

**JAWAHARLAL NEHRU UNIVERSITY**  
**OFFICE OF THE INTERNAL COMMITTEE**

**Circular**

**Mandatory Reporting of Sexual Harassment Complaints to the Internal Committee**

The University upholds a zero-tolerance policy towards sexual harassment and reiterates that the law mandates prevention, prohibition, and redressal of such grievances. Any such complaint received by the Centre or School Offices shall be immediately forwarded to the IC.

It is strictly prohibited to resolve such complaints informally or internally outside the legally established framework. Any attempt to suppress, conceal, or bypass the prescribed redressal mechanism will be treated as a serious violation and may result in strict action against the responsible individuals. Such actions foster a hostile work environment and compromise the rights of the complainant to a fair and just redressal process.

This is in accordance with the provisions of the ***Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & Read with the 2013 Rules***, it is hereby notified that any woman intending to file a complaint regarding incidents, conduct, or behavior constituting sexual harassment must formally report the matter to the ***Internal Committee (IC) appointed by Jawaharlal Nehru University (JNU)***.

Failure to comply with the statutory procedure diminishes the fundamental objective of the law and undermines the commitment to ensuring a safe and respectful working environment for all members of the JNU community.

All faculty, staff, and students are directed to adhere to this notification in letter and spirit.

**by Presiding Officer**  
**Internal Committee, JNU**