



INFORMATION BOOKLET ON POSH ACT

2024-25

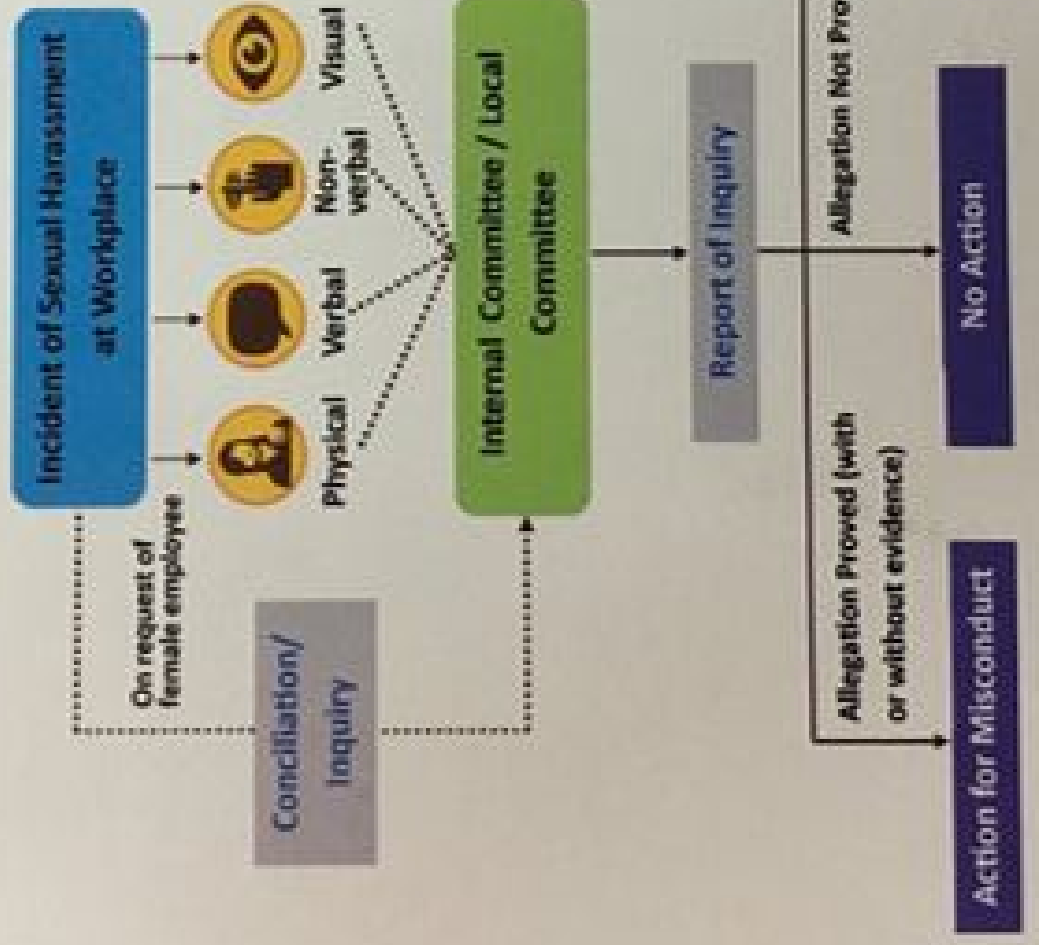
(The Sexual Harassment of
Women at Workplace
(Prevention, Prohibition and
Redressal) Act, 2013)



SAY **NO** TO **SEXUAL
HARASSMENT** AT
WORKPLACE.

LAW AT A GLANCE

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



REMEMBER

The inquiry has to be completed within 90 days.

The inquiry report to be issued within 10 days from the date of the completion of the inquiry.

The employer is required to act on the recommendations of the committee within 60 days of the receipt of the inquiry report.

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Together, let's create a Safe Workplace, free of harassment





About the act



1. The POSH Act is a landmark legislation aimed at creating a safe and respectful working environment for women in compliance with constitutional principles of gender equality.
2. The POSH Act refers to the Prevention of Sexual Harassment (POSH) Act, 2013, a law in India designed to prevent and address issues related to sexual harassment of women in the workplace.
3. Despite challenges in its implementation, it has made a positive difference by encouraging organizations to take proactive steps in handling sexual harassment complaints.

Who is an Employee ?

“employee” means a person employed at a 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”

What is workplace

Government Jobs In India

Any office, department, institution, or organization funded or controlled by the government, local authority, government company, or cooperative society.

Any private business, company, trust, NGO, or service provider engaged in commercial, professional, educational, entertainment, industrial, health, or financial activities.

Private Sector



Hospitals or nursing homes

Any sports institute, stadium, or competition venue, whether residential or not.



Any place an employee visits for work, including employer-provided transportation.

A dwelling place or a house



Who can file a complaint

- Any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee or to the Local Committee.
- If the woman is unable to file a written complaint, the Presiding Officer or a member of the Internal or Local Committee shall render all reasonable assistance to the woman for making the complaint in writing.
- The Committee can extend the three-month time limit by another three months if there is a valid reason, which must be recorded in writing.
- If the woman cannot file a complaint due to physical or mental incapacity, death, or any other reason, her legal heir or another authorized person can file it on her behalf.



What is a limitation period?

1. The complaint should be filed within three months from the date of incident.
2. In case of a series of incidents, within a period of three months from the date of last incident.

What is Sexual Harassment?

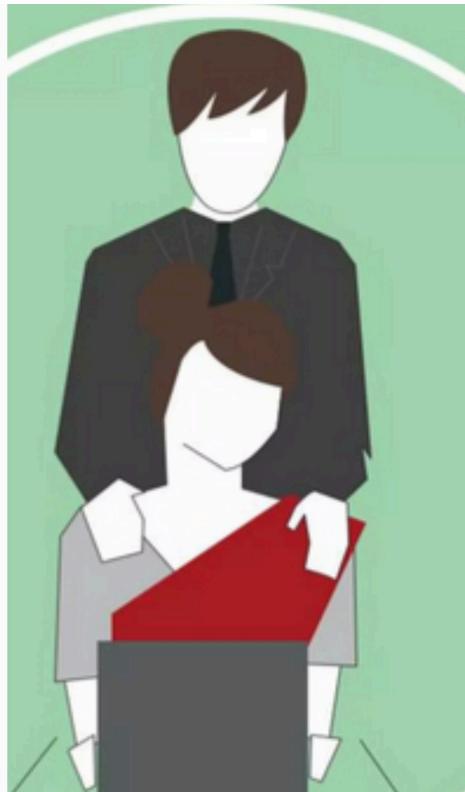
Physical contact
and advances

Showing
pornography

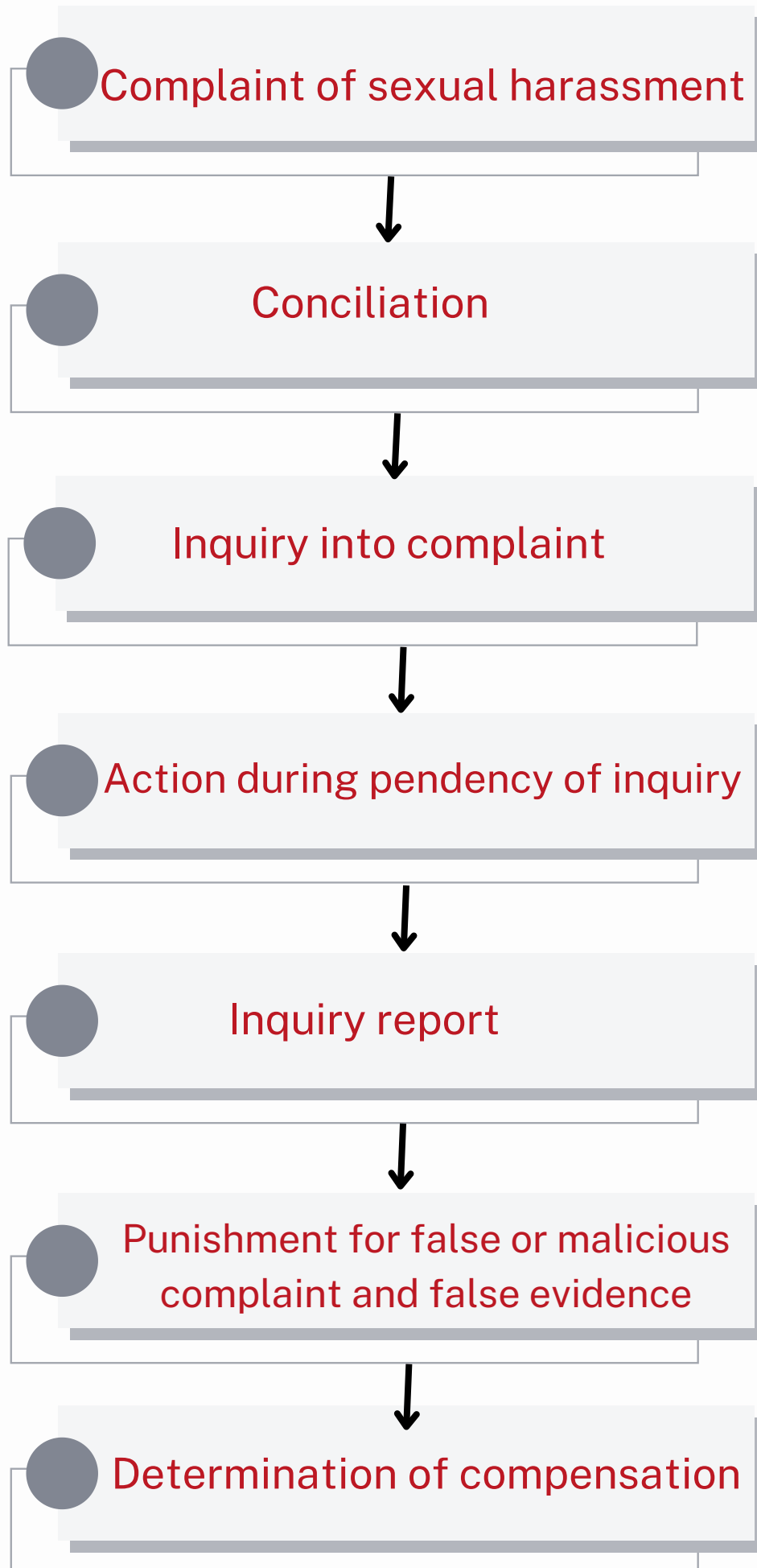
Making sexually
coloured remarks

A demand or
request for sexual
favours

Any other unwelcome
physical, verbal or
non-verbal conduct
of sexual nature



Mechanism for redressal



Confidentiality



- Prohibition of publication or making known contents of complaint and inquiry proceedings.
- Notwithstanding anything contained in the Right to Information Act, 2005 (22 of 2005), the contents of the complaint made under section 9, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the Internal Committee or the Local Committee , as the case may be, and the action taken by the employer or the District Officer under the provisions of this Act shall not be published, communicated or made known to the public, press and media in any manner.
- Provided that information may be disseminated regarding the justice secured to any victim of sexual harassment under this Act without disclosing the name, address, identity or any other particulars

Exceptions to POSH Act

- Normal Social Interactions.
- Casual or Friendly Interactions.
- Occasional Friendly Gesture.
- Cultural or Religious Practices.
- Isolated Incidents of Unwanted Behavior.
- Workplace Banter or Jokes (Without Sexual Undertone).
- Workplace Celebrations or Events.
- Reasonable Work-Related Requests.
- Compliments or Praise.
- Complimenting Professional Skills or Achievements.
- Professional Conduct and Communication.
- Accidental Touching in a Crowd or during Routine Work.

Conclusion

The POSH Act, 2013 is a crucial step toward ensuring women's safety at workplaces. However, its effectiveness depends on proper implementation, awareness, and strict enforcement. Employers must conduct regular training and ensure a safe working environment. Strict penalties for non-compliance serve as a deterrent, making workplaces more inclusive and secure for women.

"Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development, and building good governance."



IC Committee at DES SNFLC

	Committee Members	Designation
1.	Dr. Neeta Ahir	Presiding Officer
2.	Asst. Prof. Sumit Tak	Faculty Representative - 1 (Male)
3.	Dr. Anagha Baldota	Faculty Representative - 2 (Female)
4.	Shri. Shrikant Vinchu	Non Teaching Representative (Male)
5.	Smt. Swapnali Chikane	Non Teaching Representative (Female)
6.	Ms. Sneha Gund (Vth BA.LL.B)	Student Representative Undergraduate
7.	Ms. Simran Pardeshi (IInd LL.M)	Student Representative Postgraduate
8.	Dr. Kranti Deshmukh	External Member

5 Key Steps for Compliance to Sexual Harassment at Workplace Act, 2013

STEP
01

Create and Implement
an Anti-Sexual
Harassment Policy



STEP
02

Constitute an Internal
Committee (IC) and give
them the necessary training
to function efficiently



STEP
03

Employee Awareness
and Assistance



STEP
04

Posters and Notices



STEP
05

Statutory Annual
Report Filing



Team Members - पुकार ३.०



Aryan Joshi
BBA.LLB - II



Pranalee Korke
BBA.LLB - II



Harsh Shah
BBA.LLB - II



Mansi Barge
BA.LLB - II



Siddharth Chavan
BBA.LLB - II



Prutha Pajgade
BBA.LLB - II



Arpita Morbale
BBA.LLB - II



Kaveri Thakar
BBA.LLB - II



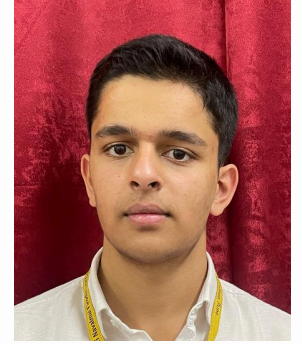
Apurva hadole
BBA.LLB-II



Vivek Makhare
BA.LLB-I



Yash Pachange
BA.LLB-I



Atharva Desai
BA.LLB-I



Shambhavi Kulkarni
BA.LLB-I



Aditya Pradhan
LLB-I



Harshali gore
BA.LLB-I

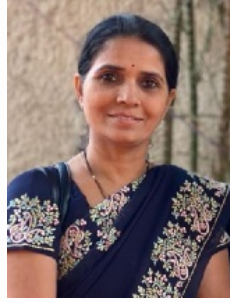


Akshay Shinde
LLB-II

पुकार ३.०



Adv. Ashok Palande
Vice-Chairman
GB & Council DES
Chairman, CDC DES SNFLC.



Dr. Sunita Adhav
Principal
DES SNFLC



Dr. Neeta Ahir
Presiding Officer
IC DES SNLFC



Dr. Aishwarya Yadav
Department, head-Pro
Bono Club
Assistant Professor



Dr. Anagha Baldota
Assistant Professor



Shri Sumit Tak
Assistant Professor



Shri. Shrikant Vinchu
Account Head



Ms. Swapnali Chikane
Office Assistant



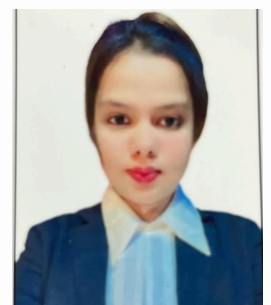
Sneha Gund
BA.LLB -V



Aryaan Jadhav
BA.LLB - V



Mansi Kapre
BBA.LLB - II



Adv Simran Pardeshi
LLM -II