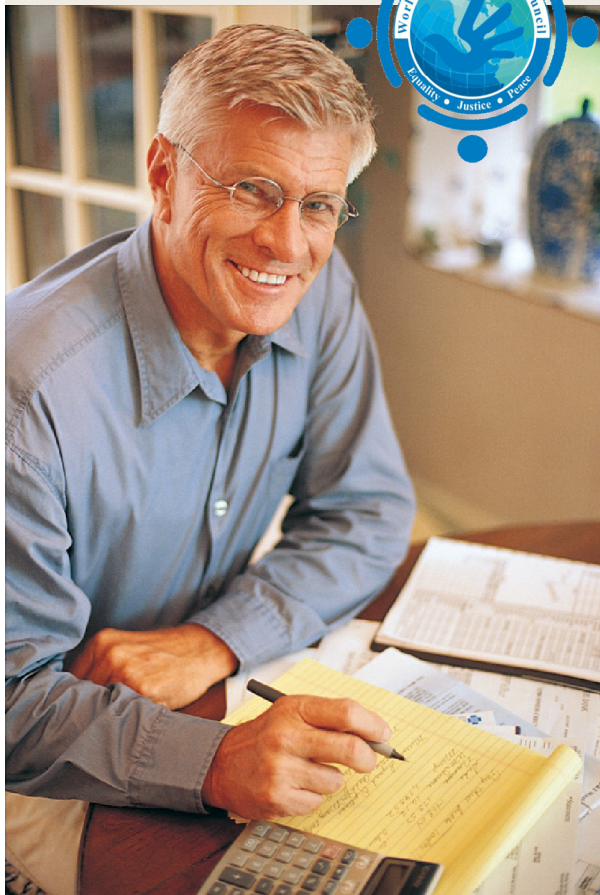


This is YOUR
Chance...

Become a
Change Maker



We will, with your help, ensure that every employer implements the Sexual Harassment Act, 2013 and take a strong step towards Gender Justice.
What do you need to do?

Call Us

Conduct Workshop

Refer a Friend

World Human
Rights Council

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TAKE
ACTION Today

An intensive program for sensitizing employees in accordance with "The Sexual Harassment of Women at Workplace Act 2013". It has been developed in the form of an easy to implement tool-kit to enable corporate comply with the provisions for employee awareness and training as provided in the act..

Benefits:

- Employee Awareness
- Compliance with the law
- Compliance Reports
- Empower women at workplace
- Online delivery & assessment
- Employees learn at their convenience



How do Employers Benefit ?

This is essentially a step by step guide to implement the anti-sexual harassment law for Indian businesses. There is a fine of INR 50,000 if any business having more than 10 employees do not comply with the law.

This tool will enable you to do the following:

- **Inspire corporate leadership and gain valuable soft points through CSR**
- **The certificate acts as legal proof that employees have been sensitized effectively – Documentation and maintenance is an investment into a forward insurance.**
- **Employees cannot claim ignorance of the policy later – or even at present: It can be accessed whenever in doubt!**

As a part of this toolbox, you will get not only tutorials on how to implement the law, but all the sample documents and formats you will need. A large number of scenarios are also covered with specific guidelines on how to handle them if they arise.



What do HR Managers, training departments, in-house legal and compliance teams get?

- Create a sexual harassment policy using a ready-made, customizable template.
- Set up an internal complaint committee, train them, and ensure that they are completely aligned with the act and its relevant modalities
- Get templates of statutory notices, employment contract, order, settlement agreement, complaint format, gender neutral versions, interim orders
- Use our checklist which we keep updating to ensure that the company is compliant to laws at all time

17% women find workplace unsafe

Survey Says Unorganized Sector Workers More Vulnerable To Sexual Harassment

TIMES NEWS NETWORK

Bangalore: Sexual harassment at the workplace is rampant but no one talks about it. 17% of working women in major cities have admitted to it. However, most of these women said the harassment wasn't physical.

These findings are part of the survey, Sexual Harassment at Workplaces in India 2017-2018, done by Oxfam India during a workshop at the India Islamic Cultural Centre. The report was released on Tuesday.

It revealed high incidence of sexual harassment in both organized and unorganized sectors. The research was jointly conducted by Oxfam India and the Social and Rural Research Institute, a wing of IMRRI International in Delhi, Mumbai, Bangalore, Chennai, Kolkata, Ahmedabad, Jaipur and Dehradun and covered 400 working women.

"Most women faced incidents that were non-physical. 96 of the 400 respondents faced a cumulative of 121 incidents of sexual harassment. About 102 of the 121 incidents were reported to be non-physical, whereas the remaining 19 incidents were physical," the report said.

It added: "While 67% of the gener-



Employers must step in

There isn't a single woman who hasn't faced sexual harassment at some point in time, maybe in office or on her way to work. They're forced to keep quiet because if they make a noise about it they face more harassment. People in position misuse their power to harass women; it may not always be physical but also verbal or just vulgar gestures. Sexual harassment is more prevalent in unorganized sectors; if women there complain, they tend to lose their jobs. It's the employers' responsibility to protect the rights of women employees and develop intolerance against sexual harassment.

Dhama Fernandes, FOUNDER, VIMACHANA

TIMES VIEW

When the Lok Sabha passed the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill, 2010, in September this year, it ushered in much hope for the harassed lot. A few months later, there's data which confirm the need for this legislation. A survey shows that 17% of working women in India face sexual harassment at the workplace. Immediate measures are needed to crack down on men who believe harassing women is all right. Only empowered women freed of the threat of harassment can play a major role in the growth of any society. Employers too should ensure that victims feel comfortable about coming forward with complaints to bring offenders to book.

ceptible to sexual harassment due to lack of awareness of legislation. Also, 26% of working women reported to be the sole-earning members of their families, indicating that economic vulnerability renders them further vulnerable to harassment.

Employer's toolbox

Employee sensitization stack – training material, and case studies for legally mandated employee sensitization

- Checklist for internal complaints committee and evaluation of evidence submitted by the accused by the accused and the victim
- Sample notices, orders, complaints, annual reports and workplace poster formats
- Compliance reports e.g. No. of employees trained
- Master checklist for compliance

Employee Section - lectures and tutorials

- Understanding Sexual Harassment in Indian Context
- Redressal Process and Systems
- Prevention and Prohibition processes and Systems
- Judicial advancement and other processes
- Case studies

THE MOST COMMON FORMS OF WORKPLACE SEXUAL HARASSMENT

