

MAHARASHTRA STATE SKILLS UNIVERSITY



Circular No. 9 of 2023

ORDER

WHEREAS the Government of Maharashtra has enacted the Maharashtra State Skills University Act, 2021 (hereinafter referred to as “the Act”) to establish and incorporate the Maharashtra State Skills University in the State Government, which has come into force w.e.f. 23rd March 2021;

AND WHEREAS, as per Section 57 (1) (j) of the Act, the University is required to establish an Internal Complaint Committee (ICC) for redressal of complaints of women employees in regard to sexual harassment;

AND WHEREAS as per Section 47 (1) (j) of the Act, the mechanism for prevention of sexual harassment of teachers, employees, students of University and Skill Departments, colleges, recognized institutions, campuses, regional centres, skill centres, study centres and redressal of grievances relating to sexual harassment, incidences and penalty for those who indulge in sexual harassment, in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, are to be prescribed by the Ordinance of the University;

AND WHEREAS as per Section 47 (2) of the Act, the First Ordinances shall be made by the State Government and it will take some time till the First Ordinance in this regard is mad by the State Government;

AND WHEREAS it is expedient to prescribe by the Ordinance, the mechanism for prevention of sexual harassment of women at workplace and for redressal of grievances relating to sexual harassment in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013;

THEREFORE, I, Prof. (Dr.) Apoorva Palkar, Vice-Chancellor of the Maharashtra State Skills University, by and under the powers vested in me under Sub-Section (8) of Section 13 of the Maharashtra State Skills University Act, 2021, hereby issue the following directives:

- (1) Mechanism for prevention of sexual harassment of teachers, employees, students of University and Skill Departments, colleges, recognized institutions, campuses, regional centres, skill centres, study centres and redressal of grievances relating to sexual harassment, incidences and penalty for those who indulge in sexual harassment, shall be as prescribe in the Annexure to this Order;
- (2) This Order shall come into force with immediate effect.

Ref.: MSSU / VC order / 2023-24 /

Date: 05 JAN 2024



Prof. (Dr.) Apoorva Palkar
Vice- Chancellor

ANNEXURE

1. Constitution of Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

S.No	Designation	Criteria	Name
1	Presiding Officer	<p>A woman faculty member employed at a senior level (not below a Professor in case of a university) nominated by the Executive Authority;</p> <p>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 2(o);</p> <p>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 organization;</p>	Smt. Nital Lawhale
2	Member	faculty member, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;	Dr. Shruti Joshi
3	Member	faculty member, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;	Dr. Bhunderjeet Kaur
5	Member	non-teaching employee, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;	Sri. Hemant Bhangle
9	Member	one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.	Smt. Ameeta Menon

2. Powers and Functions of Internal Committee and mechanism of grievance redressal and prevention of sexual harassment

1. The University and each college, recognized institution, campus, regional centre, skill centre and study centre under its jurisdiction, shall establish a Sexual Harassment Redressal Cell. The Cell shall have the following functions, namely:-
 - (i) to take all necessary measures for effective implementation of the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and rules made thereunder;
 - (ii) to comply with the directives given by the State Government, University Grants Commission and other regulatory bodies, in this regard, from time to time;
 - (iii) to provide administrative assistance to the Internal Committee constituted under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. Functional mechanism for prevention of sexual harassment of teachers, employees, students of University Skill Departments, colleges, recognized institutions, campuses, regional centres, skill centres, study centres, shall be as prescribed by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.
3. Matters which are not covered under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, shall be governed by the provisions of the University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.



Prof. (Dr.) Apoorva Palkar

Vice- Chancellor