

DU/RO/Notification/2026/023

Dt. 01.06.2026

- Read : 1. UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015
2. Notification dated 11.12.2021 – Constitution of Prevention of Sexual Harassment and Monitoring Committee
3. Notification dated 20.04.2024 – Reconstitution of Prevention of Sexual Harassment and Monitoring Committee
4. Notification dated 01.07.2025 – Reconstitution of Prevention of Sexual Harassment and Monitoring Committee (First Amendment)
5. Approval of Provost dated 30.05.2026

Subject : Reconstitution of Internal Complaint Committee (ICC) and Women's Development Cell (WDC) (Second Amendment)

Notification

It is hereby notified for information of all concerned that, in pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the University has made second amendment in already Reconstitution of Internal Complaint Committee (ICC) and Women's Development Cell (WDC) dated on 20.04.2024 as under:

[A] Internal Complaint Committee (ICC)

Sr.	Constituency	Member	Designation
1.	Women faculty member employed at a senior level	Dr. Rhuta J Mehta <i>Management & Commerce Department, DIM</i>	Chairperson & Presiding Officer
2.	Two faculty members	Prof. Mansukh D Barasara <i>Civil Engineering Department, DIET</i>	Member
3.		Prof. Dixita B Kagathara <i>Computer Science & Engineering Department, DIET</i>	Member
4.	Two non-teaching employee	Dr. Alka V Gohel <i>Librarian</i>	Member
5.		Mr. Darshan J Sheth <i>Section Officer</i>	Member
6.	Person from NGO <i>(nominated by GB)</i>	Mr. Vinay Jasani <i>Shrimad Rajchandra Foundation, Rajkot</i>	Member
7.	Three students enrolled at the UG, PG, and research scholar level respectively <i>(if the matter involves students)</i>	Pavagadhi Yashvi (23010101640) <i>B.Tech. CSE - DIET</i>	Special Invitee
8.		Rachchh Riya Nileshbhai (25041801028) <i>MBA - DIM</i>	Special Invitee
9.		Thaker Kinjal (22061206005) <i>Ph.D. - DIR</i>	Special Invitee

- The term of **nominated members** shall be **three years** from the date of publish this notification or until further notification, whichever is earlier.

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- The meetings shall be convened by the chairperson and shall be conducted in accordance with the university's rules and regulations.
- The **Responsibilities of ICC** shall be as under:
 - i. To provide assistance if an employee or a student chooses to file a complaint with the police;
 - ii. To provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
 - iii. To protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
 - iv. To ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and
 - v. To ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

[B] Women's Development Cell (WDC)

- The **presiding/chairperson officer** of ICC shall also **act as Director** of Women's Development Cell of the university.
- The director of WDC shall maintain the list **student/staff volunteers** (i.e. executive members) nominated by the head of departments for each academic year for various activity conducted by the cell.
- The possible **functions of WDC** shall be as below:
 - i. Promoting Gender Sensitization: Conduct workshops, seminars, and awareness programs to sensitize the community about gender issues, stereotypes, and biases.
 - ii. Providing Support Services: Offer counselling and support services for women facing gender-based discrimination, harassment, or violence.
 - iii. Empowerment and Skill Development: Organize workshops, training programs, and skill development initiatives specifically tailored to the needs of women; Facilitate access to educational and vocational opportunities, scholarships, and internships for women.
 - iv. Promoting Health and Well-being: Organize health camps, awareness sessions, and workshops on women's health issues, including reproductive health, mental health, and nutrition; Advocate for access to healthcare services and facilities that address the specific needs of women.
 - v. Addressing Gender Equity in Policies and Practices: Work with management and decision-makers to implement measures that promote gender equity and create a supportive work environment for women; Conduct gender audits to assess the organization's adherence to gender equality principles and identify areas for improvement.
 - vi. Celebrating Women's Achievements and Contributions: Organize events and awards to recognize and celebrate the achievements and contributions of women within the organization or community.
 - vii. Building Networks and Partnerships: Collaborate with alumni networks, industry associations, and community groups/NGOs to create opportunities for networking, mentorship, and support for women.


Registrar
 Darshan University



To,

1. All above member / coordinators
2. Academic Director
3. All Head of Institutes
4. All Head of Departments
5. Administrative Officer
6. Admission Officer
7. Hostel Wardens

Copy to,

1. PA to Provost
2. ERP Manager
3. Website Coordinator
4. Guard File

c.f.w.c. to: President, Provost

