What is Sexual Harassment at Workplace according to the Act?

- Spreading rumors about your personal/sensual life
- Sexually colored remarks on clothing or appearance
- Physical contact and advances
- Demand or request for sexual favors
- Sending/Showering derogatory pictures/videos through SMS/e-mails
- Unwelcome physical conduct of a sexual nature
- Unwelcome verbal/non-verbal conduct of a sexual nature

If you are facing any/all of these at workplace then you are facing sexual harassment.

**The Mandate:**
Safe working space for every woman

Internal Complaints Committee
Every employer of the workplace shall, by an order in writing, constitute a committee known as the “Internal Complaints Committee” (Section 4 (1))

**Non-Compliance to the act attracts penalty up to Rs. 50,000 and cancellation of license.**

**Who is covered under the Act?**

1. Worker/Employee
   - Domestic worker
   - Regular/Temporary/Ad-hoc/Daily wage
   - For remuneration/Voluntary basis/otherwise
   - Employed directly/Through an agent
   - Contract Worker/Probationer/Trainee/Apprentice/Called by any
2. Any women visiting a workplace
3. Student

**False/Malicious Complaint and False evidence attracts penalty and severe action**

**Source:**
Hand Book on “Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013” (Govt. of India Publication)