

PREVENTION PROHIBITION AND REDRESSAL ACT 2013

Of SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

- * This Act was published in the Gazzette of India, Extraordinary, Part II, Section -1 dated 23rd April 2013 as Act No. 14 of 2013.



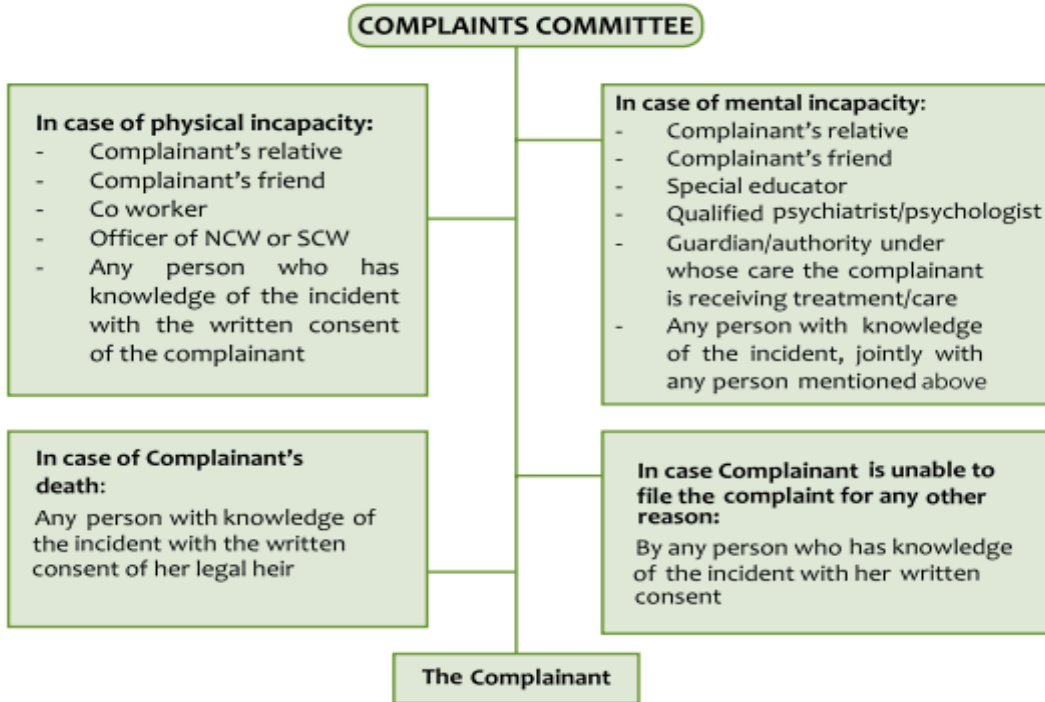
- * Safe work place is woman's legal right and sexual harassment is defined as any unwelcome, sexually determined physical verbal or non verbal conduct.
- * Work place is defined as any place visited by the employee out of or during the course of employment including transportation.

CODE OF CONDUCT FOR WORK PLACE

Sexual harassment is a serious criminal offence which can destroy human dignity and freedom. In an effort to promote the well being of all women employees at the work place the following code of conduct has been prescribed :-

- I. It shall be the duty of the employer to prevent or deter the commission of any act of sexual harassment at the work place.
- II. Sexual harassment will include such unwelcome sexually determined behavior by any person either Individually or in association with other persons or by any person In authority whether directly or by implication such as :-
 - (i) Eve –teasing
 - (ii) Unsavory remarks
 - (iii) Jokes causing or likely to cause awkwardness or embarrassment
 - (iv) Innuendos and taunts
 - (v) Gender based insults or sexist remarks
 - (vi) Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
 - (vii) Touching or brushing against any-part of the body and the like
 - (viii) Displaying pornographic or other offensive or derogatory pictures , cartoons , pamphlets or sayings .
 - (ix) Forcible physical touch or molestation
 - (x) Physical confinement against one's will and any other act likely to violate one's privacy

Who can complaint and where



Complaints Committee Members

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What Should the Complaint Contain

