

The Sexual Harassment of Women at Workplace Act (Prevention, Prohibition and Redressal)

In the previous lesson, we explored the incident that led to the passing of the Sexual Harassment of Women at Workplace Act (Prevention, Prohibition and Redressal), hereafter referred to as "The Act".

In this lesson, we will explore the Act at length

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

In alignment with the Vishaka judgement, the Government of India passed the Act to prevent sexual Harassment at workplaces to:

1. Ensure safe working spaces for women
2. Build enabling work environments that respect women's right to equality of status and opportunity

According to the Act, any woman who wishes to report instances of sexual Harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

The Act also mandates that...

- Every employer must form an Internal Committee (IC) headed by a senior female employee.
- To initiate an enquiry, an employee must file a complaint with IC within 3 months of the incident.

Course: Prevention of Sexual Harassment at the Workplace

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- The IC must complete their inquiry within 90 days and submit case details and recommendations to the management.

The Internal Committee – its composition and inquiry process - is a topic that will be discussed at length in a subsequent lesson.

In the immediately succeeding lesson, though, we will understand what constitutes sexual harassment in the workplace.

Before proceeding to the next lesson, please take the accompanying quiz, a link to which is available right below this video.

Happy Quizzing!