

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

What is sexual harassment?

'Sexual Harassment' includes any one or more of following unwelcome acts (whether directly or by implication) such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature

Sexual Harassment Act 2013

Vishakha Guidelines for prevention of sexual harassment were introduced by the Supreme Court of India in 1997. This judgment was followed by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This legislative act in India protects women from sexual harassment at their place of work.

The Act

- Provides the definition of sexual harassment at work place
- Makes mandatory for the employer to create complaint redressal mechanism
- Makes workplace healthy and free of discrimination

Rights of working women

- Work with dignity in a safe environment
- Protection from sexual harassment
- Equal treatment at workplace



Contact for more details
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