

**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**



THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

**Sexual harassment includes any one or more of the following
unwelcome acts or behavior**

- 1. Physical contact and advances**
- 2. A demand or request for sexual favours or**
- 3. Making sexually coloured remarks or**
- 4. Showing pornography or**
- 5. Any other unwelcome physical, verbal or non-verbal conduct of
sexual nature.**



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The following circumstances among other circumstances, if occurs

1. Implied or explicit promise of preferential treatment in her employment

or

2. Implied or explicit treat of detrimental treatment in her employment

or



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3. Implied or explicit threat about her present or future employment status

or

4. Interference with her work or creating an intimidating or offensive or hostile work environment for her

or

5. Humiliating treatment likely to affect her health or safety.



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Internal Complaints Committee

- Every employer of a workplace constitute “Internal Complaints Committee”.
- If the organization has different places of work, the internal complaints committee shall be constituted at all administrative units or offices.
- Presiding Officer shall be a women employed at a senior level at work place



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- Not less than two members from amongst employees
- One members from Non Government Organization

One half of the total members shall be women.

The Internal Complaints Committee shall in each calendar year submit an annual report to employer.



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The employer shall include in its report the number of cases filed, if any, and their disposal under this Act in the annual report of his organization.

Employer shall display penal consequences of sexual harassment & order of constitution of Internal Complaints Committee.

