

**GOVERNMENT OF INDIA  
MINISTRY OF EDUCATION  
DEPARTMENT OF HIGHER EDUCATION**

**LOK SABHA**

**UNSTARRED QUESTION NO. 1332  
ANSWERED ON 28.07.2025**

**ICCs in Central Universities**

**1332 Smt. Kanimozhi Karunanidhi:**

Will the Minister of EDUCATION be pleased to state:

- (a) whether the establishment of Internal Complaints Committees (ICCs) in Central Universities is mandated under the guidelines set forth by the University Grants Commission (UGC) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013;
- (b) the details of Central Universities that have constituted ICCs, specifying the composition of their members and detailing whether these committees adhere to the mandated guidelines;
- (c) the measures taken by the Government to ensure strict adherence of the above guidelines and Act;
- (d) whether the Government has conducted any assessments or audits to evaluate the compliance of ICCs with the mandated requirements;
- (e) if so, the details thereof; and
- (f) if not, the reasons therefor?

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF EDUCATION  
(DR. SUKANTA MAJUMDAR)**

**(a):** The establishment of Internal Complaints Committees (ICCs) is mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the University Grants Commission (UGC) Regulations, 2015.

**(b):** All Central Universities under the purview of Ministry of Education have constituted ICCs in compliance with the Act and UGC guidelines. As per the prescribed norms, the ICC must include a senior woman faculty member as the Presiding Officer, two faculty members and two non-teaching employees, three student representatives and one member from amongst Non-Government Organisations (NGOs). At least half of the total members must be women.

**(c) to (f):** To ensure effective implementation, the Ministry of Education and UGC have introduced initiatives such as the SAKSHAM Portal for complaint lodging and gender audits, Advisories for awareness and compliance, a toll-free number for registering grievances and guidelines for ensuring safe and secure environments for women in Higher Educational Institutions in line with NEP 2020.

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