को भेजेगा।

13. जांच रिपोर्ट—(1) इस अधिनियम के अधीन जांच के पूरा होने पर, यथास्थिति, आंतरिक समिति या स्थानीय समिति अपने निष्कर्षों की एक रिपोर्ट, यथास्थिति, नियोजक या जिला अधिकारी को जांच के पूरा होने की तारीख से दस दिन की अवधि के भीतर उपलब्ध कराएगी और ऐसी रिपोर्ट मंबधित पक्षकारों को उपलब्ध कराई जाएगी।

(2) जहाँ, यथास्थिति, आंतरिक समिति या स्थानीय समिति इस निष्कर्ष पर पहुंचती है कि प्रत्यर्थी के विरुद्ध अभिकथन सावित नहीं किया गया है वहाँ, वह, नियोजक और जिला अधिकारी को यह मिफारिश करेगी कि मामले में किसी कार्रवाई का किया जाना अपेक्षित नहीं है।


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(3) जहां, यथास्थिति, आंतरिक समिति या स्थानीय समिति इस निष्कर्ष पर पहुंचती है कि प्रत्यर्थी के विरुद्ध अभिकथन साबित हो गया है, वहां, वह, यथास्थिति, नियोजक या जिला अधिकारी में निम्नलिखित के लिए सिफारिश करेगी,—

(i) प्रत्यर्थी को लागू मेवा नियमों के उपवंशों के अनुमार कठाचार के रूप में या जहां, ऐसे मेवा नियम नहीं बनाए गए हैं, वहां ऐसी रीति से, जो विहित की जाए, जैगीक उत्पीड़न के लिए कार्रवाई करने;

(ii) प्रत्यर्थी को लागू मेवा नियमों में किसी बात के होने हुए भी, प्रत्यर्थी के बेतन या मजदूरी से व्यक्ति महिला को या उसके विधिक वारिमों को संदेन की जाने वाली ऐसी गणि की जो वह समुचित समझे, कटौती करने, जो धारा 15 के उपवंशों के अनुसार वह अवधारित करे;

परंतु यदि नियोजक प्रत्यर्थी के कर्तव्य में अनुपस्थित रहते या नियोजन के समाप्त हो जाने के कारण उसके बेतन से ऐसी कटौती करने में असमर्थ है तो वह प्रत्यर्थी को, व्यक्ति महिला को ऐसी गणि का संदाय करने का निर्देश दे सकेगा :

परंतु यह और कि यदि प्रत्यर्थी, खंड (ii) में निर्दिष्ट गणि का संदाय करने में असफल रहता है तो, यथास्थिति, आंतरिक समिति या स्थानीय समिति, संबंधित जिला अधिकारी को भू-राजम्व के बकाया के रूप में गणि की बमूली के लिए आदेश अप्रेयित कर सकेगी ।

(4) नियोजक या जिला अधिकारी, उसके द्वारा सिफारिश की प्राप्ति के साठ दिन के भीतर उस पर कार्रवाई करेगा ।

14. मिथ्या या द्वेषपूर्ण परिवाद और मिथ्या साक्ष के लिए दण्ड—(1) जहां, यथास्थिति, आंतरिक समिति या स्थानीय समिति इस निष्कर्ष पर पहुंचती है कि प्रत्यर्थी के विरुद्ध अभिकथन द्वेषपूर्ण है या व्यक्ति महिला या परिवाद करने वाले किसी अन्य व्यक्ति ने परिवाद को मिथ्या जानते हुए किया है या व्यक्ति महिला या परिवाद करने वाले किसी अन्य व्यक्ति ने कोई कूटरचित या भासक दस्तावेज पेश किया है तो वह, यथास्थिति, नियोजक या जिला अधिकारी जो ऐसी महिला या व्यक्ति के विरुद्ध जिसने, यथास्थिति, धारा 9 की उपशारा (1) या उपशारा (2) के अधीन परिवाद किया है, उसको लागू मेवा नियमों के उपवंशों के अनुसार या जहां ऐसे मेवा नियम विद्यमान नहीं हैं, वहां, ऐसी रीति से, जो विहित की जाए, कार्रवाई करने की सिफारिश कर सकेगी ;

परंतु किसी परिवाद को सिद्ध करने या पर्याप्त सबूत उपलब्ध कराने में केवल असमर्थता, इस धारा के अधीन परिवादी के विरुद्ध कार्रवाई आवश्यक नहीं करेगी :

परंतु यह और कि किसी कार्रवाई की सिफारिश किए जाने से पूर्व, विहित प्रक्रिया के अनुसार कोई जांच करने के पश्चात् परिवादी की ओर से द्वेषपूर्ण आशय मिल्द किया जाएगा ।

(2) जहां, यथास्थिति, आंतरिक समिति या स्थानीय समिति इस निष्कर्ष पर पहुंचती है कि जांच के दौरान किसी साक्षी ने मिथ्या साक्ष दिया है या कोई कूटरचित या भासक दस्तावेज दिया है, वहां वह, यथास्थिति, साक्षी के नियोजक या जिला अधिकारी को, उसके साक्षी को लागू मेवा नियमों के उपवंशों के अनुसार या जहां ऐसे मेवा नियम विद्यमान नहीं हैं, वहां ऐसी रीति से, जो विहित की जाए, कार्रवाई करने की सिफारिश कर सकेगी ।

15. प्रतिकर का अवधारण—धारा 13 की उपशारा (3) के खंड (ii) के अधीन व्यक्ति महिला को संदेन की जाने वाली गणियों का अवधारण करने के प्रयोजन के लिए, यथास्थिति, आंतरिक समिति या स्थानीय समिति निम्नलिखित को ध्यान में रखेगी,—

(क) व्यक्ति महिला को कारित हुए मानसिक आश्रान, पीड़ा, यानना और भावानामक करने;

(ख) नैगीक उत्पीड़न की घटना के कारण वृनि के अवसर की हानि;

(ग) पीड़ित द्वारा शारीरिक या मनशिकित्सीय उपचार के लिए उपगत चिकित्सा व्यय;

(घ) प्रत्यर्थी की आय और वित्तीय हैमियत;

(ङ) एकमुश्त या किसी में ऐसे संदाय की माझ्यता ।

16. परिवाद की अंतर्वस्तुओं और जांच कार्यवाहियों के प्रकाशन या सार्वजनिक करने का प्रतिषेध—सूचना का अधिकार अधिनियम, 2005 (2005 का 22) में किसी बात के होने हुए भी, धारा 9 के अधीन किए गए परिवाद की अंतर्वस्तुओं, व्यक्ति महिला, प्रत्यर्थी और साक्षियों की पहचान और पते, मुलह और जांच कार्यवाहियों में संबंधित किसी जानकारी, यथास्थिति, आंतरिक समिति या स्थानीय समिति की सिफारिशों तथा इस अधिनियम के उपवंशों के अधीन नियोजक या जिला अधिकारी द्वारा की गई कार्रवाई को, किसी भी रीति से, प्रकाशित, प्रेस और मीडिया को संसूचित या सार्वजनिक नहीं किया जाएगा :

परंतु इस अधिनियम के अधीन नैगीक उत्पीड़न की किसी पीड़ित को मुनिशिचल न्याय के संबंध में जानकारी का, व्यक्ति महिला और साक्षियों के नाम, पते या पहचान या उनकी पहचान को प्रकाल्पित करने वाली किन्हीं अन्य विशिष्टियों को प्रकट किए जिना, प्रमार किया जा सकेगा ।

17. परिवाद की अंतर्वस्तुओं और जांच कार्यवाहियों के प्रकाशन या सार्वजनिक करने के लिए शक्ति—जहां कोई व्यक्ति, जिसको इस अधिनियम के उपवंशों के अधीन परिवाद, जांच या किन्हीं सिफारिशों या की जाने वाली कार्रवाई का संचालन करने या

उस पर कार्यवाही करने का कर्तव्य सौंपा गया है, धारा 16 के उपबंधों का उल्लंघन करेगा, वहां वह उक्त व्यक्ति को लागू सेवा नियमों के उपबंधों के अनुमार या जहां ऐसे सेवा नियम विद्यमान नहीं हैं, वहां, ऐसी रीति से, जो विहित की जाए, शास्ति के लिए दायी होगा।

18. अपील—(1) धारा 13 की उपधारा (2) के अधीन या धारा 13 की उपधारा (3) के खंड (i) या खंड (ii) या धारा 14 की उपधारा (1) या उपधारा (2) या धारा 17 के अधीन की गई सिफारिशों या ऐसी सिफारिशों को कार्यान्वित न किए जाने से व्यक्ति कोई व्यक्ति, उक्त व्यक्ति को लागू सेवा नियमों के उपबंधों के अनुमार न्यायालय या अधिकरण को अपील कर सकेगा या जहां ऐसे सेवा नियम विद्यमान नहीं हैं, वहां तत्प्रथा प्रवृत्त किसी अन्य विधि के उपबंधों पर प्रतिकूल प्रभाव डाने विना, व्यक्ति व्यक्ति ऐसी रीति से, जो विहित की जाए, अपील कर सकेगा।

(2) उपधारा (1) के अधीन अपील, सिफारिशों के नव्वे दिन की अवधि के भीतर की जाएगी।

अध्याय 6

नियोजक के कर्तव्य

19. नियोजक के कर्तव्य—प्रत्येक नियोजक,

(क) कार्यस्थल पर मुख्यित कार्य बातावरण उपलब्ध कराएगा, जिसके अंतर्गत कार्यस्थल पर संपर्क में आने वाले व्यक्तियों से मुरक्का भी है;

(ख) लैंगिक उत्पीड़न के शास्त्रिक परिणाम; और धारा 4 की उपधारा (1) के अधीन आंतरिक समिति का गठन करने वाले आदेश को कार्यस्थल में किसी सहजदृश्य स्थान पर प्रदर्शित करेगा;

(ग) अधिनियम के उपबंधों से कर्मचारियों को मुश्याही बनाने के लिए नियमित अंतरालों पर कार्यशालाएं और जानकारी कार्यक्रम और आंतरिक समिति के मदम्यों के लिए अभिविन्याम कार्यक्रम, ऐसी रीति से, जो विहित की जाए, आयोजित करेगा;

(घ) यथास्थिति, आंतरिक समिति या स्थानीय समिति को परिवाद पर कार्यवाही करने और जांच का संचालन करने के लिए आवश्यक सुविधाएं उपलब्ध कराएगा;

(ङ) यथास्थिति, आंतरिक समिति या स्थानीय समिति के समक्ष प्रत्यर्थी और मालियों की हाजिरी मुनिश्चित करने में महायता करेगा;

(च) यथास्थिति, आंतरिक समिति या स्थानीय समिति को ऐसी जानकारी उपलब्ध कराएगा, जो धारा 9 की उपधारा (1) के अधीन किए गए परिवाद को ध्यान में रखने हुए अपेक्षित हो;

(छ) महिला को, यदि वह भागीर्तीय दंड महिला (1860 का 45) या तत्प्रथा प्रवृत्त किसी अन्य विधि के अधीन अपराध के संबंध में कोई परिवाद फाइल करना, चयन करती है, महायता प्रदान करेगा;

(ज) ऐसे कार्यस्थल में, जिसमें लैंगिक उत्पीड़न की घटना हुई थी, अपराधकर्ता के विरुद्ध या यदि व्यक्ति महिला ऐसी बांध्या करती है, जहां अपराधकर्ता कोई कर्मचारी नहीं है, भागीर्तीय दंड महिला (1860 का 45) या तत्प्रथा प्रवृत्त किसी अन्य विधि के अधीन कार्यवाही आरंभ करवाएगा;

(झ) नैंगिक उत्पीड़न को सेवा नियमों के अधीन कदाचार मानेगा और ऐसे कदाचार के लिए कार्यवाही आरंभ करेगा;

(ञ) आंतरिक समिति द्वारा रिपोर्टों को समय पर प्रस्तुत किए जाने को मानिटर करेगा।

अध्याय 7

जिला अधिकारी के कर्तव्य और शक्तियां

20. जिला अधिकारी के कर्तव्य और शक्तियां—जिला अधिकारी,

(क) स्थानीय समिति द्वारा दी गई रिपोर्टों को समय में प्रस्तुत किए जाने को मानिटर करेगा;

(ख) ऐसे उपाय करेगा, जो नैंगिक उत्पीड़न और महिलाओं के अधिकारों के संबंध में जानकारी मृजित करने के लिए गैर-मरकारी मंगठनों को लगाने के लिए आवश्यक हों।

अध्याय 8

प्रकीर्ण

21. समिति द्वारा वार्षिक रिपोर्ट प्रस्तुत किया जाना—(1) यथास्थिति, आंतरिक समिति या स्थानीय समिति, प्रत्येक कलैडर वर्ष में, ऐसे प्रकृत्य में और ऐसे समय पर, जो विहित किया जाए, एक वार्षिक रिपोर्ट नैंगार करेगी और उसको नियोजक नथा, जिला अधिकारी को प्रस्तुत करेगी।


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(2) जिला अधिकारी, उपधारा (1) के अधीन प्राप्त वार्षिक रिपोर्टें पर एक संक्षिप्त रिपोर्ट राज्य सरकार को भेजेगा।

22. नियोजक द्वारा वार्षिक रिपोर्ट में जानकारी का सम्मिलित किया जाना—नियोजक, अपनी रिपोर्ट में फाइल किए गए मामलों, यदि कोई हों, और अपने संगठन की वार्षिक रिपोर्ट में इस अधिनियम के अधीन उनके निपटारे की मंड़वा को सम्मिलित करेगा या जहां ऐसी रिपोर्ट तैयार किए जाने की अपेक्षा नहीं की गई है, वहां ऐसे मामलों की मंड़वा, यदि कोई हो, जिला अधिकारी को सुचित करेगा।

23. समुचित सरकार द्वारा कार्यान्वयन की मानिटरी और आंकड़े रखा जाना—समुचित सरकार इस अधिनियम के कार्यान्वयन की मानिटरी करेगी और कार्यस्थल पर नैंगिक उन्नीड़न के फाइल किए गए और निपटाए गए मर्मी मामलों की मंड़वा में संबंधित आंकड़े रखेगी।

24. समुचित सरकार द्वारा अधिनियम के प्रचार के लिए उपाय किया जाना—समुचित सरकार, वित्तीय और अन्य संसाधनों की उपलब्धता के अधीन रहते हुए:—

(क) कार्यस्थल पर महिलाओं के नैंगिक उन्नीड़न में संरक्षण के लिए उपबंध करने वाले इस अधिनियम के उपबंधों के बारे में जनता की समझ बढ़ाने के लिए सुसंगत सूचना, शिक्षा, समूचना और प्रशिक्षण मामगियां विकसित कर मर्मी और जानकारी कार्यक्रम आयोजित कर मर्मी;

(ख) स्थानीय परिवाद ममिति के मदम्यों के लिए अभिविन्यास और प्रशिक्षण कार्यक्रम निश्चिन कर मर्मी।

25. सूचना मांगने और अभिलेखों का निरीक्षण करने की शक्ति—(1) समुचित सरकार, यह समाधान हो जाने पर कि ऐसा करना लोक हित में या कार्यस्थल पर महिला कर्मचारियों के हित में आवश्यक है, लिखित आदेश द्वारा,—

(क) किसी नियोजक या जिला अधिकारी से नैंगिक उन्नीड़न के मंबंध में ऐसी लिखित सूचना जो उसको अपेक्षित हो प्रस्तुत करने की मांग कर मर्मी;

(ख) किसी ऐसे अधिकारी को नैंगिक उन्नीड़न के मंबंध में अभिलेखों और कार्यस्थल का निरीक्षण करने के लिए प्राधिकृत कर मर्मी, जो उसको ऐसी अवधि के भीतर, जो आदेश में विनिर्दिष्ट की जाए, ऐसे निरीक्षण की रिपोर्ट प्रस्तुत करेगा।

(2) प्रत्येक नियोजक और जिला अधिकारी, मांग किए जाने पर निरीक्षण करने वाले अधिकारी के समक्ष, उसकी अभिरक्षा में ऐसी सभी सूचनाओं, अभिलेखों और अन्य दस्तावेजों को प्रस्तुत करेंगे, जो ऐसे निरीक्षण की विषय-वस्तु से संबंधित हैं।

26. अधिनियम के उपबंधों के अननुपालन के लिए शास्ति—(1) जहां कोई नियोजक,—

(क) धारा 4 की उपधारा (1) के अधीन एक आंतरिक ममिति का गठन करने में असफल रहेगा;

(ख) धारा 13, धारा 14 और धारा 22 के अधीन कार्रवाई करने में असफल रहेगा; और

(ग) इस अधिनियम के अन्य उपबंधों या उसके अधीन बनाए गए किन्हीं नियमों का उल्लंघन करेगा या उल्लंघन करने का प्रयास करेगा या उनके उल्लंघन को दुष्प्रेरित करेगा,

वहां वह, ऐसे जुर्माने से, जो पचास हजार रुपए तक का हो सकेगा, दंडनीय होगा।

(2) यदि कोई नियोजक इस अधिनियम के अधीन दंडनीय किसी अपराध में पूर्ववर्ती मिल्डदोप उहराए जाने के पश्चात् उसी अपराध को करता है और मिल्डदोप उहराया जाता है तो वह,

(i) उसी अपराध के लिए उपबंधित अधिकारी दंड के अधीन रहते हुए, पूर्ववर्ती मिल्डदोप उहराए जाने पर अधिरोपित दंड से दुगुने दंड का दायी होगा;

परंतु यदि तत्त्वमय प्रवृत्त किसी अन्य विधि के अधीन ऐसे अपराध के लिए, जिसके मंबंध में अभियुक्त का अभियोजन किया जा रहा है, कोई उच्चतर दंड विहित है तो न्यायालय दंड देते समय उसका सम्यक् संज्ञान लेगा;

(ii) सरकार या स्थानीय प्राधिकारी द्वारा उसके कार्रवाई या क्रियाकलाप को चलाने के लिए अपेक्षित, यथास्थिति, उसकी अनुज्ञित के रद्द किए जाने या रजिस्ट्रीकरण को ममान किए जाने या नवीकरण या अनुमोदन न किए जाने या रद्द करणे के लिए दायी होगा।

27. न्यायालयों द्वारा अपराध का संज्ञान—(1) कोई भी न्यायालय इस अधिनियम या उसके अधीन बनाए गए किन्हीं नियमों के अधीन दंडनीय किसी अपराध का संज्ञान, व्यक्ति महिला या आंतरिक ममिति अथवा स्थानीय ममिति द्वारा इस निमित्त प्राधिकृत किसी व्यक्ति द्वारा परिवाद किए जाने के सिवाय न करेगा।

(2) महानगर मजिस्ट्रेट या प्रथम वर्ग न्यायिक मजिस्ट्रेट के न्यायालय में अवर कोई न्यायालय इस अधिनियम के अधीन दंडनीय किसी अपराध का विचारण नहीं करेगा।

(3) इस अधिनियम के अधीन प्रथम अपराध असंज्ञय होगा।


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28. अधिनियम का किसी अन्य विधि के अल्पीकरण में न होना—इस अधिनियम के उपबंध, तत्समय प्रवृत्त किसी अन्य विधि के उपबंधों के अनिरिक्त होंगे, त कि उनके अल्पीकरण में।

29. समुचित सरकार की नियम बनाने की शक्ति—(1) केन्द्रीय सरकार इस अधिनियम के उपबंधों को कार्यान्वित करने के लिए नियम, राजपत्र में अधिमूचना द्वारा, बना सकेगी।

(2) विशिष्टतया और पूर्वगामी शक्ति की व्यापकता पर प्रतिकूल प्रभाव डाने विना, ऐसे नियम निम्ननिखित सभी या किन्हीं विषयों के संबंध में उपबंध कर सकेंगे, अर्थात् :—

(क) धारा 4 की उपधारा (4) के अधीन सदस्यों को मंदन की जाने वाली फीसें या भत्ते;

(ख) धारा 7 की उपधारा (1) के खंड (ग) के अधीन सदस्यों का नामनिश्चयन;

(ग) धारा 7 की उपधारा (4) के अधीन अध्यक्ष और सदस्यों को मंदन की जाने वाली फीसें या भत्ते;

(घ) ऐसा व्यक्ति, जो धारा 9 की उपधारा (2) के अधीन परिवाद कर सकेगा;

(ङ) धारा 11 की उपधारा (1) के अधीन जांच की रीति;

(च) धारा 11 की उपधारा (2) के खंड (ग) के अधीन जांच करने की शक्तियाँ;

(छ) धारा 12 की उपधारा (1) के खंड (ग) के अधीन सिफारिश की जाने वाली राहत;

(ज) धारा 13 की उपधारा (3) के खंड (i) के अधीन की जाने वाली कार्रवाई की रीति;

(झ) धारा 14 की उपधारा (1) और उपधारा (2) के अधीन की जाने वाली कार्रवाई की रीति;

(ञ) धारा 17 के अधीन की जाने वाली कार्रवाई करने की रीति;

(ट) धारा 18 की उपधारा (1) के अधीन आपील की रीति;

(ठ) धारा 19 के खंड (ग) के अधीन कर्मचारियों को सुग्राही बनाने के लिए कार्यशालाएं, जानकारी कार्यक्रम और आंतरिक समिति के सदस्यों के लिए अभिविन्यास कार्यक्रम आयोजित करने की रीति; और

(ड) धारा 21 की उपधारा (1) के अधीन आंतरिक समिति और स्थानीय समिति द्वारा वार्षिक रिपोर्ट तैयार करने के लिए प्रकृप और समय।

(3) इस अधिनियम के अधीन केन्द्रीय सरकार द्वारा बनाया गया प्रत्येक नियम, बनाए जाने के पश्चात् यथाशीघ्र, संमद् के प्रत्येक सदन के समक्ष, जब वह सत्र में हो, कुल नीम दिन की अवधि के लिए रखा जाएगा। यह अवधि एक सत्र में अथवा दो या अधिक आनुक्रमिक सत्रों में पूरी हो सकेगी। यदि उम सत्र के या पूर्वोक्त आनुक्रमिक सत्रों के ठीक बाद के सत्र के अवसान के पूर्व दोनों सदन सहमत हो जाएं तो तत्पश्चात् वह ऐसे परिवर्तित रूप में ही प्रभावी होगा। यदि उक्त अवसान के पूर्व दोनों सदन सहमत हो जाएं कि वह नियम नहीं बनाया जाना चाहिए तो तत्पश्चात् वह नियम निष्प्रभाव हो जाएगा। किंतु नियम के इस प्रकार परिवर्तित या निष्प्रभाव होने से उसके अधीन पहले की गई किसी बात की विधिमान्यता पर प्रतिकूल प्रभाव नहीं पड़ेगा।

(4) किसी राज्य सरकार द्वारा धारा 8 की उपधारा (4) के अधीन बनाया गया कोई नियम बनाए जाने के पश्चात् यथाशीघ्र, जहाँ गाज्य विधान-मंडल के दो सदन हैं, वहाँ प्रत्येक सदन के समझ या जहाँ ऐसे विधान-मंडल का एक सदन है, वहाँ उस सदन के समझ रखा जाएगा।

30. कठिनाइयों को दूर करने की शक्ति—(1) यदि इस अधिनियम के उपबंधों को प्रभावी करने में कोई कठिनाई उत्पन्न होती है तो केन्द्रीय सरकार राजपत्र में प्रकाशित आदेश द्वारा ऐसे उपबंध कर सकेगी, जो इस अधिनियम के उपबंधों से असंगत न हों, जो उस कठिनाई को दूर करने के लिए उसे आवश्यक प्रतीत हों :

परन्तु इस धारा के अधीन ऐसा कोई आदेश इस अधिनियम के प्रारंभ से दो वर्ष की अवधि की समाप्ति के पश्चात् नहीं किया जाएगा।

(2) इस धारा के अधीन किया गया प्रत्येक आदेश किस जाने के पश्चात्, यथाशीघ्र, संमद् के प्रत्येक सदन के समझ रखा जाएगा।

Anti-Ragging and Sexual Harassment



Figure 1



Figure 2


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Figure 3



Figure 4


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Figure 5

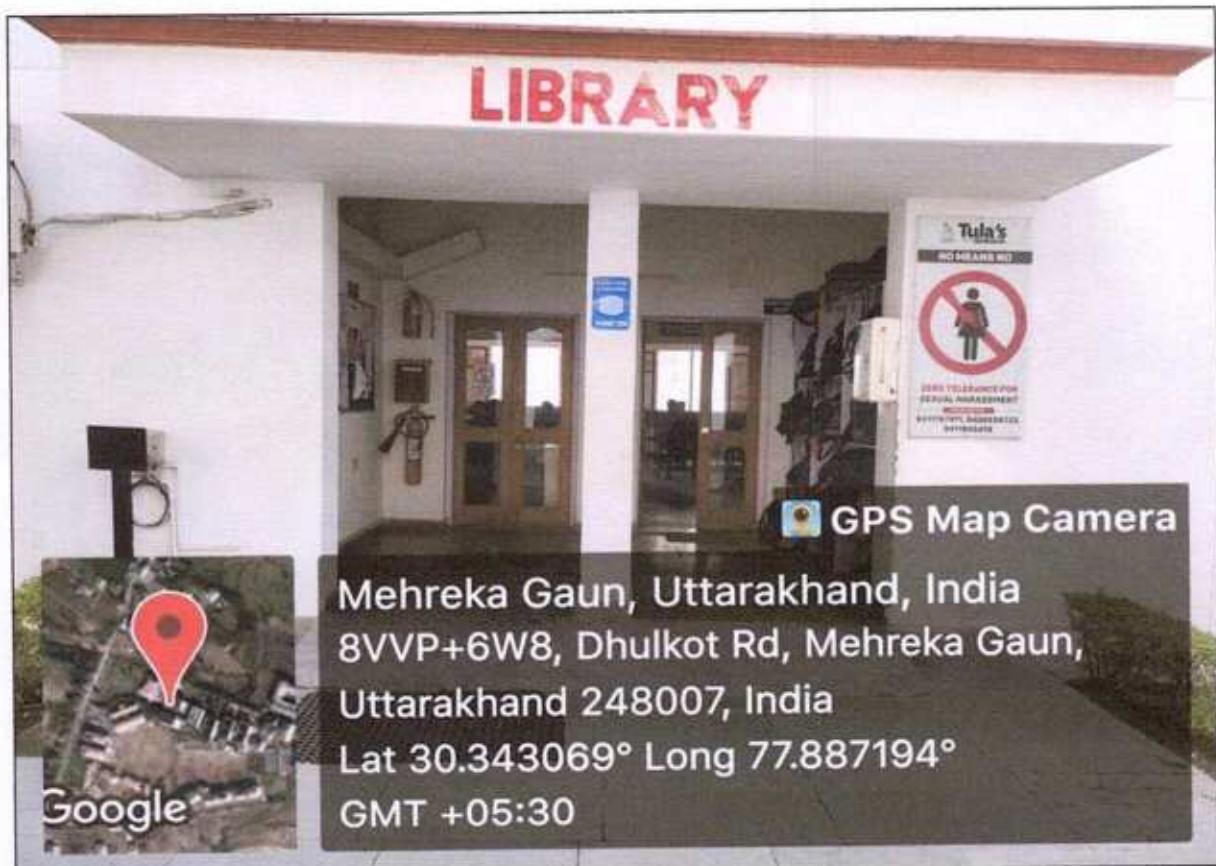


Figure 6


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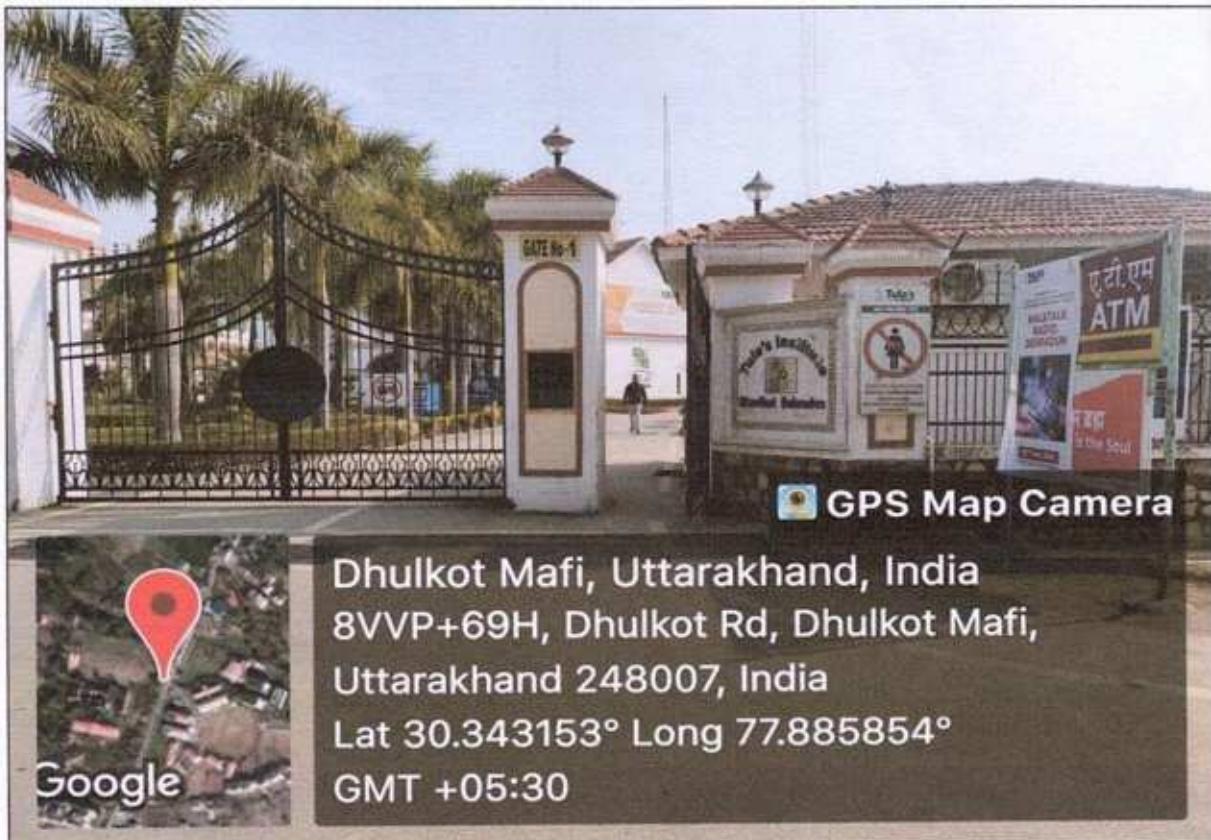


Figure 7



Figure 8

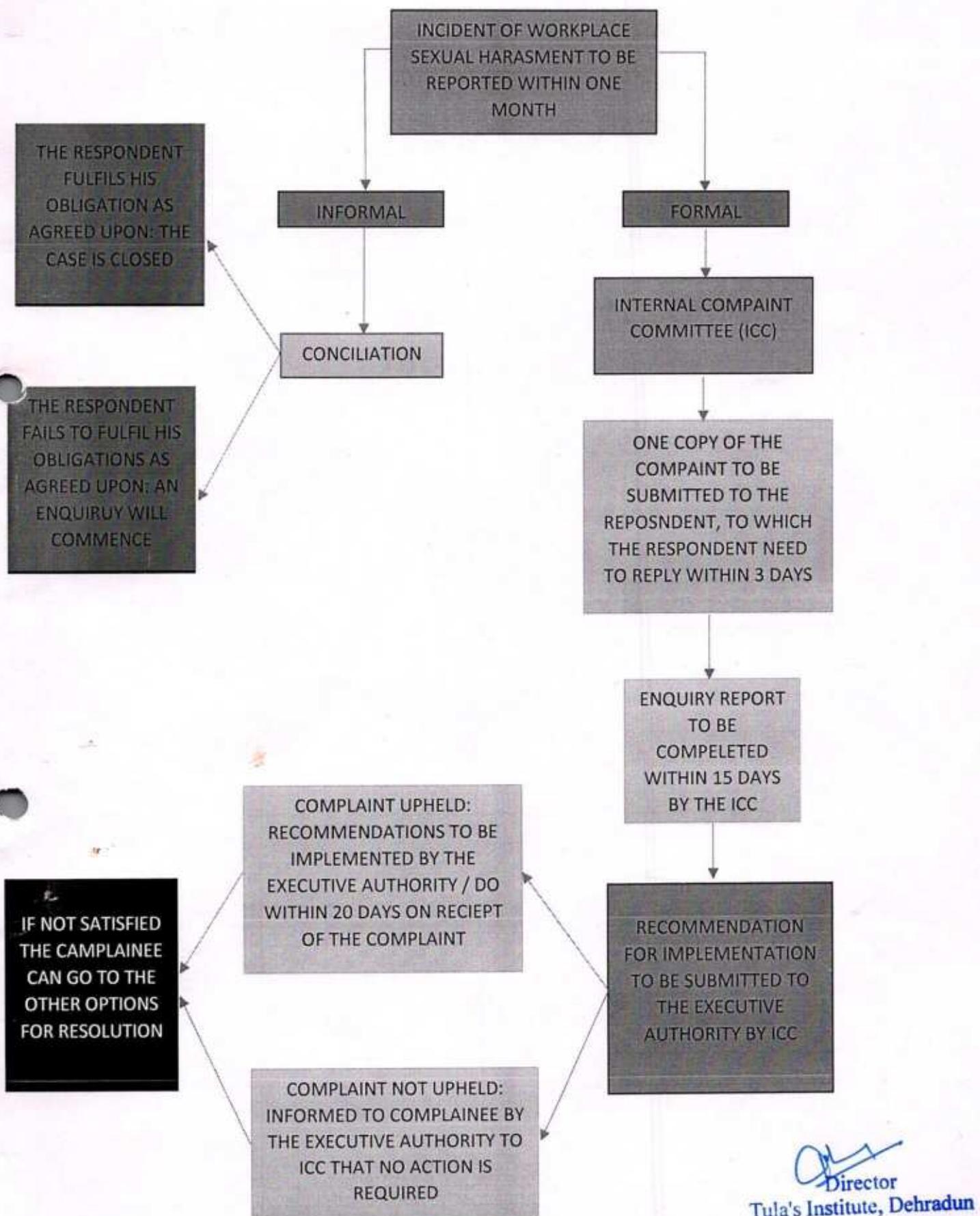

Director
Tula's Institute, Dehradun

Mechanism of Internal Complaint Committee (ICC)



Director
Tula's Institute, Dehradun

TULA'S INTERNAL COMPLAINT COMMITTEE MECHANISM




Director
Tula's Institute, Dehradun

Annexure – XI

Notice of ICC 2021



Director
Tula's Institute, Dehradun

NOTICE

Ref: Tula's/ Director/0622/003

Date: 18/05/2022

This is to inform you that the Internal Complaint Committee (ICC) has been reconstituted as per the statutory body norms and the following are nominated as members of the Internal Complaint Committee (ICC). All the members are requested to attentively monitor, educate and aware the stakeholders regarding all misconduct and grievances on the institute premises.

Name of the Committee Member	Designation in the Committee	Mobile Number	E-mail Id	Designation in the Institution
Dr. Prerana Badoni	Chairperson	9958209397	preranabadoni@tulas.edu.in	Associate Professor
Dr. Sachin Kumar	Member	9927953123	proctor@tulas.edu.in	Assistant Professor
Ms. Priya Sharma	Member	7060279019	Priya.sharma@tulas.edu.in	Assistant Professor
Mr. Naresh Kumar	Member	9458914349	Asst_registrar@tulas.edu.in	Non-Teaching Staff
Ms. Babita Sharma	Member	9870616034	librarian@tulas.edu.in	Non-Teaching Staff
Ms. Geetika Sharma	Member	9411101113	shrinivanshswami@ss@gmail.com	Member from NGO
Ms. Devika (B.Sc Agri I YR)	Student	8825290633	devika.2021016012@tulas.edu.in	Student member
Ms. Anjali Prasad (BT CSE II yr.)	Student	9027159439	Anjali.202004030@tulas.edu.in	Student member
Mr. Kishan (BBA I YR)	Student	9142376162	Kishan.2021013103@tulas.edu.in	Student member

Purpose:

Committee formed in order to ensure transparency by preventing unfair practices, misconduct and issues voted to sexual harassment.

Director
Tula's Institute, Dehradun
(Director)



Director
Tula's Institute, Dehradun

Vision

- To emerge as an academic centre producing world class professionals promoting innovation and research.

Mission:

- Promote intellectual and skilled human capital generating employment and entrepreneurship
- Be educational centre of excellence of multi ethnicity and diversity.
- Establish as technology driven teaching learning institution.
- Provide world class platform for research and innovation.
- Inculcate social, environmental, heritage values.

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