



Creating Safer Workplaces

KNOW YOUR RIGHTS

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

This special Act was enacted to ensure safe working spaces for women and to build enabling work environments that respect women's right to equality of status and opportunity.

WHAT IS SEXUAL HARASSMENT AT THE WORKPLACE?

The Supreme Court defines sexual harassment as any unwelcome, sexually determined physical, verbal, or non-verbal conduct. "Sexual Harassment" includes anyone or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:

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

THE FIRST STEP TO PREVENTION IS RECOGNITION

Workplace Sexual Harassment is behaviour that is

UNWELCOME

SEXUAL in nature

A **SUBJECTIVE** experience

IMPACT not intent is what matters

Often occurs in a matrix of **POWER**

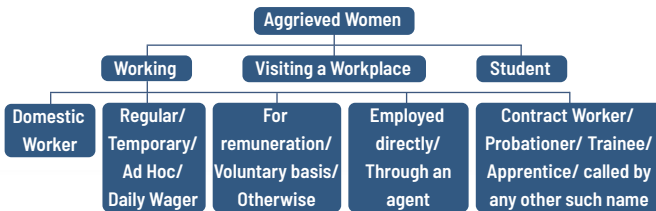
KEY FEATURES OF THE ACT

- ▶ Applies to All Workplaces: Organized and unorganized sectors, covering women of all ages and employment statuses.
- ▶ Internal Complaints Committee (ICC): A committee for timely redressal of complaints with internal and external members, ensuring impartiality.
- ▶ Duties of ICC: Confidential inquiries, fair hearings, and recommending appropriate actions.
- ▶ Penalties for Non-compliance: Employers may face severe fines, license cancellation or other penalties.
- ▶ Safe Redressal Mechanism: A supportive environment for reporting incidents with confidentiality.

RIGHTS:

- ▶ A safe workplace is a woman's legal right.
- ▶ Sexual harassment constitutes a gross violation of women's right to equality and dignity.
- ▶ Every Woman has the right to work in a respectful, and harassment-free environment.
- ▶ All workplaces are mandated by law to provide a safe and secure working environment free from sexual harassment for all women.

WHO ARE AGGRIEVED WOMEN?



ACT NOW! SPEAK UP!

- ▶ Sexual harassment is unacceptable and should not be tolerated.
- ▶ If any woman experiences any unwelcome conduct of a sexual nature that creates an intimidating, hostile, or offensive work environment, she can file a complaint without fear of retaliation.
- ▶ Approach the Internal Complaints Committee (ICC) or Local Complaints Committee (in absence of ICC).
- ▶ Report any incident of sexual harassment immediately.

**WOMEN HELPLINE -181 OR 9485239098 CAN BE CONTACTED FOR FURTHER INFORMATION AND ASSISTANCE.
YOU CAN ALSO VISIT THE NEAREST SAKHI - ONE STOP CENTRES**

Reference: Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, Ministry of Women & Child Development, GoI

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