SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL)
ACT, 2013  09.12.2013

- Article 14 of constitution guarantees gender equality
  All are equal before law
  Equal protection of laws.
- Article 32  public interest litigation.
  No need of locus standi
- First P.I.W on sexual harassment at work place

  "Visakha vs state of Rajasthan"

  Supreme court guidelines:
  - 10 more employees-
  - Local level – internal complaints Committee- Employer
    District Level- Local complaints Committee – Collector.

- Right to life and Personal liberty- Art, 21
Work Place

- Any dept. Controlled / Financed by Govt.
- Any private sectors established for commercial purpose.
- Hospital : Nursing Homes,
- Sports institutions
- Unorganized sectors.
INTERNAL COMPLIANTS COMMITTEE:

(3YEARS)

- Presiding Officer shall be a senior women employee.
- Two Members from Employees having legal Knowledge.
- One member from NGO.
- Out of the above ½ of the members shall be women.
- Fee paid by employer.
- Removed, because of offence committed under any law.
LOCAL COMPLIANTS COMMITTEE (years)

- This Committee having jurisdiction to try matters.
  - When Compliant against employer or
  - Workers are less than 10 in number.

  **Chairman** - women having skill in social Work.
  **One Number** - women working taluka: block: MP)
  **Two members** – NGO (one must be women)
    One must have knowledge in law.
    Preferably from S.C, S.T & B.C’s

**Social welfare Officer-Ex-Officio**
ENQUIRY

- Compliant must be within 3 months, from the date of incident.
- Committee extends time for further 3 months on reasonable grounds.
- Women because of death or inability not in a position to give compliant, then compliant entertain from hairs.
- Committee try to conciliate, but not based on monetary.
- Internal committee forward report for action to district Officer.
- Where there is Incidence forward same to Police for registering case **U/S 509.I.P.C**
PUNISHMENT

- According to service rules – within 60 days of committee report
- Deduct salary from wrong doer and pay the same to aggrieved women.
- Transfer her to other place.
- Grant 3 months leave.