

## POLICY ON PREVENTION, PROHIBITION AND REDRESSAL OF SEXUAL HARASSMENT AT WORKPLACE

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## **1. POLICY STATEMENT**

The Indo-French Chamber of Commerce & Industry (IFCCI), being a Section 8 public company limited by guarantee incorporated under the Companies Act, 2013, is committed to ensuring a workplace environment that is safe and free from sexual harassment of women.

Sexual harassment of women at the workplace is a serious misconduct and is expressly prohibited under the provisions of the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013* ("POSH Act"). Such conduct undermines professional standards and is unacceptable in any form within IFCCI.

IFCCI adopts a zero-tolerance approach towards sexual harassment of women and is committed to preventing, prohibiting, and redressing any act of sexual harassment at its workplace. This Policy has been framed in strict compliance with the POSH Act and the Rules made thereunder.

IFCCI shall:

- Provide a mechanism for prevention and prohibition of sexual harassment of women at the workplace;
- Encourage reporting of complaints by Aggrieved Women in accordance with the POSH Act;
- Ensure prompt, fair, confidential, and impartial inquiry of complaints through a duly constituted Internal Complaints Committee (ICC);
- Provide necessary assistance and support to the Aggrieved Woman during the inquiry process; and
- Take appropriate action against the Respondent in accordance with the findings of the ICC and applicable law.

Any act of sexual harassment of a woman at the workplace shall be treated as misconduct and shall invite disciplinary action in accordance with the POSH Act and the service rules, regulations, or contractual terms applicable within IFCCI.

IFCCI affirms its commitment to full compliance with the POSH Act and to maintaining a work environment free from sexual harassment of women.



## **2. SCOPE AND APPLICABILITY**

This Policy is framed in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder (“POSH Act”).

In terms of the POSH Act, this Policy applies to all women employed at or visiting the workplace of the Indo-French Chamber of Commerce & Industry (“IFCCI”), whether employed directly or through an agent, including permanent, temporary, ad hoc or daily wage employees, trainees, interns (paid or unpaid), volunteers, consultants, retainers, contractual personnel, and any person engaged for any work on regular, temporary, part-time or full-time basis.

The Policy extends to all workplaces of IFCCI, including its offices, branches, units, and any place visited by an employee arising out of or during the course of employment, including transportation provided by IFCCI for undertaking such journey.

Without prejudice to the provisions of the POSH Act, IFCCI, as a matter of policy, extends the protection under this Policy to the woman associated with IFCCI, consultants, contractors, visitors, members, vendors, and woman availing or sharing IFCCI infrastructure and facilities.

Where any Aggrieved Woman is subjected to sexual harassment as a result of an act or omission by a third party or outsider while in the course of employment or official duty, IFCCI shall take all necessary and reasonable steps to provide support and assistance to the Aggrieved Woman and to initiate appropriate preventive and remedial action in accordance with law.

## **3. DEFINITIONS**

3.1. “Act” means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013).

3.2. “Aggrieved Woman” means, in relation to a workplace, a woman of any age, whether employed or not, who alleges to have been subjected to any act of sexual harassment by the Respondent at such workplace, and includes a woman employed at IFCCI, whether directly or through an agent, on a regular, temporary, ad hoc, daily wage, contractual, part-time or full-time basis, including trainees, interns (paid or unpaid), volunteers, consultants, members, visitors, or any woman present at or visiting the workplace in connection with the activities of IFCCI.

3.3. “Chamber” means the Indo-French Chamber of Commerce and Industry

3.4. “Complainant” shall mean any woman alleging an incident of sexual harassment or on whose behalf such complaint has been filed.

3.5. “Competent Authority” means the Board of Directors of the Chamber.

3.6. “Employee” as defined under the act and means a person employed at the workplace for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or, without the knowledge of the principal employer, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are express or implied and includes a co- worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

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3.7. “Employer” means Board of Directors and the Governing Council Members of the Chamber.

3.8. “External Member” means the member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment or a legal expert from outside the Internal Complaint Committee.

3.9. “Internal Complaints Committee or ICC” is the Committee constituted by the Competent Authority to look into the incidents of sexual harassment at the New Delhi and Mumbai Offices.

3.10. “Member” means the member of the Internal Complaints Committee.

3.11. “Respondent” shall mean any person against whom a complaint of sexual harassment has been filed.

3.12. “Rules” means the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules 2013.

3.13. “Victimisation” means any unfavourable treatment meted out to a person with an implicit or explicit intention to obtain sexual favour.

3.14. “Workplace” means, in addition to the place of work, any place visited by the Aggrieved Woman Employee arising out of or in the course of employment and includes transportation provided by the IFCCI employer for undertaking such journey.

#### **4. WHAT IS SEXUAL HARASSMENT?**

**Sexual Harassment** means behavior that is unwelcome, personally offensive and that debilitates morale and, therefore, interferes with work effectiveness. It is a form of assault that can manifest itself in terms of physical or psychological acts.

A. Sexual Harassment includes the following:

1. Physical contact and advances or a demand/request for sexual favours or making sexually coloured remarks/jokes or sexist remarks or showing pornography or any other unwelcome physical, verbal or non-verbal (through gestures, textual, graphic, electronic) conduct of sexual nature. This includes the following:
  - (i) Obnoxious comments or utterances, innuendos and taunts that cause/are likely to cause embarrassment or awkwardness.
  - (ii) Leering, touching or brushing against any part of the body and any such unwelcome contact.
  - (iii) Stalking, making sounds or display of a nature with sexual overtures and communicating sexual remarks/jokes via telephone calls, letters, SMS, emails, and the like.
  - (iv) Forcible physical touch or molestation.
  - (v) A demand/request for sexual favours in return for a promise of work-related favours such as performance appraisals, promotions, transfers, salary increases and employment or any other form of reward or recognition. A demand/request for sexual favours with a threat of detrimental treatment in present /future employment status.
  - (vi) Acts of a sexual behaviour which may arise out of coercion.



- (vii) Physical confinement against one's will and any other act likely to affect one's privacy. This includes any act or conduct by a person in authority and belonging to one sex which denies/would deny equal opportunity in pursuit of career development or otherwise make the environment at the workplace hostile/intimidating to a person, who belongs to the other sex, only on the ground of sex.
  - (viii) Intrusion into the private lives, etc. or that which may lead to hostile working conditions.
  - (ix) Any other acts or behaviours that outrage the modesty of a Aggrieved Person irrespective of their gender
- B. The following circumstances may constitute sexual harassment if it occurs or is present in relation to or connected with an act or behavior of sexual harassment:
- (i) Implied or explicit promise of preferential treatment in employment;
  - (ii) Implied or explicit threat of detrimental treatment in employment;
  - (iii) Implied or explicit threat about present or future employment status;
  - (iv) Interferes with work or creating an intimidating or offensive or hostile work environment;
  - (v) Humiliating treatment likely to affect the health or safety.

## **5. CONSTITUTION OF INTERNAL COMPLAINT COMMITTEE**

The Competent Authority shall, by an order in writing, constitute a Committee to be called as Internal Complaints Committee (hereinafter referred to as "ICC").

(a) The ICC shall consist of the following members to be nominated by the Competent Authority:

- i. a Presiding Officer/ Chairperson who shall be a woman at a senior level at workplace among the employees.

Provided that in case a senior level woman employee is not available, the Presiding Officer/ Chairperson shall be nominated from other offices or administrative units of the workplace.

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer/ Chairperson shall be nominated from any other workplace of the same employer or other department or organization.

- ii. two members from amongst the employees preferably committed to the cause of women or who have legal knowledge or expertise in the subject.

- iii. one or two external member(s) familiar with the issues of sexual harassment from governmental/ semi-governmental or non-governmental organization or a legal expert.

Provided that at least one-half of the total members so nominated shall be women.

The ICC members will be appointed for a fixed tenure (e.g. three years) and will receive orientation training. Changes to the ICC composition should be promptly notified and the committee's details (names, contact information) will be displayed on notice boards and the company website. The ICC will meet at least quarterly (even if no cases are pending) to ensure readiness. The Board will review ICC functioning annually.

|                                                                                                                                                          |                                                                                                                                                        |                                                                                                                                    |                                                                                                                                                            |                                                                                                                                                            |                                                                                                                                                                                   |                                                                                                                          |
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Accordingly, in compliance with the Act, IFCCI has constituted an Internal Committee at its Mumbai and New Delhi office which shall act as nodal committee to address any complaints by Aggrieved Person at any of IFCCI offices at Bangalore, Chennai, Hyderabad and Pune. The details of the members of the internal complaint committee at New Delhi and Mumbai office are annexed as Annexure 1 to this policy.

## **6. SELECTION PROCEDURE**

- (a) First members of the ICC shall be nominated by the employer i.e. the Board of directors or the Governing Council Members of the Chamber.
- (b) Once all internal membership of the ICC has been filled up, they will nominate an External Expert.
- (c) Subsequent filling up of any membership in ICC shall be made by way of nomination by the employer.

## **7. TENURE**

- (a) The Presiding Officer/ Chairperson and every Member of the ICC shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.
- (b) However, if a vacancy arises in ICC owing to the absence of a member due to resignation of a member, or disqualification of a member, the vacancy will be filled by the Board of directors of the chamber by passing appropriate resolution at their meeting.
- (c) An ICC Member shall be suspended from the ICC if a complaint is filed against him for the duration of the inquiry. If a complaint is found to be true, the Respondent to the case shall be disqualified from being a member of ICC.

## **8. REMOVAL OF ICC MEMBERS**

ICC members will be removed if:

A Member acts in contravention to section 16 of the Act, and discloses the parties to, or details of a case, or information that may lead to the identification of any of the parties; or

- a) A Member is found to have caused an offence or injury under any law for the time being in force, and action is pending against them, or
- b) A Member has been found guilty in any disciplinary proceedings; or
- c) A Member has abused their position to render their continuance in office prejudicial to the public interest.

## **9. MANDATE OF ICC**

- (a) ICC shall raise awareness about sexual harassment of women within the workplace as an unacceptable form of conduct. The ICC will encourage a workplace culture that is supportive and accommodating of diversity. The ICC will respond to complaints of sexual harassment and provide recommendations to the HR department for consideration.

|                                                                                                                                                         |                                                                                                                                                        |                                                                                                                                    |                                                                                                                                                           |                                                                                                                                                            |                                                                                                                                                                                   |                                                                                                                          |
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(b) Members of ICC shall be sensitive to the issue of sexual harassment and shall not let personal biases and prejudices (whether based on gender, caste, class, gender identity, religion, sexuality) and stereotypes (e.g., pre-determined notions of how a “victim” or “accused” should dress or behave) affect their functioning as members.

(c) ICC shall have the following two functions:

i Gender sensitization and awareness generation.

ii Responding to complaints of sexual harassment, including receipt of complaints, screening, informal mediation, conducting formal conciliation/inquiry procedures and redressal.

## **10. MEETINGS:**

In order to carry out the above functions, ICC shall follow the rules mentioned below:

i. ICC shall meet twice a year. Additional meetings could be held as necessary to deal with issues or complaints that may arise.

ii. Members shall be intimated of meetings in writing or by electronic communication.

iii. Any member of ICC may request the Presiding Officer/ Chairperson to call an Emergency Meeting.

iv. The quorum for all meetings shall be more than half of the existing members of ICC. Motions shall be carried by a simple majority of those present and voting. The procedure for voting will be a secret ballot conducted by the Presiding Officer/ Chairperson.

x. If the required quorum is not present at any meeting, such a meeting may continue if reasonable circumstances exist and during these situations, it is desirable that at least half of the ICC Members are present. If fewer than half of the Members are present, the meeting may be adjourned. For an adjourned meeting, the required quorum shall be the same as in a regular meeting except in the case of an Emergency Meeting where there shall be no requirement of quorum.

xi. Minutes of all meetings shall be recorded in writing, confirmed, and adopted.

## **11. NODAL OFFICER — APPOINTMENT, ROLE AND FUNCTIONS**

### **11.1. APPOINTMENT OF NODAL OFFICER**

The Company shall designate a Nodal Officer for the purposes of implementation and operational coordination of this Policy, internal compliance and related statutory reporting obligations (“Nodal Officer”). The Nodal Officer shall report administratively to the Board or Senior Management and shall act as the authorised representative of the Company in all matters relating to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH Act”), its Rules and related compliance mechanisms, including the SHe-Box online portal.

### **11.2. OBJECTIVE OF THE NODAL OFFICER**

The Nodal Officer’s primary objective is to ensure administrative coordination, regulatory compliance and liaison with statutory authorities, including but not limited to registration and updating of organisation details (including Internal Complaints Committee information) on the SHe-Box portal or other government platforms, where required.

|                                                                                                                                                         |                                                                                                                                                        |                                                                                                                                    |                                                                                                                                                           |                                                                                                                                                            |                                                                                                                                                                                   |                                                                                                                          |
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### **11.3. DUTIES AND FUNCTIONS OF THE NODAL OFFICER**

#### **a. Registration and Portal Compliance:**

Ensure registration and periodic updating of the Company and the Internal Complaints Committee (ICC) on the SHe-Box portal or any other government-mandated platform, including uploading required details and documents.

#### **b. Statutory Liaison:**

Act as the official point of contact with the District Officer, government authorities, or other statutory bodies in matters relating to compliance under the POSH Act and Rules.

#### **c. Compliance Coordination:**

Maintain and update statutory information relating to the constitution of the ICC, policy implementation, and related compliance requirements.

#### **d. Record Maintenance:**

Maintain records of complaints received through SHe-Box or otherwise, statutory filings, correspondence with authorities, and annual reports, subject to confidentiality obligations under the Act.

#### **e. Monitoring and Forwarding of Complaints:**

Track complaints received through statutory platforms and ensure timely forwarding to the ICC or appropriate authority in accordance with prescribed timelines.

#### **f. Awareness Support:**

Facilitate awareness and training initiatives relating to POSH compliance, as required.

#### **g. Other Functions:**

Perform such additional compliance-related duties as may be assigned by the Board or required under applicable law.

### **12. FILING OF COMPLAINT**

#### **12.1 Mode of Filing Complaint**

An Aggrieved Woman may make a complaint of sexual harassment at the workplace:

- (a) In writing, addressed to the Internal Complaints Committee (“ICC”); or
- (b) Electronically through the Government of India’s SHe-Box (Sexual Harassment Electronic Box) Portal, which shall be treated as a complaint under Section 9 of the POSH Act.

Any complaint received through the SHe-Box portal shall be deemed to be a valid complaint under the Act and shall be processed by the ICC in accordance with the statutory procedure and timelines prescribed under the POSH Act and Rules.

#### **12.2 Time Limit for Filing Complaint**

The complaint shall be made within three (3) months from the date of the incident and, in case of a series of incidents, within three (3) months from the date of the last incident.

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The ICC may, for reasons recorded in writing, extend the time limit by a further period of three (3) months, if satisfied that circumstances prevented the Aggrieved Woman from filing the complaint within the prescribed period.

### **12.3 Assistance in Filing Complaint**

Where the Aggrieved Woman is unable to make a written complaint, the ICC shall provide reasonable assistance to reduce the complaint into writing.

Where the Aggrieved Woman is unable to file the complaint due to physical or mental incapacity, a complaint may be made on her behalf by a person as permitted under Rule 6 of the POSH Rules. In the event of the death of the Aggrieved Woman, her legal heir or such other person as prescribed under the Rules may file the complaint.

### **12.4 Processing of SHe-Box Complaints**

Where a complaint is received through the SHe-Box portal:

- The designated Nodal Officer shall monitor and acknowledge the complaint;
- The complaint shall be forwarded to the ICC for inquiry;
- The ICC shall proceed with the inquiry in accordance with the Act;
- Status updates shall be uploaded on the SHe-Box portal as required.

All complaints received through SHe-Box shall be subject to the same procedure, confidentiality obligations, timelines, and statutory safeguards as complaints received directly by the ICC.

### **12.5 Confidentiality**

The identity of the Aggrieved Woman, Respondent, witnesses, and details of the proceedings shall be kept confidential in accordance with Section 16 of the POSH Act.

## **13. CONCILIATION**

(i) A conciliation procedure is when a grievance of sexual harassment at IFCCI may be articulated between a Complainant and a Respondent(s) in a non-punitive and supervised forum. The aim of conciliation is for a Complainant to address the inappropriate conduct and reach a common understanding with the Respondent about what they would like to stop from happening and why they feel it is inappropriate and for the Respondent to better understand how their actions may be interpreted. Once the form of inappropriate conduct has been identified, an agreement of future workplace conduct will be agreed upon between the parties and recorded by members of the ICC.

(ii) A conciliation process shall only be initiated when the Complainant consents to this procedure.

(iii) A conciliation process shall be initiated within ten working days of a Complainant requesting the Committee for the process.

(iv) No monetary settlement shall be made as a basis of conciliation.

(v) Where a settlement has been arrived at, the ICC shall record the agreement so arrived at.

(vi) The ICC shall provide copies of the settlement to the Competent Authority, the Complainant, and the Respondent.



(vii) Where a settlement is arrived at, no further inquiry shall be conducted by the ICC, except when Respondent is found in breach of the agreed settlement. If the Respondent to a conciliation procedure act in violation of the agreement, an immediate inquiry procedure or disciplinary action may be taken.

(viii) If a separate complaint is brought against the Respondent or if the ICC has grounds to believe the Respondent has breached the agreement, an inquiry may be initiated against Respondent.

## **14. INQUIRY PROCESS**

### **14.1 Initiation of Inquiry**

Upon receipt of a complaint (including via SHe-Box), the ICC shall:

- Forward a copy of the complaint to the Respondent within **7 (seven) working days**;
- Require the Respondent to submit a written reply within **10 (ten) days** along with supporting documents and witness details.

### **14.2 Conduct of Inquiry**

The inquiry shall be conducted in accordance with Section 11 of the Act and applicable service rules. The ICC shall have powers equivalent to those of a civil court for:

- Summoning and enforcing attendance;
- Examining persons on oath;
- Requiring production of documents.

A minimum of **three (3) members including the Presiding Officer** shall be present during the inquiry proceedings.

Neither party shall be represented by a legal practitioner.

Both parties shall be given reasonable opportunity to present their case.

### **14.3 Timeline**

The inquiry shall be completed within **90 (ninety) days** from receipt of the complaint.

The ICC shall submit its report with findings to IFCCI and the parties within **10 (ten) days** of completion of the inquiry.

## **15. INTERIM RELIEF (During Pendency of Inquiry)**

During the pendency of the inquiry, upon written request of the Aggrieved Woman, the ICC may recommend to IFCCI:

- Transfer of the Aggrieved Woman or the Respondent;
- Grant of leave up to **3 (three) months** (in addition to regular leave);
- Restraining the Respondent from reporting on work performance of the Aggrieved Woman;
- Any other appropriate relief under Section 12 of the Act.

IFCCI shall implement such recommendations.

## **16. ACTION AFTER INQUIRY**

### **16.1 If Allegation is Not Proved**

No action shall be taken against the Respondent.



### **16.2 If Allegation is Proved**

IFCCI shall act upon the recommendations of the ICC within **60 (sixty) days** and may impose disciplinary action in accordance with service rules, including:

- Written apology;
- Warning or reprimand;
- Withholding promotion or increments;
- Termination;
- Counselling;
- Deduction from salary
- Any other action that may be necessary

### **16.4 False or Malicious Complaint**

If the complaint is found to be malicious or false in accordance with Section 14 of the Act, appropriate action may be taken.

However, mere inability to substantiate a complaint shall not attract action.

### **16.5 Appeal**

Any person aggrieved by the recommendations of the ICC may prefer an appeal to the appropriate authority within **90 (ninety) days** in accordance with Section 18 of the Act.

## **17. REDRESSAL**

### **Guiding Principles**

(a) The guiding principle of the redressal mechanism of complaints related to sexual harassment cases is to ensure the safety and well-being of IFCCI. There will be provisions for punishment for the Respondent once a violation of the policy has been established. There will be measures during the conciliation or inquiry procedure to encourage a practice of reflection and reform to achieve lasting gender equality and safety within the workforce and beyond.

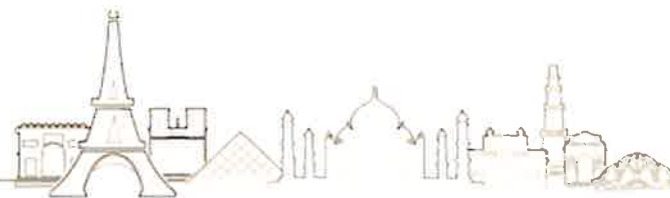
(b) Redressal shall involve supportive measures for the Complainant and protection against victimization. Filing of a grievance or complaint shall under no circumstances adversely affect the Complainant's status, employment, promotion etc.

(c) As a general principle, everyone who is associated with redressal of sexual harassment needs to be sensitive towards both the Respondent and the Complainant. To this end, it is advisable that they undergo periodic orientation and training.

## **18. FALSE COMPLAINTS AND DISPOSITIONS**

If the Internal Complaints Committee ("ICC"), upon completion of inquiry in accordance with the provisions of the POSH Act, arrives at a conclusion that:

- the allegation against the Respondent is malicious; or
- the Aggrieved Woman has made the complaint knowing it to be false; or
- the Aggrieved Woman has produced any forged or misleading document or evidence,



the ICC may recommend to IFCCI to take appropriate action against the Aggrieved Woman in accordance with the service rules applicable to her, or where no such service rules exist, in such manner as may be prescribed under the Act.

Provided that a mere inability to substantiate a complaint or provide adequate proof shall not attract action against the Aggrieved Woman under this clause.

Where the ICC arrives at a conclusion that any witness has knowingly given false evidence or produced forged or misleading documents during the inquiry, it may recommend appropriate action against such witness in accordance with applicable service rules or law.

Any action taken under this clause shall be proportionate and in compliance with the principles of natural justice and the provisions of the POSH Act.

## **19. PROTECTION AGAINST VICTIMISATION OR RETALIATION**

- a) IFCCI is committed to ensuring that no Aggrieved Woman who, in good faith, reports or participates in proceedings relating to a complaint of sexual harassment is subjected to victimisation, retaliation, or any form of adverse treatment.
- b) No employee or associated person shall intimidate, threaten, coerce, discriminate against, or otherwise prejudice the Aggrieved Woman, the Respondent, or any witness on account of their involvement in a complaint, inquiry, or related proceedings under this Policy.
- c) Victimisation includes, but is not limited to, termination, demotion, denial of promotion, adverse performance appraisal, transfer without justification, harassment, exclusion, or any other form of detrimental treatment arising out of or connected with the filing or investigation of a complaint.
- d) IFCCI shall take all reasonable steps to ensure that the Aggrieved Woman and witnesses are protected during and after the inquiry process and that their participation in the proceedings does not adversely affect their employment or professional standing.
- e) Any act of retaliation or victimisation in violation of this clause shall be treated as misconduct and shall attract appropriate disciplinary action in accordance with the applicable service rules and the provisions of law.
- f) Nothing in this clause shall prevent IFCCI from taking action in accordance with Section 14 of the POSH Act where a complaint is found to be malicious or false after due inquiry.

## **20. CONFIDENTIALITY OF PROCEEDINGS**

- (a) The ICC, as well as the chamber, shall take appropriate measures to maintain the confidentiality of the identity of both the parties.
- (b) To ensure confidentiality of proceedings of the complaint, if any member is a witness/ related of either party, he/ she shall recuse from the inquiry.



(c) The identity of the Complainant, Respondent, witnesses and proceedings of ICC and its recommendations and the action taken by Chamber shall not be published, communicated, or made known to the public, press or media in any manner, and it will be outside the purview of the Right to Information Act, 2005.

(d) No legal practitioner will be allowed to represent either the Complainant or the Respondent in proceedings before the ICC.

(e) No decision under this Policy, except the final decision in the form of Report of the Internal Complaint Committee, shall be made public.

## **21. ANNUAL REPORTS**

The ICC shall prepare an Annual Report giving an account of the cases filed, if any and their disposal etc., and forward a copy thereof to the Competent Authority.

## **22. AMENDMENTS**

This Policy shall be subject to review and may be amended, modified, or revised by IFCCI from time to time to ensure compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Rules framed thereunder, and any statutory amendments, notifications, circulars, or judicial pronouncements issued by competent authorities. Any such amendments shall be approved by the competent authority of IFCCI and shall take effect from the date of such approval or as otherwise specified.

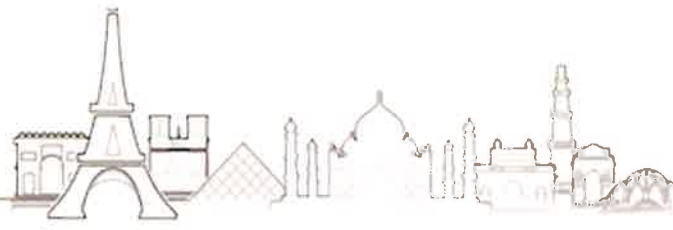


**Payal S. Kanwar**  
**Director General**

**Indo-French Chamber of Commerce and Industry**



|                                                                                                                                                          |                                                                                                                                                        |                                                                                                                                    |                                                                                                                                                           |                                                                                                                                                            |                                                                                                                                                                                   |                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <b>Mumbai Office</b><br>Ador house, plot/CS<br>No. 34, 8-K, 2nd Floor,<br>Dubesh Marg, opp<br>Lion Gate, Fort,<br>Mumbai-400 001<br>contact@ifcci.org.in | <b>Delhi Office</b><br>1st floor, South Block,<br>DLTA Complex,<br>Gate No. 3,<br>1 Africa Avenue,<br>New Delhi - 110 029<br>contactdelhi@ifcci.org.in | <b>Chennai Office</b><br>Old no. 27, New no. 86,<br>3rd Street, Abhiramapuram,<br>Chennai - 600 018<br>contactchennai@ifcci.org.in | <b>Bangalore Office</b><br>Unit 1303-1304, 13th Floor<br>Prestige Meridian II,<br>No.30, MG Road,<br>Bangalore - 560 001<br>contactbangalore@ifcci.org.in | <b>Hyderabad Office</b><br>T-Hub 2.0, 20 Inorbit Mall Rd,<br>Vittal Rao Nagar, Madhapur,<br>Hyderabad, Telangana - 500081<br>contactbangalore@ifcci.org.in | <b>Pune Office</b><br>Awfis, 3rd Floor, Baner Business<br>Bay, Pashan - Sus Road, Behind<br>Audi Showroom, Off Mumbai<br>Bangalore Highway, Pune - 411045<br>contact@ifcci.org.in | <b>Paris Office</b><br>CCI Paris<br>Ile-de-France,<br>11 rue Léon Jouhaux,<br>75 010 PARIS<br>contactfrance@ifcci.org.in |
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## OFFICE ORDER NO. 01/2025-2026

**Subject: Reconstitution of Internal Complaints Committee on Sexual Harassment to redress complaints of harassment of women at work place.**

In exercise of the power conferred in Section 4(l) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee for the Mumbai Branch Office has been reconstituted due to expiry of the tenure of the existing committee members. The full composition of Internal Complaints Committee therefore, is as under-

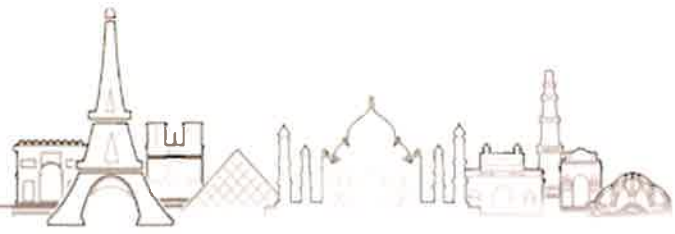
| S.NO. | NAME                | DESIGNATION       | Email- Ids                                                                       | Mobile Number    |
|-------|---------------------|-------------------|----------------------------------------------------------------------------------|------------------|
| 1     | Ms. Payal S. KANWAR | Presiding Officer | <a href="mailto:payal.s.kanwar@ifcci.org.in">payal.s.kanwar@ifcci.org.in</a>     | +91 98998 18101  |
| 2     | Ms. Shweta PAHUJA   | Member            | <a href="mailto:shweta.pahuja@ifcci.org.in">shweta.pahuja@ifcci.org.in</a>       | +91 98201 76252  |
| 3     | Ms. Jyotsna RAO     | Member            | <a href="mailto:jyotsna.rao@ifcci.org.in">jyotsna.rao@ifcci.org.in</a>           | +91 98333 02077  |
| 4     | Mr. Arun Kumar RAI  | Member            | <a href="mailto:arun.kumar.rai@ifcci.org.in">arun.kumar.rai@ifcci.org.in</a>     | +91 93225 04495  |
| 5     | Ms. Archana Yadav   | External Member   | <a href="mailto:archana.yadav@@satramdass.com">archana.yadav@@satramdass.com</a> | +91 836 898 2199 |

*Mansukhani*

Jyotsna Mansukhani

Head- HR & Recruitment





## OFFICE ORDER NO. 01/2025-2026

**Subject: Constitution of Internal Complaints Committee on Sexual Harassment to redress complaints of harassment of women at work place at New Delhi Branch.**

In exercise of the power conferred in Section 4(l) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee for the New Delhi Branch Office has been constituted.

The full composition of Internal Complaints Committee therefore, is as under-

| S.NO. | NAME                | DESIGNATION       | Email- Ids                                                                       | Mobile Number   |
|-------|---------------------|-------------------|----------------------------------------------------------------------------------|-----------------|
| 1     | Ms. Payal S. KANWAR | Presiding Officer | <a href="mailto:payal.s.kanwar@ifcci.org.in">payal.s.kanwar@ifcci.org.in</a>     | +91 98998 18101 |
| 2     | Ms. Rishika ROY     | Member            | <a href="mailto:rishika.roy@ifcci.org.in">rishika.roy@ifcci.org.in</a>           | +91 99115 36697 |
| 3     | Mr. Yohann SAMUEL   | Member            | <a href="mailto:yohann.samuel@ifcci.org.in">yohann.samuel@ifcci.org.in</a>       | +91 95004 55526 |
| 4     | Ms. Prakriti        | Member            | <a href="mailto:prakriti.k@ifcci.org.in">prakriti.k@ifcci.org.in</a>             | +91 95829 73991 |
| 5     | Ms. Shivani CHAWLA  | External Member   | <a href="mailto:shivani.chawla@satramdass.com">shivani.chawla@satramdass.com</a> | +91 98737 78845 |

*J Mansukhani*



Jyotsna Mansukhani

Head- HR & Recruitment

# IMPLEMENTING THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE ACT

The State and employers bear equal responsibility to ensure the dignity of women as workers by securing safe workspaces for women.

## What is Sexual Harassment?

It includes any or several of the following **unwelcome or unwanted** acts:

- Physical contact and advances
- Demand or request for sexual favours
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

This may become a condition for the progress or detriment to a woman's employment; or it may make the workspace intimidating and hostile towards women in general.

## What kind of Workplaces does the Law Cover?

The law covers all workplaces in the organized and the unorganized sector. It includes government and private offices, hospitals, universities, sports facilities, construction sites, and also residential homes to protect domestic workers. The law extends protection to women discharging work-related duties outside the office premises.

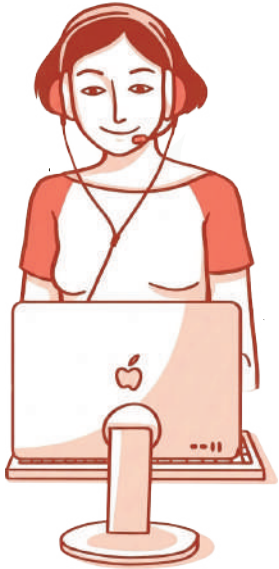
## In the Organized Sector, the Employer Must:

- Ensure a safe working environment for women through awareness drives.
- Establish an Internal Complaints Committee (ICC) to address complaints of sexual harassment.
- Take action against wrongdoers who are found to have committed sexual harassment by the ICC.

## For the Unorganized Sector, or Organisations with less than 10 Workers:

The State Government must notify District Officers who:

- Appoint nodal officers at the taluka/block/tehsil/ward/municipality levels to receive complaints of sexual harassment.
- Appoint a Local Complaints Committee (LCC) to inquire into charges of sexual harassment at the workplace and recommend action for redressal.
- Take steps to spread awareness on the rights of women.



# कार्यस्थल पर महिलाओं के यौन उत्पीड़न अधिनियम को लागू करना

महिलाओं के लिए सुरक्षित वर्कस्पेस बनाकर, वर्कर के तौर पर महिलाओं की इज्जत पक्का करने की ज़िम्मेदारी राज्य और एम्प्लॉयर दोनों की बराबर है।

## यौन उत्पीड़न क्या है?

इसमें नीचे दिए गए अनचाहे या अनचाहे कामों में से कोई एक या कई शामिल हैं:

- शारीरिक संपर्क और प्रगति
- यौन एहसान की मांग या अनुरोध
- अश्लील साहित्य दिखाना
- सेक्सुअल नेचर का कोई भी दूसरा अनचाहा फजिकल, वर्बल या नॉन-वर्बल व्यवहार।

यह किसी महिला की नौकरी में तरक्की या नुकसान की शर्त बन सकती है; या यह काम करने की जगह को आम तौर पर महिलाओं के लिए डरावना और दुश्मनी भरा बना सकती है।

## यह कानून किस तरह के वर्कप्लेस को कवर करता है?

यह कानून ऑर्गनाइज्ड और अनऑर्गनाइज्ड सेक्टर के सभी वर्कप्लेस को कवर करता है। इसमें सरकारी और प्राइवेट ऑफिस, हॉस्पिटल, यूनिवर्सिटी, स्पोर्ट्स फैसिलिटी, कंस्ट्रक्शन साइट और घरेलू काम करने वालों की सुरक्षा के लिए रहने की जगहें भी शामिल हैं। यह कानून ऑफिस की जगह के बाहर काम करने वाली महिलाओं को भी सुरक्षा देता है।

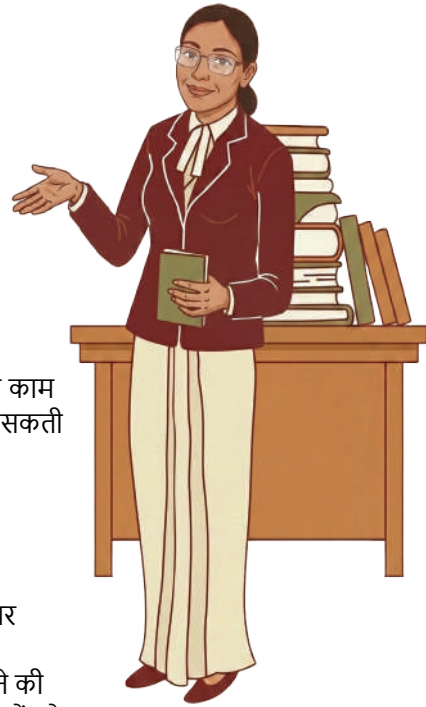
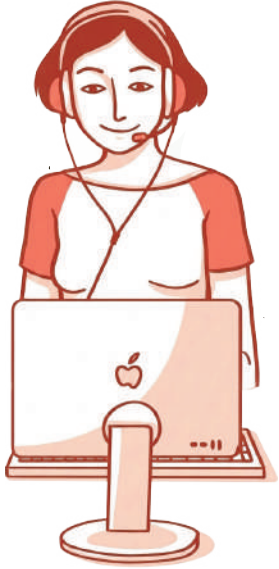
## संगठित क्षेत्र में, नियोक्ता को यह करना होगा:

- अवेयरनेस ड्राइव के ज़रिए महिलाओं के लिए काम करने का सुरक्षित माहौल पक्का करें।
- सेक्सुअल हारैसमेंट की शिकायतों को देखने के लिए एक इंटरनल कंप्लेंट्स कमिटी (ICC) बनाएं।
- ICC द्वारा यौन उत्पीड़न करने वाले अपराधियों के खिलाफ कार्रवाई करें।

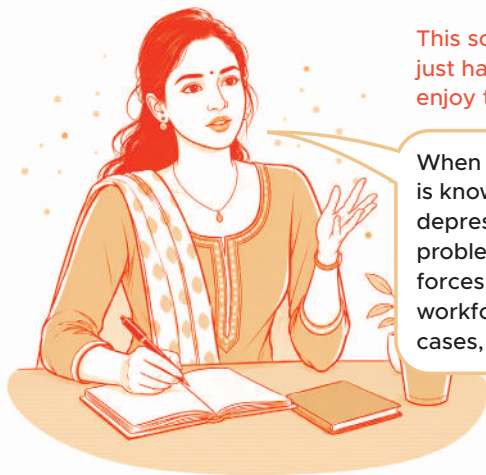
## अनऑर्गनाइज्ड सेक्टर, या 10 से कम वर्कर वाले ऑर्गनाइजेशन के लिए:

राज्य सरकार को उन ज़िला अधिकारियों को बताना होगा जो:

- सेक्सुअल हारैसमेंट की शिकायतें लेने के लिए तालुका/ब्लॉक/तहसील/वार्ड/म्युनिसिपैलिटी लेवल पर नोडल ऑफिसर अपॉइंट करें।
- काम की जगह पर सेक्सुअल हारैसमेंट के आरोपों की जांच करने और उसे ठीक करने के लिए कार्रवाई की सफ़ारिश करने के लिए एक लोकल कंप्लेंट्स कमिटी (LCC) नियुक्त करें।
- महिलाओं के अधिकारों के बारे में जागरूकता फैलाने के लिए कदम उठाएं।



# MYTHS AND REALITIES: SEXUAL HARASSMENT AT THE WORKPLACE



This so-called harassment is just harmless flirting. Women enjoy this kind of attention.

When flirting is unwelcome, it is known to cause anxiety, depression and health problems in women. It often forces them to leave the workforce, and in extreme cases, even commit suicide.

The best way to put an end to sexual harassment is to ignore it.

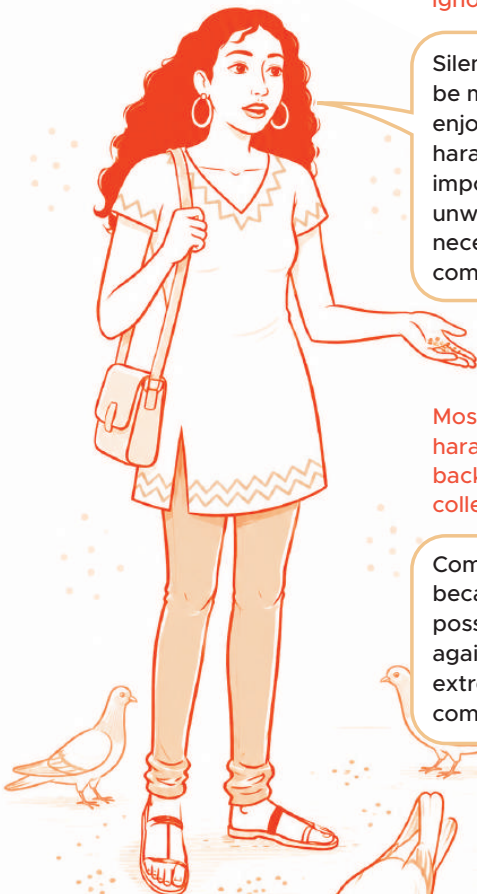
Women provoke sexual harassment by the way they behave and dress. Respectable women do not face sexual harassment.

All kinds of women, whether old or young, dressed in sarees or burqas, construction workers or bankers, report having faced harassment. It is not the conduct of a woman that matters. Rather, harassment occurs because women tend to get sexualised in a male-dominated society.



It is wrong for the law to restrict sexual expression/flirting among adults, only because they happen to work together.

The law does not restrict consensual sexual expression / flirting between adults at the workplace; it restricts only that conduct which the woman finds unwelcome and hostile. "Flirting" that is coercive, or ignores the woman's discomfort and refusal, is wrong.



Silence never helps. It may be misconstrued as enjoyment, encouraging the harassment to continue. It is important to object to the unwelcome conduct, and if necessary, raise an alarm and complain.

Most charges of sexual harassment are a way to get back at bosses and colleagues.

Complaints are in fact under-reported because women fear stigma and possible loss of job for speaking out against sexual harassment. It is only in extremely rare instances that complaints are unsubstantiated.



# मथिक और वास्तवकिताएँ: कार्यस्थल पर यौन उत्पीड़न



यह तथाकथित उत्पीड़न केवल सामान्य छेड़छाड़ है। महिलाओं को इस तरह का ध्यान पसंद आता है।

जब किसी महिला को कथिा गया फ्लर्ट या छेड़छाड़, अवांछित होता है, तो इससे महिलाओं में चिंता, अवसाद और अन्य स्वास्थ्य समस्याएँ उत्पन्न हो सकती हैं। कई बार यह उन्हें नौकरी छोड़ने के लिए मजबूर कर देता है, और गंभीर परस्थितियों में आत्महत्या तक की नौबत आ सकती है।

यौन उत्पीड़न को समाप्त करने का सबसे अच्छा तरीका है इसे नज़रअंदाज़ करना।



चुप रहना कभी मददगार नहीं होता। इसे गलत तरीके से सहमताया आनंद समझ लिया जा सकता है, जिससे उत्पीड़न जारी रहता है। इसलिए आवश्यक है कि महिला इस अवांछित व्यवहार का वरिध करे और जरूरत पड़ने पर आवाज़ उठाकर शिकायत करे।

अधिकांश यौन उत्पीड़न के आरोप केवल अपने बॉस या सहकर्मियों से बदला लेने के लिए लगाए जाते हैं।

वास्तव में, यौन उत्पीड़न की शिकायतें अक्सर कम दर्ज की जाती हैं क्योंकि महिलाएँ सामाजिक बदनामी और नौकरी खोने के डर से सामने आने से हचिकती हैं। केवल अत्यंत दुर्लभ मामलों में ही शिकायतें असत्य या अप्रमाणित पाई जाती हैं।

महिलाएँ अपने व्यवहार और पहनावे से यौन उत्पीड़न को उकसाती हैं। सम्मानित महिलाओं के साथ ऐसा नहीं होता।

हर प्रकार की महिलाएँ—चाहे वे युवा हों या वृद्ध, साड़ी पहनती हों या बुरका, नरिमाण कार्य में हों या बैंक में कार्यरत हों—यौन उत्पीड़न का सामना कर सकती हैं। यह महिला के व्यवहार या पहनावे पर नरिभर नहीं करता। वास्तव में, पुरुष-प्रधान समाज में महिलाओं को वस्तु की तरह देखने की प्रवृत्ति के कारण यह उत्पीड़न होता है।



केवल इसलिए कि दो वयस्क साथ काम करते हैं, कानून को उनके बीच के फ्लर्ट या यौन अभवियकता को सीमति नहीं करना चाहिए।

कानून सहमतसे होने वाली वयस्कों के बीच की सामान्य यौन अभवियकताया फ्लर्ट पर रोक नहीं लगाता। यह केवल उस व्यवहार को प्रतबिंधित करता है जिसे महिला अवांछित, अपमानजनक या शतरुतापूर्ण मानती है। ऐसा फ्लर्ट जो दबावपूर्ण हो या महिला की असुवधा और स्पष्ट मना करने को अनदेखा करे, गलत है।



# IMPLEMENTING THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE ACT

The State and employers bear equal responsibility to ensure the dignity of women as workers by securing safe workspaces for women.

## What is Sexual Harassment?

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This may become a condition for the progress or detriment to a woman's employment; or it may make the workspace intimidating and hostile towards women in general.

## What kind of Workplaces does the Law Cover?

The law covers all workplaces in the organized and the unorganized sector. It includes government and private offices, hospitals, universities, sports facilities, construction sites, and also residential homes to protect domestic workers. The law extends protection to women discharging work-related duties outside the office premises.

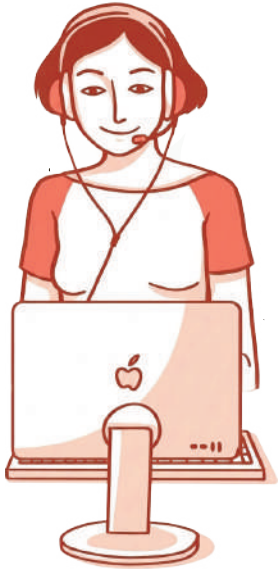
## In the Organized Sector, the Employer Must:

- Ensure a safe working environment for women through awareness drives.
- Establish an Internal Complaints Committee (ICC) to address complaints of sexual harassment.
- Take action against wrongdoers who are found to have committed sexual harassment by the ICC.

## For the Unorganized Sector, or Organisations with less than 10 Workers:

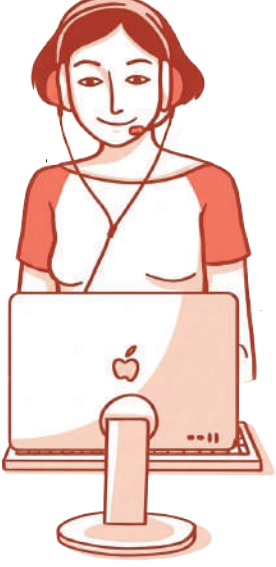
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- Appoint a Local Complaints Committee (LCC) to inquire into charges of sexual harassment at the workplace and recommend action for redressal.
- Take steps to spread awareness on the rights of women.



# कामाच्या ठकिाणी महिलांच्या लैगकि छळ प्रतबिंधक कायद्याची अंमलबजावणी

महलिांसाठी सुरक्षति कार्यस्थळ नरिमाण करून कामगार म्हणून त्यांच्या सन्मानाचे संरक्षण करण्याची  
समान जबाबदारी राज्य आणनियोक्त्यांवर आहे.



## लैगकि छळ म्हणजे काय?

यामध्ये खालीलपैकी कोणतीही एक कविा अनेक अवांछति / नको असलेली कृत्ये समावषिट होतात:

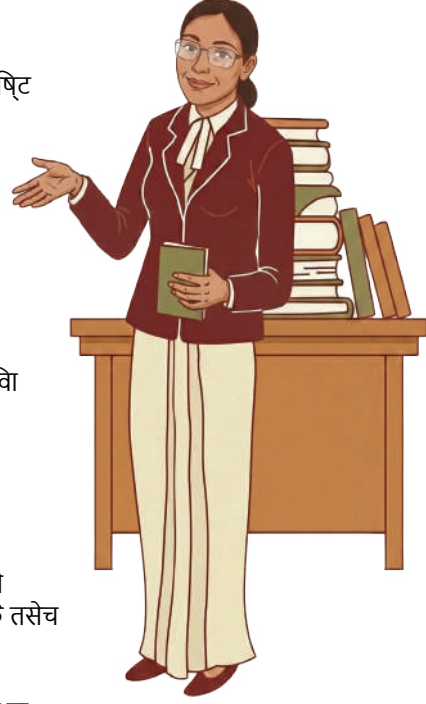
- शारीरिक स्पर्श आणन अश्लील हालचाली
- लैगकि उपकारांची मागणी कविा वनिंती
- अश्लील साहित्य / पोर्नोग्राफी दाखवणे
- लैगकि स्वरूपाचे इतर कोणतेही अवांछति शारीरिक, मौखकि कविा अमौखकि वर्तन

अशा प्रकारच्या वर्तनामुळे महलिांच्या नोकरीतील प्रगतीवर परिणाम होऊ शकतो कविा तचिया रोजगारासाठी अडथळे नरिमाण होऊ शकतात; तसेच कार्यस्थळ महलिांसाठी भीतीदायक आणन शत्रुत्वपूर्ण वातावरण बनू शकते.

## कायद्यांतर्गत कोणकोणती कार्यस्थळे येतात?

हा कायदा संघटति आणन असंघटति क्षेत्रातील सर्व कार्यस्थळांना लागू होतो. यामध्ये सरकारी आणन खासगी कार्यालये, रुग्णालये, वदियापीठे, क्रीडा सुवधि, बांधकाम स्थळे तसेच घरगुती कामगारांच्या संरक्षणासाठी नविासी घरे यांचाही समावेश होतो.

कार्यालयाच्या परसिराच्या बाहेर कामाशी संबंधति करतव्ये पार पाडणाऱ्या महलिांनाही या कायद्यांतर्गत संरक्षण दलिं जाते.



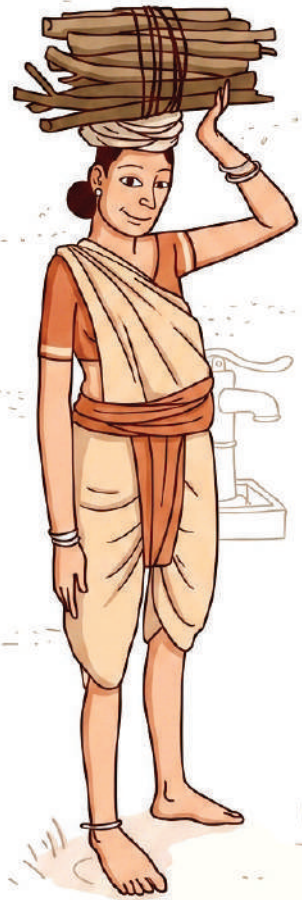
## संघटति क्षेत्रात नयिोक्त्याने खालील गोष्टी करणे आवश्यक आहे:

- जनजागृती मोहमिांद्वारे महलिांसाठी सुरक्षति कार्यपरसिर सुनश्चिति करणे.
- लैगकि छळाच्या तक्रारींचे नविारण करण्यासाठी अंतर्गत तक्रार समतिी (ICC) स्थापन करणे.
- ICC कडून लैगकि छळ केल्याचे दोषी आढळलेल्या व्यक्तींवर योग्य कारवाई करणे.

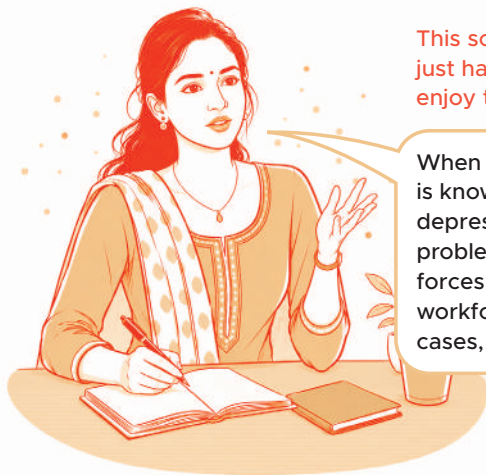
## असंघटति क्षेत्रासाठी कविा १० पेक्षा कमी कामगार असलेल्या संस्थांसाठी:

राज्य सरकारने जलिहा अधिकार्यांची नयिुक्ती करणे आवश्यक आहे, जे:

- तालुका / ब्लॉक / तहसील / वॉर्ड / नगरपालकिा स्तरावर लैगकि छळाच्या तक्रारी स्वीकारण्यासाठी नोडल अधिकार्यांची नयिुक्ती करतात.
- कार्यस्थळी लैगकि छळाच्या आरोपांची चौकशी करून नविारणासाठी कारवाईची शफिरास करण्यासाठी स्थानकि तक्रार समतिी (LCC) स्थापन करतात.
- महलिांच्या अधिकारांबाबत जनजागृती करण्यासाठी पावले उचलतात.



# MYTHS AND REALITIES: SEXUAL HARASSMENT AT THE WORKPLACE



This so-called harassment is just harmless flirting. Women enjoy this kind of attention.

When flirting is unwelcome, it is known to cause anxiety, depression and health problems in women. It often forces them to leave the workforce, and in extreme cases, even commit suicide.

The best way to put an end to sexual harassment is to ignore it.

Women provoke sexual harassment by the way they behave and dress. Respectable women do not face sexual harassment.

All kinds of women, whether old or young, dressed in sarees or burqas, construction workers or bankers, report having faced harassment. It is not the conduct of a woman that matters. Rather, harassment occurs because women tend to get sexualised in a male-dominated society.



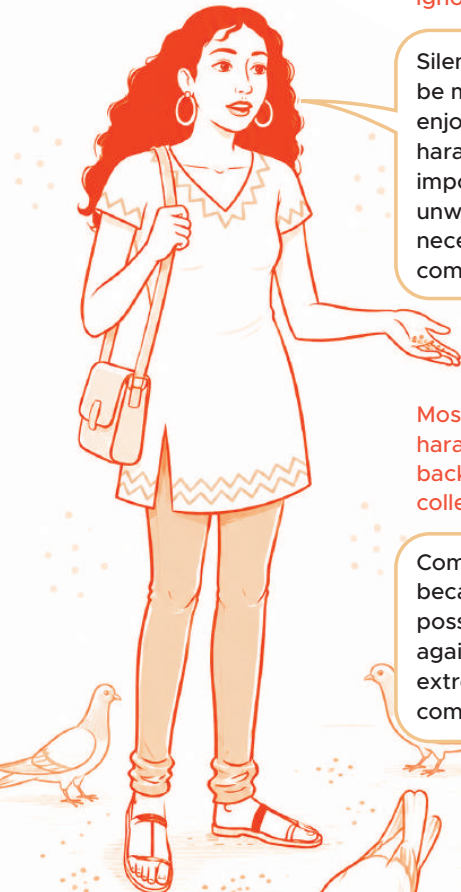
It is wrong for the law to restrict sexual expression/flirting among adults, only because they happen to work together.

The law does not restrict consensual sexual expression / flirting between adults at the workplace; it restricts only that conduct which the woman finds unwelcome and hostile. "Flirting" that is coercive, or ignores the woman's discomfort and refusal, is wrong.

Silence never helps. It may be misconstrued as enjoyment, encouraging the harassment to continue. It is important to object to the unwelcome conduct, and if necessary, raise an alarm and complain.

Most charges of sexual harassment are a way to get back at bosses and colleagues.

Complaints are in fact under-reported because women fear stigma and possible loss of job for speaking out against sexual harassment. It is only in extremely rare instances that complaints are unsubstantiated.



# गैरसमज आण वास्तवः

## कार्यस्थळी लैगकि छळ

हा तथाकथित छळ म्हणजे फक्त नरिपदरवी फ्लर्टगि आहे. महिलांना अशा प्रकारचे लक्ष आवडते.

जेव्हा फ्लर्टगि अवांछित असते, तेव्हा ते महिलांमध्ये चर्चा, नैराश्य आण आरोग्याच्या समस्या निर्माण करू शकते. अनेकदा यामुळे महिलांना नोकरी सोडावी लागते आणि अत्यंत गंभीर परिस्थितीत आत्महत्येसारखे टोकाचे पाऊलही उचलावे लागू शकते.

महिला त्यांच्या वर्तनामुळे आणि कपड्यांमुळे लैगकि छळाला कारणीभूत ठरतात. सन्माननीय महिलांना लैगकि छळाचा सामना करावा लागत नाही.

वृद्ध असोत कि तरुण, साडी किवा बुरखा परिधान केलेल्या, बांधकाम मजूर असोत किवा बँकेत काम करणाऱ्या — सर्व प्रकारच्या महिलांनी छळाचा सामना केल्याचे सांगितले आहे. महिलेचे वर्तन हे कारण नसते. उलट, पुरुषप्रधान समाजात महिलांकडे लैगकि दृष्टीकोनातून पाहिले जात असल्यामुळे अशा प्रकारचा छळ होतो.

लैगकि छळ थांबवण्याचा सर्वोत्तम मार्ग म्हणजे त्याकडे दुर्लक्ष करणे.

मौन कधीच मदत करत नाही. त्याचा चुकीचा अर्थ आनंद घेत असल्याप्रमाणे लावला जाऊ शकतो, ज्यामुळे छळ आणखी वाढू शकतो. अवांछित वर्तनाला वरीध करणे आणि आवश्यक असल्यास आवाज उठवून तक्रार करणे महत्त्वाचे आहे.

फक्त एकत्र काम करतात म्हणून प्रौढांमधील लैगकि अभिव्यक्ती / फ्लर्टगिवर कायद्याने नरिबंध घालणे चुकीचे आहे.

हा कायदा कार्यस्थळी प्रौढांमधील परस्पर संमतीने होणाऱ्या लैगकि अभिव्यक्ती किवा फ्लर्टगिवर नरिबंध घालत नाही; तो फक्त महिला अवांछित आणि त्रासदायक वाटणाऱ्या वर्तनावर मर्यादा घालतो. जबरदस्तीचे किवा महिलांची अस्वस्थता आणि नकार दुर्लक्षित करणारे "फ्लर्टगि" चुकीचे मानले जाते.

लैगकि छळाचे बहुतेक आरोप हे वरिष्ठ अधिकारी किवा सहकाऱ्यांवर सूड उगवण्यासाठी केले जातात.

प्रत्यक्षात, महिलांना सामाजिक कलंकाची भीती आणि लैगकि छळाविरुद्ध आवाज उठवल्यास नोकरी गमावण्याची शक्यता वाढत असल्याने तक्रारी अनेकदा नोंदवल्या जात नाहीत. अत्यंत दुर्मिळ प्रसंगीच तक्रारी आधारहीन आढळतात.



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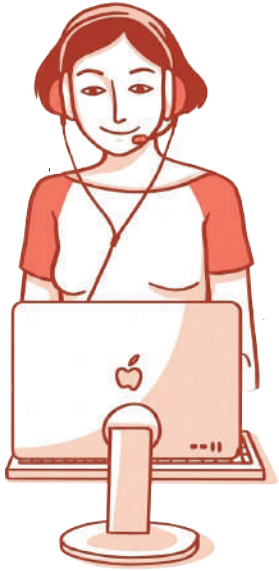
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# ಕೆಲಸದ ಸ್ಥಳದಲ್ಲೇ ಮಹಿಳೆಯರ ಮೇಲಿನ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಗಟ್ಟುವೆಕೆ, ನೆಷ್ನೇಧ ಮತತು ಪರಿಹಾರ ಕಾಯದೆಯ ಅನುಷ್ಠಾನ.

ಮಹಿಳೆಯರು ಗೌರವಯುತವಾಗಿ ಕೆಲಸ ಮಾಡಲು ಸುರಕ್ಷಿತ ಕೆಲಸದ ವಾತಾವರಣವನನು ಒದಗಿಸುವ ಮೂಲಕ, ಮಹಿಳಾ ಕಾರ್ಮಿಕರ ಗೌರವವನನು ಕಾಪಾಡುಮದು ರಾಜಯ ಮತತು ಉಡಯೋಗದಾತರ ಸಮಾನ ಜವಾಬ್ದಾರಿಯಾಗಿದೆ.

## ಲೈಂಗಿಕ ಕಿರುಕುಳ ಎಂದರೇನು?

ಇದು ಕೆಳಗಿನ ಯಾವುದೇ ಒಂದು ಅಥವಾ ಹಲವಾರು ಅನಗತಯ ಹಾಗೂ ಅಸವೇಕಾರಾರಹ ವರತನಗಳನನು ಒಳಗೊಂಡಿರುತದೆ:

- ದೈಹಿಕ ಸಪರಶ ಮತತು ಅನಗತಯ ಹತತೆರೆಕೆ
- ಲೈಂಗಿಕ ಅನುಗರಹಗಳ ಬೇಡಿಕೆ ಅಥವಾ ಒತತಾಯ
- ಅಶಲೀಲ ಚಿತ್ರಗಳು ಅಥವಾ ಅಶಲೀಲ ವೆಷಯಗಳನನು ತೋರಿಸುಮದು
- ಲೈಂಗಿಕ ಸವಭಾವದ ಯಾವುದೇ ಅನಗತಯ ದೈಹಿಕ, ಮತತನ ಅಥವಾ ಮಾತೆಲಲದ ವರತನ.

ಇದು ಮಹಿಳೆಯ ಉಡಯೋಗದಲ್ಲೇ ಪರಗತೆ ಅಥವಾ ಹಾನಿಗೆ ಕಾರಣವಾಗುವ ಶರತವಾಗಬಹುದು; ಅಥವಾ ಸಾಮಾನಯವಾಗಿ ಮಹಿಳೆಯರ ಉದಯೋಗದ ಕೆಲಸದ ಸ್ಥಳವನನು ಭಯ ಹುಟ್ಟಿಸುವ ಮತತು ವೈಮನಸಯಪೂರಣ ವಾತಾವರಣವಾಗಿ ಸಬಹುದು.

## ಕಾನೂನು ಯಾವ ರೀತಿಯ ಕೆಲಸದ ಸ್ಥಳಗಳನನು ಒಳಗೊಂಡಿದೆ?

ಈ ಕಾನೂನು ಸಂಘಟಿತ ಮತತು ಅಸಂಘಟಿತ ಕಷೇತ್ರಗಳಲಲಿನ ಎಲ್ಲಾ ಕೆಲಸದ ಸ್ಥಳಗಳನನು ಒಳಗೊಂಡಿದೆ. ಇದರಲ್ಲೇ ಸರಕಾರಿ ಮತತು ಖಾಸಗಿ ಕಚೇರಿಗಳು, ಆಸಪತರೆಗಳು, ವೆಶವವೆದಯಾಲಯಗಳು, ಕರೀಡಾ ಸೌಲಭಯಗಳು, ನೆರಮಾಣ ಸ್ಥಳಗಳು ಹಾಗೂ ಗೃಹಕಾರ್ಮಿಕರನನು ರಕ್ಷಿಸಲು ವಾಸಸ್ಥಳಗಳನನೂ ಒಳಗೊಂಡಿವೆ. ಕಚೇರಿ ಆವರಣದ ಹೊರಗೆ ಕೆಲಸಕೆ ಸಂಬಂಧಿಸಿದ ಕರತವಯಗಳನನು ನೆರವಹಿಸುವ ಮಹಿಳೆಯರಿಗೂ ಈ ಕಾನೂನು ರಕ್ಷಣೆ ನೇಡುತದೆ.

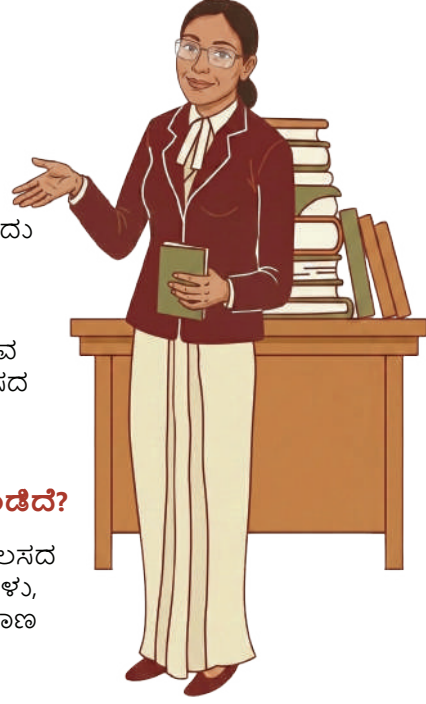
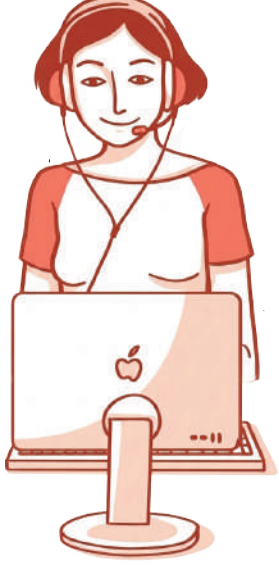
## ಸಂಘಟಿತ ಕಷೇತ್ರದಲ್ಲೇ, ಉಡಯೋಗದಾತರು ಮಾಡಬೇಕಾದವು:

- ಜಾಗೃತೆ ಕಾರಯಕರಮಗಳ ಮೂಲಕ ಮಹಿಳೆಯರಿಗೆ ಸುರಕ್ಷಿತ ಕೆಲಸದ ವಾತಾವರಣವನನು ಖಚಿತಪಡಿಸಬೇಕು.
- ಲೈಂಗಿಕ ಕಿರುಕುಳದ ದೂರುಗಳನನು ಪರಿಹರಿಸಲು ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯನನು (ICC) ಸ್ಥಾಪಿಸಬೇಕು.
- ICC ಪರಿಶೀಲನೆಯಲ್ಲೇ ಲೈಂಗಿಕ ಕಿರುಕುಳಕೆ ತಪವಿತಸ್ಥರೆಂದು ಕಂಡುಬಂದವರ ವೆರುದಧ ಕರಮ ಕೈಗೊಳ್ಳಬೇಕು.

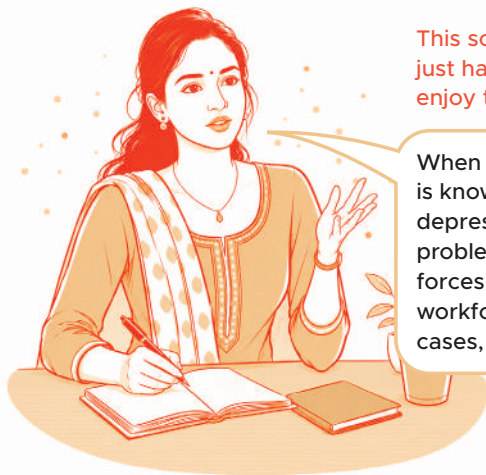
## ಅಸಂಘಟಿತ ಕಷೇತ್ರದಲ್ಲೇ ಅಥವಾ 10 ಕಕೆಂತ ಕಡೆಮೆ ಕಾರ್ಮಿಕರೆವ ಸಂಸ್ಥೆಗಳಲಲಿ:

ರಾಜಯ ಸರಕಾರಮ ಜಿಲ್ಲಾ ಅಧಿಕಾರಿಗಳನನು ನೇಮಿಸಬೇಕು, ಅವರು:

- ತಾಲೂಕು / ಬಲಾಕೆ / ತಹಶೀಲ್ದಾರ / ವಾರಡ / ಪುರಸಭೆ ಮಟ್ಟಗಳಲಲಿ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ದೂರುಗಳನನು ಸವೇಕರಿಸಲು ನೋಡಲ ಅಧಿಕಾರಿಗಳನನು ನೇಮಿಸಬೇಕು.
- ಕೆಲಸದ ಸ್ಥಳದಲ್ಲೇ ಲೈಂಗಿಕ ಕಿರುಕುಳದ ಆರೋಪಗಳನನು ಪರಿಶೀಲಿಸಿ ಪರಿಹಾರ ಕರಮಗಳನನು ಶಿಫಾರಸು ಮಾಡಲು ಸ್ಥಳೀಯ ದೂರು ಸಮಿತಿಯನನು (LCC) ರಚಿಸಬೇಕು.
- ಮಹಿಳೆಯರ ಹಕಕುಗಳ ಬಗಗೆ ಜಾಗೃತೆ ಮೂಡಿಸಲು ಕರಮಗಳನನು ಕೈಗೊಳ್ಳಬೇಕು.



# MYTHS AND REALITIES: SEXUAL HARASSMENT AT THE WORKPLACE



This so-called harassment is just harmless flirting. Women enjoy this kind of attention.

When flirting is unwelcome, it is known to cause anxiety, depression and health problems in women. It often forces them to leave the workforce, and in extreme cases, even commit suicide.

The best way to put an end to sexual harassment is to ignore it.

Women provoke sexual harassment by the way they behave and dress. Respectable women do not face sexual harassment.

All kinds of women, whether old or young, dressed in sarees or burqas, construction workers or bankers, report having faced harassment. It is not the conduct of a woman that matters. Rather, harassment occurs because women tend to get sexualised in a male-dominated society.



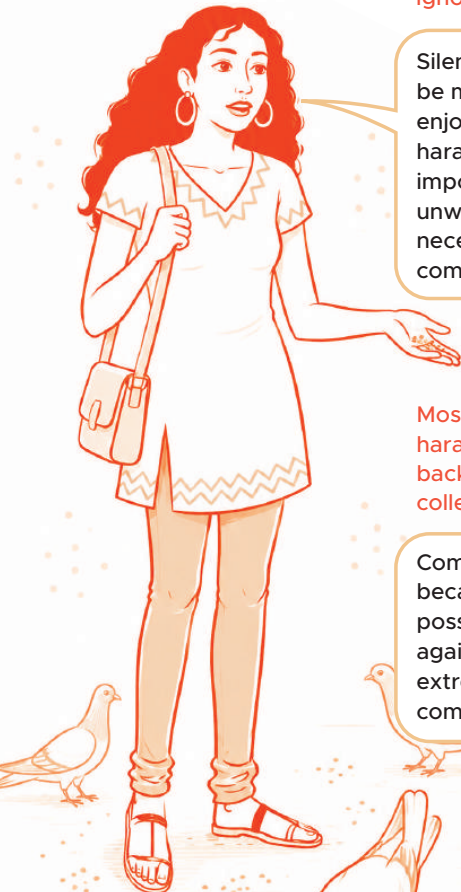
It is wrong for the law to restrict sexual expression/flirting among adults, only because they happen to work together.

The law does not restrict consensual sexual expression / flirting between adults at the workplace; it restricts only that conduct which the woman finds unwelcome and hostile. "Flirting" that is coercive, or ignores the woman's discomfort and refusal, is wrong.

Silence never helps. It may be misconstrued as enjoyment, encouraging the harassment to continue. It is important to object to the unwelcome conduct, and if necessary, raise an alarm and complain.

Most charges of sexual harassment are a way to get back at bosses and colleagues.

Complaints are in fact under-reported because women fear stigma and possible loss of job for speaking out against sexual harassment. It is only in extremely rare instances that complaints are unsubstantiated.



ಈ ಹಳ್ಳಿಲಾಗುವ ಕೆರುಕುಳವೆಂದರೆ ಕೇವಲ ಹಾನಿಯೆಲ್ಲದ ಫಲರಟಿಂಗ್ ಮಾತ್ರ. ಮಹಿಳೆಯರು ಈ ರೀತಿಯ ಗಮನವನ್ನು ಇಡಬೇಕು.

ಫಲರಟಿಂಗ್ ಅನಗತಿಯವಾಗಿರುವಾಗ, ಅದು ಮಹಿಳೆಯರಲ್ಲಿ ಆತಂಕ, ಮನೋನೊಂದು ಮತ್ತು ಆರೋಗ್ಯ ಸಮಸ್ಯೆಗಳಿಗೆ ಕಾರಣವಾಗುತ್ತದೆ. ಅನೇಕ ಸಂದರ್ಭಗಳಲ್ಲಿ ಅದು ಅವರನ್ನು ಉದ್ಯೋಗ ತೊರೆಯುವಂತೆ ಮಾಡುತ್ತದೆ ಮತ್ತು ತೀವ್ರ ಪರಿಸ್ಥಿತಿಗಳಲ್ಲಿ ಆತಂಕದಿಂದ ದೂರ ಮಾಡಿಕೊಡಬಹುದು.

ಲೈಂಗಿಕ ಕೆರುಕುಳವನ್ನು ಅಂತೆಯಗೊಳಿಸುವ ಅತಯುತಮ ಮಾರ್ಗವೆಂದರೆ ಅದನ್ನು ನೆರಲಕಡಿಸುವುದು.

ಮೌನವು ಎಂದಿಗೂ ಸಹಾಯ ಮಾಡುವುದಿಲ್ಲ. ಅದನ್ನು ತಪ್ಪಾಗಿ ಒಪ್ಪಿಕೊಳ್ಳುವುದು, ಅರೈಕೆಗಳನ್ನು ಬಹುದು, ಇದರಿಂದ ಕೆರುಕುಳ ಮುಂದುವರಿಯಲು ಉತ್ತೇಜನ ಸಿಗಬಹುದು. ಅನಗತಿಯ ವರತನೆಗೆ ವೆರೋಧ ವಯಕತಪಡಿಸುವುದು, ಅಗತಿಯವೆದರ ಎಚ್ಚರಿಕೆ ನೋಡುವುದು ಮತ್ತು ದೂರ ಸಲಿಸುವುದು ಬಹಳ ಮುಖ್ಯ.

ಲೈಂಗಿಕ ಕೆರುಕುಳದ ಹೆಚ್ಚಿನ ಆರೋಪಗಳು ಮೇಲಾಧಿಕಾರಿಗಳು ಮತ್ತು ಸಹೋದಯೋಗಿಗಳ ವೆರುದ್ದ ಪರತೀಕಾರ ತೀರಿಸಿಕೊಳ್ಳುವ ಒಂದು ಮಾರ್ಗವಾಗಿದೆ.

ವಾಸತವದಲಿ, ಮಹಿಳೆಯರು ಲೈಂಗಿಕ ಕೆರುಕುಳದ ವೆರುದ್ದ ಮತನಾಡಿದರೆ ಸಮಾಜದ ಕಳಂಕ ಮತ್ತು ಉದ್ಯೋಗ ಕಳೆದುಕೊಳ್ಳುವ ಭಯದಿಂದ ದೂರಗಳನ್ನು ಕಡೆಮೆ ಪರಮಾಣದಲಿ ನೋಡುತ್ತಾರೆ. ಅತಯಂತ ಅಪರೂಪದ ಸಂದರ್ಭಗಳಲ್ಲಿ ಮಾತ್ರ ದೂರಗಳು ಆಧಾರರಹಿತವಾಗಿರುತ್ತವೆ.

ಮಹಿಳೆಯರು ತಮಮ ವರತನೆ ಮತ್ತು ಉಡುಗಿಯ ಮೂಲಕ ಲೈಂಗಿಕ ಕೆರುಕುಳವನ್ನು ಪರೇರೇಪಿಸುತ್ತಾರೆ. ಗೌರವಾನವೆತ ಮಹಿಳೆಯರು ಲೈಂಗಿಕ ಕೆರುಕುಳವನ್ನು ಎದುರಿಸುವುದಿಲ್ಲ.

ವಯಸವದವರಾಗಲಿ ಯುವತಿಯರಾಗಲಿ, ಸೇರೆ ಅಥವಾ ಬುರಖಾ ಧರಿಸಿದವರಾಗಲಿ, ನೆರಮಾಣ ಕಾರವೆಕರಾಗಲಿ ಬಯಂಕ ಉದ್ಯೋಗಗಳಾಗಲಿ — ಎಲ್ಲಾ ವೆದ್ದದ ಮಹಿಳೆಯರೂ ಕೆರುಕುಳವನ್ನು ಎದುರಿಸುವುದಾಗಿ ತಿಳಿಸಿದವಾರೆ. ಇಲಿ ಮಹಿಳೆಯ ವರತನೆಯೇ ಮುಖ್ಯವಲ್ಲ. ಬದಲಾಗಿ, ಪುರಷವರಭೂತವದ ಸಮಾಜದಲಿ ಮಹಿಳೆಯರನ್ನು ಲೈಂಗಿಕ ದೃಷ್ಟಿಯಿಂದ ನೋಡುವ ಪರವೃತ್ತಿಯ ಕಾರಣದಿಂದ ಕೆರುಕುಳ ಸಂಭವಿಸುತ್ತದೆ.

ಒಟಿಟಾಗಿ ಕೆಲಸ ಮಾಡುತ್ತಾರೆ ಎಂಬ ಕಾರಣಕೆ ಮಾತ್ರ, ವಯಸಕರ ನಡುವೆ ಇರುವ ಲೈಂಗಿಕ ಅಭಿವಯಕತೆ ಅಥವಾ ಫಲರಟಿಂಗ್ ಅನ್ನು ಕಾನೂನು ನೆರಬಂಧಿಸುವುದು ತಪ್ಪಾಗಿದೆ.

ಕಾನೂನು ಕೆಲಸದ ಸ್ಥಳದಲಿ ವಯಸಕರ ನಡುವೆ ಪರಸಪರ ಒಪ್ಪಿಕೊಂಡಿಗ ನಡೆಯುವ ಲೈಂಗಿಕ ಅಭಿವಯಕತೆ ಅಥವಾ ಫಲರಟಿಂಗ್ ಅನ್ನು ನೆರಬಂಧಿಸುವುದಿಲ್ಲ; ಮಹಿಳೆಗೆ ಅನಗತಿಯ ಮತ್ತು ವೈಮನಸಯಪೂರಣವೆಂದು ಗುೀರುವ ವರತನೆಗಳನ್ನು ಮಾತ್ರ ಅದು ನೆಯಂತರಿಸುತ್ತದೆ. ಮಹಿಳೆಯ ಅಸೌಕರಯ ಮತ್ತು ನೆರಕರಣೆಯನ್ನು ನೆರಲಕಡಿಸುವ ಅಥವಾ ಬಲವಂತದ "ಫಲರಟಿಂಗ್" ತಪ್ಪಾಗಿದೆ.

An illustration of a woman in a sari sitting at a desk, working on a computer. There are stacks of books on the desk and a large stack of books in the foreground.

# IMPLEMENTING THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE ACT

The State and employers bear equal responsibility to ensure the dignity of women as workers by securing safe workspaces for women.

## What is Sexual Harassment?

It includes any or several of the following **unwelcome or unwanted** acts:

- Physical contact and advances
- Demand or request for sexual favours
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

This may become a condition for the progress or detriment to a woman's employment; or it may make the workspace intimidating and hostile towards women in general.

## What kind of Workplaces does the Law Cover?

The law covers all workplaces in the organized and the unorganized sector. It includes government and private offices, hospitals, universities, sports facilities, construction sites, and also residential homes to protect domestic workers. The law extends protection to women discharging work-related duties outside the office premises.

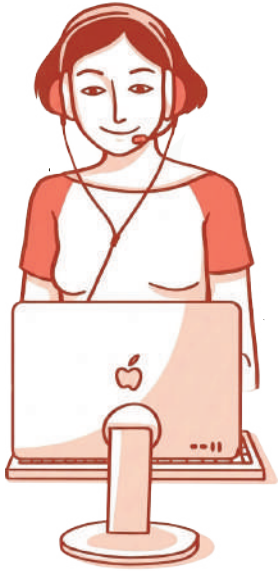
## In the Organized Sector, the Employer Must:

- Ensure a safe working environment for women through awareness drives.
- Establish an Internal Complaints Committee (ICC) to address complaints of sexual harassment.
- Take action against wrongdoers who are found to have committed sexual harassment by the ICC.

## For the Unorganized Sector, or Organisations with less than 10 Workers:

The State Government must notify District Officers who:

- Appoint nodal officers at the taluka/block/tehsil/ward/municipality levels to receive complaints of sexual harassment.
- Appoint a Local Complaints Committee (LCC) to inquire into charges of sexual harassment at the workplace and recommend action for redressal.
- Take steps to spread awareness on the rights of women.



# பணியிடங்களில் பெண்களுக்கு எதிரான பாலியல் தொல்லை தடுப்பு சட்டத்தை நடைமுறைப்படுத்துதல்

பெண்கள் பாதுகாப்பான பணியிடங்களில் கண்ணியத்துடன் பணியாற்றுவதைக் உறுதிசெய்வதில் அரசு மற்றும் முதலாளிகள் இருவருக்கும் சமமான பொறுப்பு உள்ளது.

## பாலியல் தொல்லை என்றால் என்ன?

இதில் கீழ்க்கண்ட விரும்பத்தகாத அல்லது தேவையற்ற செயல்களில் ஒன்று அல்லது பல அடங்கும்:

- உடல் தொடுதல் மற்றும் தவறான அணுகுமுறைகள்
- பாலியல் சலுகைகளை கோருதல் அல்லது வற்புறுத்தல்
- அசிங்கமான படங்கள் அல்லது வீடியோக்களை காட்டுதல்
- பாலியல் நோக்கமுடைய ஏதேனும் விரும்பத்தகாத உடல், வாய்வழி அல்லது சைகை மூலம் நடைபெறும் நடத்தை

இத்தகைய செயல்கள் ஒரு பெண்ணின் வேலை முன்னேற்றத்துக்கு பாதிப்பை ஏற்படுத்தக்கூடும் அல்லது பணியிட சூழலை பெண்களுக்கு அச்சமூட்டும் மற்றும் விரோதமானதாக மாற்றக்கூடும்.

## இந்த சட்டம் எந்த வகையான பணியிடங்களுக்கு பொருந்தும்?

இந்த சட்டம் ஒழுங்குபடுத்தப்பட்ட மற்றும் ஒழுங்குபடுத்தப்படாத அனைத்து பணியிடங்களுக்கும் பொருந்தும். இதில் அரசு மற்றும் தனியார் அலுவலகங்கள், மருத்துவமனைகள், பல்கலைக்கழகங்கள், விளையாட்டு மையங்கள், கட்டுமான பணியிடங்கள் மற்றும் வீட்டு வேலை செய்பவர்களை பாதுகாக்க குடியிருப்பு வீடுகளும் அடங்கும் அலுவலக வளாகத்திற்கு வெளியிலும் பணிச்சார்ந்த கடமைகளை மேற்கொள்ளும் பெண்களுக்கும் இந்த சட்டம் பாதுகாப்பை வழங்குகிறது.

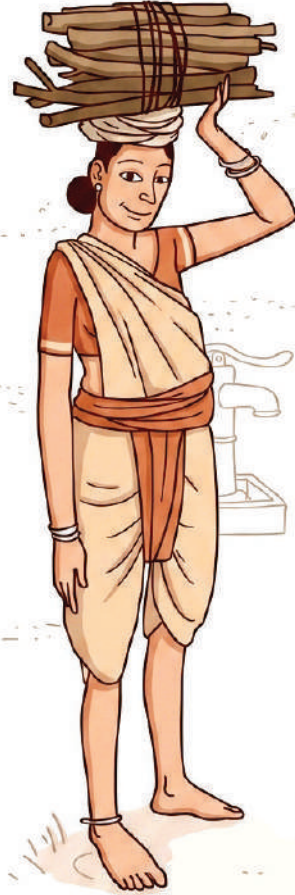
## ஒழுங்குபடுத்தப்பட்ட துறைகளில், பணியமர்த்துநர் மேற்கொள்ள வேண்டியவை:

- விழிப்புணர்வு நடவடிக்கைகள் மூலம் பெண்களுக்கு பாதுகாப்பான பணிச்சூழலை உறுதிசெய்ய வேண்டும்.
- பாலியல் தொல்லை குறித்த புகார்களை விசாரிக்க உள்புற புகார் குழு (ICC) அமைக்க வேண்டும்.
- ICC மூலம் பாலியல் தொல்லை செய்ததாக நிரூபிக்கப்பட்டவர்களுக்கு எதிராக தக்க நடவடிக்கை எடுக்க வேண்டும்.

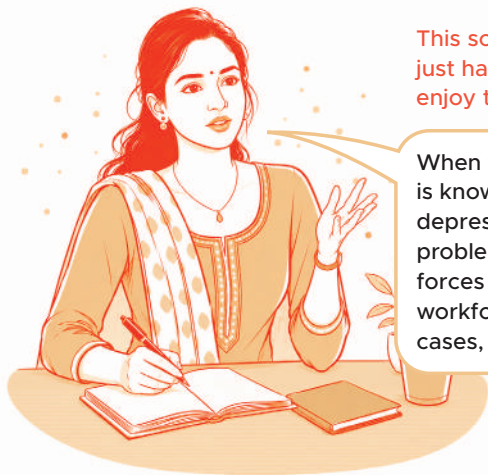
## ஒழுங்குபடுத்தப்படாத துறைகள் அல்லது 10 பேருக்கு குறைவான பணியாளர்கள் உள்ள நிறுவனங்களுக்கு:

மாநில அரசு மாவட்ட அதிகாரிகளை நியமிக்க வேண்டும். அவர்கள் :

- பாலியல் தொல்லை தொடர்பான புகார்களை பெற தாலுகா / பிளாக் / தாசில்தார் / வார்டு / நகராட்சி நிலைகளில் நோடல் அதிகாரிகளை நியமிக்க வேண்டும்.
- பணியிட பாலியல் தொல்லை குறித்த புகார்களை விசாரித்து தீர்வு நடவடிக்கைகளை பரிந்துரைக்க உள்ளூர் புகார் குழு (LCC) அமைக்க வேண்டும்.
- பெண்களின் உரிமைகள் குறித்த விழிப்புணர்வை பரப்ப நடவடிக்கைகள் மேற்கொள்ள வேண்டும்.



# MYTHS AND REALITIES: SEXUAL HARASSMENT AT THE WORKPLACE



This so-called harassment is just harmless flirting. Women enjoy this kind of attention.

When flirting is unwelcome, it is known to cause anxiety, depression and health problems in women. It often forces them to leave the workforce, and in extreme cases, even commit suicide.

The best way to put an end to sexual harassment is to ignore it.

Women provoke sexual harassment by the way they behave and dress. Respectable women do not face sexual harassment.

All kinds of women, whether old or young, dressed in sarees or burqas, construction workers or bankers, report having faced harassment. It is not the conduct of a woman that matters. Rather, harassment occurs because women tend to get sexualised in a male-dominated society.



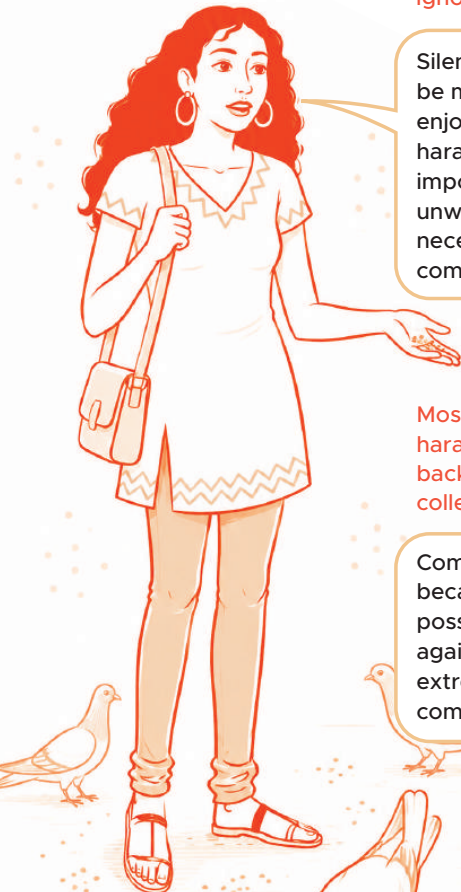
It is wrong for the law to restrict sexual expression/flirting among adults, only because they happen to work together.

The law does not restrict consensual sexual expression / flirting between adults at the workplace; it restricts only that conduct which the woman finds unwelcome and hostile. "Flirting" that is coercive, or ignores the woman's discomfort and refusal, is wrong.

Silence never helps. It may be misconstrued as enjoyment, encouraging the harassment to continue. It is important to object to the unwelcome conduct, and if necessary, raise an alarm and complain.

Most charges of sexual harassment are a way to get back at bosses and colleagues.

Complaints are in fact under-reported because women fear stigma and possible loss of job for speaking out against sexual harassment. It is only in extremely rare instances that complaints are unsubstantiated.



# பணியிடங்களில் பாலியல் தொல்லை:

தவறான நம்பிக்கைகள் மற்றும் உண்மை நிலைகள்

இந்த வகை தொல்லைகள் சாதாரண கிண்டல் அல்லது ரசனைக்கான பேச்சுதான். பெண்கள் இப்படிப்பட்ட கவனிப்பை விரும்புகிறார்கள் - என்பது ஒரு தவறான நம்பிக்கை.

விரும்பத்தகாத கிண்டல் அல்லது பாலியல் நோக்கமுடைய நடத்தைகள் பெண்களிடம் பதட்டம், மனச்சோர்வு மற்றும் உடல்நலப் பிரச்சினைகளை ஏற்படுத்துகின்றன.

இவை பல பெண்களை வேலைவாய்ப்பை விட்டு வெளியேறச் செய்யக்கூடும். மிகக் கடுமையான நிலைகளில், இது தற்கொலை போன்ற துயரமான முடிவுகளுக்கும் வழிவகுக்கலாம்.

பாலியல் தொல்லையை முடிவுக்கு கொண்டு வர சிறந்த வழி அதை புறக்கணிப்பதே - என்பது தவறான நம்பிக்கை

அமைதியாக இருப்பது ஒருபோதும் உதவாது. அது தவறாக புரிந்துகொள்ளப்பட்டு, பெண்கள் அதை விரும்புகிறார்கள் என்று எண்ணி தொல்லை தொடர்க்கூடும்.

எனவே, விரும்பத்தகாத நடத்தைக்கு எதிர்ப்பு தெரிவிப்பதும், தேவையானால் சத்தம் எழுப்பி புகார் அளிப்பதும் மிகவும் முக்கியம்.

பாலியல் தொல்லை குறித்த பெரும்பாலான புகார்கள் மேலதிகாரிகள் அல்லது சக ஊழியர்களை பழிவாங்குவதற்காகவே செய்யப்படுகின்றன என்பது ஒரு தவறான நம்பிக்கை

பாலியல் தொல்லைக்கு எதிராக பேசினால் அவமானம் ஏற்படும் அல்லது வேலை இழக்க நேரிடும் என்ற பயத்தால், பல பெண்கள் புகார் அளிக்காமல் இருக்கிறார்கள்.

உண்மையில், பாலியல் தொல்லை குறித்த புகார்கள் பெரும்பாலும் குறைவாகவே தெரிவிக்கப்படுகின்றன. மிகவும் அரிதான சந்தர்ப்பங்களில் மட்டுமே புகார்கள் ஆதாரமற்றதாக இருக்கும்.

பெண்கள் தங்களின் உடை அல்லது நடத்தையின் மூலம் பாலியல் தொல்லையை தூண்டுகின்றனர். மரியாதைக்குரிய பெண்களுக்கு இப்படிப்பட்ட தொல்லைகள் ஏற்படாது - என்பது ஒரு தவறான நம்பிக்கை.

வயதானவர்களாக இருந்தாலும் இளம் பெண்களாக இருந்தாலும், சேலை அல்லது புர்கா அணிந்திருந்தாலும், கட்டுமானத் தொழிலாளிகளாக இருந்தாலும் வங்கி ஊழியர்களாக இருந்தாலும் — அனைத்து வகையான பெண்களும் பாலியல் தொல்லையை எதிர்கொண்டதாக தெரிவிக்கின்றனர்.

இதற்கு பெண்களின் நடத்தை காரணமல்ல. ஆண் ஆதிக்கம் கொண்ட சமூகத்தில் பெண்கள் பாலியல் பார்வையில் பார்க்கப்படுவதால்தான் இத்தகைய தொல்லைகள் ஏற்படுகின்றன.

ஒரே பணியிடத்தில் வேலை செய்வதால் பெரியவர்களுக்கிடையிலான காதல் வெளிப்பாடு அல்லது கிண்டல் பேச்சுகளை சட்டம் கட்டுப்படுத்துவது தவறு - என்பது ஒரு தவறான நம்பிக்கை

பணியிடங்களில் பெரியவர்களுக்கிடையே பரஸ்பர சம்மதத்துடன் நடைபெறும் காதல் வெளிப்பாடு அல்லது கிண்டல் பேச்சுகளை இந்த சட்டம் தடுக்கவில்லை.

ஆனால், ஒரு பெண் விரும்பாததாகவும் அச்சமூட்டுவதாகவும் உணரும் நடத்தைகளையே இந்த சட்டம் கட்டுப்படுத்துகிறது.

ஒரு பெண்ணின் அசௌகரியம் அல்லது மறுப்பை பொருட்படுத்தாமல் வற்புறுத்தலாக நடைபெறும் "கிண்டல்" அல்லது நடத்தை தவறானதாகும்.

