

Subject: Implementation of Sexual Harassment of women at workplace (PPR act 2013) /Prevention of Sexual Harassment (PoSH) Act & Implementation of guidelines for gender Champion in Education Institution.

May please refer to the email dated September 14, 2023 from UGC, New Delhi addressed to Vice Chancellors of Universities including to Hon'ble Vice Chancellor, SKUAST-K, reminder regarding the subject .

The main purpose of PoSH is to create an inclusive work environment for employees, protect their rights, and prevent sexual harassment. By understanding the Act's provisions, employers and employees can work together to promote a workplace culture of respect, equality, and inclusivity.

In this behalf, It is submitted that we have already Women at Workplace Central Committees in place at Head Quarter level as well as Women at Workplace Committees at Faculty level. The University order No. 176(Est) of 2023 dated 29-03-2023 stand issued by the University for re-constitution of Women at Workplace Central Committees for two years term recently. The committees at Faculty level as well as at Central level are functional adhering to the rules and regulation of the Act to ensure that the mechanism for registering complaints is safe, accessible and sensitive and taking cognizance of complaints about sexual harassment.

University Grants Commission vide D.O No.F.91-3/2020(GS) dated 5-06-2023 has communicated that The Ministry of Education has requested to take the following action in order.to sensitize the issue related to maintenance of safe working environment as per " sexual Harassment of women at workplace (prevention, probation and Redressal) Act 2013. In this regard, response against each action, taken by the University so far as well as to be adopted is proposed against each hereunder:

i	To constitute an Internal complaints committee (ICC) and Special Cell in the Institution to deal with the issue of gender based violence and to conduct gender sensitization programmes.	Already in place in all over the University
ii	To display banners/posters at conspicuous places in the buildings to create awareness	Proposed to be adopted through respective Committees

	amongst employees about what is sexual harassment and how to prevent it.	
iii	To display names and contact details of the members of the complaints committee at Notice Boards in the Institutions	Proposed to be adopted at all Faculties /stations and at central level.
iv	To upload the i) Sexual Harassment of Women at Workplace (Prevention prohibition and Redressal ) Act 2013 ii) Constitution of committee and details of members of the complaints committee such as name, phone number address etc on their respective portals.	Proposed to be uploaded on University website
v.	To conduct training programmes to sensitize the employees of the Institutions.	Women at Workplace Central Committees has got already approval of Hon'ble Vice Chancellor, SKUAST-K, for said programmes to be conducted in current month.

Moreover, online compliance of Gender Audit on SAKSHAM portal i.e ( [www.saksham .ac.in](http://www.saksham.ac.in)) for the year of 2022-23 and the UAMP portal ([uamp.ugc.ac.in](http://uamp.ugc.ac.in)) need to be uploaded.

*[Signature]*  
Chairperson

Women at Workplace Central Committee

NO: AUMWAWP/2022-23/229

Dated: 26-09-2023

Dean Students Welfare  
SKUAST-K

*Chairperson (WAWCC)*  
to upload the Act as mentioned  
at (ii) above on Univ website  
& inform Fac. level for  
to do the needful  
26/9

*(Chairperson)*  
*WAWCC*



**Sher-e-Kashmir**  
**University of Agricultural Sciences & Technology of Kashmir**  
**Main Campus Shalimar Srinagar - 190025**

**Subject: Re-constitution of "Women at Workplace Central Committee (WAW-CC)"**

**University Order No: 176 (Est.) of 2023**  
**Dated: 29.03.2023**

In supersession of University Order No. 122 (Est.) of 2021 dated 15.03.2021 read with Memo bearing No. AU/Adm/Misc/P-02/WoW-346/15/2751-2811 dated 20.05.2021, the Women at Workplace, Central Committee (WAW-CC) with the following composition, is hereby re-constituted for the term of two years with immediate effect;

- Dr. Shaheen Gul, Convenor  
Professor-cum-Chief Scientist (CAS),  
Division of Entomology, FoH, Shalimar
- Dr. Javaid Iqbal Ahmad Bhat, Member  
Prof. & Head, Division of Veterinary  
Biochemistry, FVSc. & AH, Shuhama
- Dr. Sameera Qayoom, Member  
Prof. & Head, Agro-Meteorology Unit, Shalimar
- Dr. Shahnaz Mufti, Member  
Associate Professor-cum-Senior Scientist,  
Division of Horticulture, FoA, Wadura,  
(presently deployed at Division of Vegetable  
Science, FoH, Shalimar)
- Mr. Parvez Ahmad Bhat, Member  
Deputy Registrar (Est.),  
Registrar's Office, SKUAST-K, Shalimar
- Ms. Rohul Nissa, Member  
Assistant Comptroller(HQ),  
Comptroller's Office, SKUAST-K, Shalimar
- Dr. Mansoor Akhter, Member  
Medical Officer, FVSc. & AH, Shuhama
- Mrs. Masooda Jan (Adv.), Lawyer  
Office: Chamber 10 J&K High Court Complex,  
Room No. 2, UOI office, Ground Floor,  
High Court Building, Srinagar

Terms of Reference for the Committee shall remain same as stand notified vide University Order No. 379 (Est.) of 2018 dated 18.04.2018.

**By Order**

Sd/-  
(Prof. T.H. Masoodi)  
Registrar

No. Au/Adm/Misc/WoW-346/24808-67  
Dated: 29.03.2023



Sher-e-Kashmir  
University of Agricultural Sciences & Technology of Kashmir  
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**University Order No: 509 (Est.) of 2023**  
**Dated : 19 - 09 - 2023**

In partial modification of University Order No. 176 (Est.) of 2023 dated 29.03.2023, Ms. Tehseen Gul, Assistant-cum-Typist, Division of Entomology, FoH, Shalimar shall replace Dr. Mansoor Akhter, Medical Officer, SKUAST-K, Shalimar as Member of the Committee.

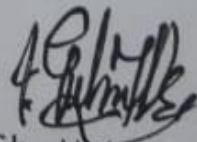
By order

Sd/-  
(Parvez Ahmad Bhat)  
Deputy Registrar (Est.)

No.:Au/Adm/Misc/WoW-346/23/9543-63  
Dated 19 - 09 - 2023

Copy to the:

- All Officers of the University
- ✓ Dr. Shaheen Gul, Prof-cum-Chief Scientist (CAS), Division of Entomology, FoH, Shalimar (Convener of the Committee). This is with reference to communication No. Au/WAW-CC/2023/220 dated 12.09.2023
- All Members of the Committee
- Secretary to Vice Chancellor, SKUAST-K, Shalimar
- Concerned
- University Order File (w.3.s.c.)

  
(Gh. Mohammad Mir)  
Assistant Registrar (NT)