

WHAT ARE THE REMEDIES?

It is the statutory responsibility of all the employers or responsible heads of institutions to set up definite conduct rules and preventive measures to stop sexual harassment in their workplace or institutions. The guidelines direct employers to set up procedures through which women can make their complaints heard.

A complaint committee headed by a woman, and of which at least half the members are women, should be formulated to look into complaints of sexual harassment. To prevent undue pressure from within the organizations, the committee should include a third party representative from non-governmental organization (NGO) or any other individual acquainted with the issue of sexual harassment. All complaints are to be handled in a confidential manner within a time bound framework. An annual report must be prepared and submitted to the government department concerned.

WHAT ARE THE PREVENTIVE MEASURES?

The guidelines talk about preventive steps that should be taken by employers like;

An express prohibition of sexual harassment as defined above should be notified, published and circulated in appropriate ways.

Amendments of conduct and service rules to include sexual harassment as an offence and provide for appropriate discipline against the offender.

In addition to preventive and remedial measures, the court has also stressed the need for awareness raising in the workplace.