

SEXUAL HARASSMENT AT WORKPLACE!



Why Tolerate?

**ZERO TOLERANCE TO SEXUAL
HARASSMENT**



Do you know?

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



Envisages the setting up of Internal Complaints Committee ("**ICC**") at *every office of the organisation or institution (Whether it's a Company or Firm irrespective of current form of the organisation),*



Applicability? Having more than *10 employees,*



To hear and redress complaints and prevention pertaining to Sexual Harassment of Women at Workplace!!!!

How does it Work?

It came into force from 9th December, 2013. This statute superseded the [Vishakha Guidelines](#) for the prevention of sexual harassment introduced by the Supreme Court of India. It's a [legal requirement](#) that any workplace with **more than 10 employees** needs to implement it and have a *policy* against sexual harassment of women at workplace!

The Act will ensure that women are protected against sexual harassment at all the workplaces, be it in public or private. This will contribute to the realisation of their right to gender equality, life and liberty and equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth.

How one can make such Policy/ Committee?

If you have not complied this Law, we can assist you in [making Statutory Policy](#) required under this Law and provide you with necessary [guidance](#) or support in forming Internal Complaints Committee. If you are already in

compliance with above then make sure, awareness programs about this Law are conducted in your Organization at regular intervals.

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Please feel free to reach out to us to know more

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Thanks and Regards
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