

**RYAN INTERNATIONAL SCHOOL**  
**SECTOR 25, ROHINI**

Sexual Harassment Committee

S.NO.	NAME	PROFILE
1	MS. MAMTA NANDA	PRINCIPAL
2	MS. ANJU SHARMA	TEACHER
3	MS. HARSHITA	TEACHER
4	MS. GUNJAN SETH	TEACHER
5	MS. SHALLU MUKHIJA	PARENT
6	MS. HARSIMRAT KAUR	PARENT

**HELPLINE NUMBERS**

- DELHI POLICE – 1091/100/1291
- ANTI STALKING AND ANTI OBSCENE HELPLINE -  
011- 27894455/1096
- WOMEN HELPLINE BY DELHI C.M – 181
- SPECIAL UNIT FOR PROTECTION OF WOMEN &  
CHILDREN

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



**LegalSections**  
Law That Leads

## DEFINITIONS

- **Sexual Harassment** – Includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely,
  - a) Physical Contact and advances; or
  - b) A demand or request for Sexual favors; or
  - c) Making sexual coloured remarks; or
  - d) Showing pornography; or
  - e) Any other unwelcome physical, verbal or non-verbal conduct of Sexual nature.

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- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill, 2012 was passed by the Rajya Sabha on 26<sup>th</sup> February 2013. Lok Sabha has passed it in September 2012.
- Sexual Harassment at workplace is a **violation of women's right to gender equality, life and liberty**. It creates an insecure and hostile work environment, which discourages women's participation in work, thereby adversely affecting their economic empowerment and the goal of inclusive growth. However, there is no domestic law to address this issue except a few provisions of the Indian Penal Code and the Supreme Court Guidelines in the case of ***Vishaka vs. State of Rajasthan***.
- The increasing work participation rate of women has made it imperative that a comprehensive legislation focusing on prevention of sexual harassment as well as providing a redressal mechanism be enacted.

Reference - <http://pib.nic.in/newsite/erelease.aspx?relid=92690>

## WHAT THE LAW STATES

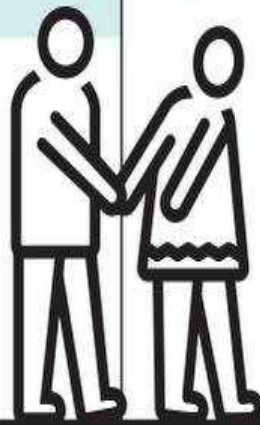
➤ Every district has to constitute a local complaints committee

➤ DM has to constitute the committee and appoint nodal officers

➤ DM and the committee has to ensure fair trial for reported sexual harassment cases

➤ Act puts onus on employers to provide harassment-free workplaces to women workers

➤ Workplaces must have internal complaints committee. Case details have to be shared with local complaints committee



## What, where and how: Know the basics

As highlighted by the Harvey Weinstein Issue recently, sexual harassment is prevalent all over the world. But women can report these unsavoury episodes and prevent the situation from getting worse. *Express* takes a quick look at what needs to be done to bring abusers to justice...

### What constitutes sexual harassment?

Behavior that is unwelcome either directly or by implication includes:

- Physical contact and advances
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

### What else can amount to sexual harassment?

Certain other circumstances that could

amount to sexual harassment include:

- Implied or explicit promise of preferential treatment in her employment
- Threat of detrimental treatment in her employment
- Threat about her present or future employment status
- Interference with her work
- Creating an intimidating, offensive or hostile work environment for her
- Humiliating treatment likely to affect her health or safety

### How does a victim complain?

Take a written complaint to the internal committee if so constituted or the local committee, in the absence of an internal committee

Victims can also file a complaint directly with the local complaints committee if they so desire

### What is the time-frame?

Should be within a period of three months from the date of incident

In the case of a series of incidents, it should be within a period of three months from the date of

last incident

If the internal committee or local committee is satisfied that the circumstances are such which prevented the woman from filing a complaint within three months, the time limit can be extended

### What happens if a victim is not in a state to make the complaint?

If the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make a complaint