PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (POSH)

India has witnessed tremendous growth of Industries in the past. International Companies are investing in India and are setting up their branches in India. This trend of establishing Multi-National Companies in our country is mostly seen in the Corporate Sector, which in fact, is a world in itself

Increase in the number of Industries have brought about employment opportunities to people, benefitting not only men, but also women to a very large extent. And now women have become a significant part of the workforce in India.

Therefore, it is very important for every company to achieve Gender Equality in its workplace and this can be attained only when people are able to avail and enjoy the same benefits, rewards, facilities, opportunities irrespective of gender. A workplace should be women friendly as well, it means that a woman should feel safe and protected in their workplaces. The fear of being harassed, physical or mental should be eradicated from their minds completely. This will allow women to showcase their talent and skills freely to the world

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION & REDRESSAL) ACT, 2013 & COMPLIANCE UNDER IT

Our country has enforced a remarkable enactment called "**The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013**" which is the result of the Vishakha Guidelines issued by the Supreme Court to protect the Fundamental Rights of women to work with dignity in safe and secure environment, eliminating sexual harassment of women at workplaces and making it every employer's responsibility to ensure safety & protection to every woman employee

In order to achieve this environment, employers are required to comply under the provisions of this Act and make sure that it is implemented throughout their workplaces. One of the most important aspect of this Act is the formation of Internal Committee. According to Section 4 of the said Act, every employer of the workplace is required to constitute Internal Committee, by an order in writing, in every unit, Branch, Division of the workplace, in accordance with the provisions of this Act and the Rules made thereunder. Various responsibilities and duties have been imposed upon the Internal Committee under this Act, such as:

- Taking complaints of the aggrieved person;
- To investigate the case in the manner as prescribed under the Act;
- To examine the evidence presented by the parties
- To summon and enforce the attendance of any person and examine him/her on oath;
- Requiring discovery and production of the documents;
- Record statements;
- To hear the parties;
- To recommend punishments for the perpetrator in accordance with the provisions of the Act; etc

TRAINING PROGRAMS ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACES (POSH) FOR EMPLOYEES & INTERNAL COMMITTEE MEMBERS OF THE COMPANY

The Internal Committee must perform their duties and deal with each case sincerely and help the victim to attain justice against such a heinous crime. Therefore, the Employer should make sure that the Internal Committee members are well trained and capable enough to perform their duties properly. In this regard, employer should arrange for training programs and sessions to make employees and the Internal Committee Members aware of their Rights and obligations under this Act.

It has become a trend in Corporate world, where companies are arranging training session & awareness programs on Prevention of Sexual Harassment (**POSH**) for their Internal Committee members and employees so that they get well aware and equipped to prevent sexual harassment of women in their workplaces. Such training sessions includes:

- Training Programs for Internal Committee under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 to make them aware of their powers and duties imposed upon them under this Act
- E-Learning Sessions for employees and member of Internal Committee
- Sensitization & Awareness Programs for employees
    - To create awareness
    - To sensitize employees about the provisions of the Act
    - To communicate the process of filing the complaints, etc.

CONCLUSION

So, let's take a step towards making our workplaces safe for women and bring justice to them so that they work fearlessly and confidently. This will not only bring progress to your Company, but will also help our Country to get better

Therefore, kindly let us know in case if you require any support or guidance with respect to compliances under the said Act and the Rules made thereunder

Thanks & Regards

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