

What Constitutes Workplace Sexual Harassment?

The Supreme Court defined sexual harassment as any unwelcome, sexually determined physical, verbal or non-verbal conduct.

An action is considered unwelcome if a woman expresses her discomfort or does not consent to an act such as a physical touch, a lewd joke, or unwelcome glances of a sexual nature, among others.

We will explore specific examples of unwelcome actions in a subsequent lesson:

Who is an "aggrieved woman"?

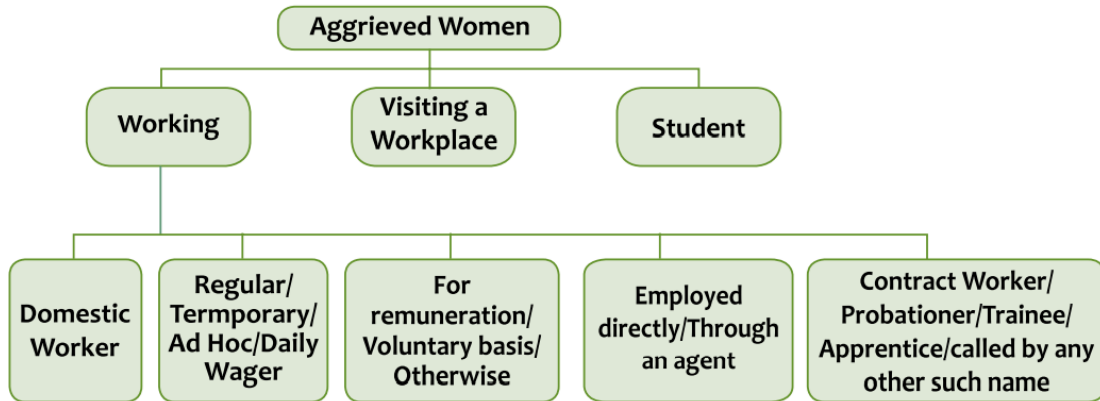
The Act recognises every woman's right to a safe and secure workplace environment, irrespective of her age and employment status.

Therefore, the Act protects every woman working in or visiting a workplace:

1. In the capacity of regular, temporary, ad-hoc, or daily wages basis
2. Directly or through an agent or a contractor
3. As a contract worker, probationer, trainee, apprentice, or called by any other such name
4. In a dwelling place or house
5. With or without the knowledge of the principal employer
6. For remuneration, voluntarily or otherwise, their terms of employment either express or implied

Course: Prevention of Sexual Harassment at the Workplace

Lesson 3, 4, 5: The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013



Sexual Harassment constitutes a gross violation of women's right to equality and dignity and has its roots in a mistaken belief that some forms of misconduct are acceptable, even in the workplace.

We outlined what constitutes sexual harassment in the workplace in this lesson.

In the next lesson, we explore what constitutes a 'workplace'. Before proceeding to the next lesson, though, please take the accompanying quiz.

Happy Quizzing!