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KARNATAKA EMPLOYERS' ASSOCIATION

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To
All Members of the Association

Sub: Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act

The Ministry of Women and Child Welfare has released a handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act. The procedures outlined in the Handbook are helpful in implementing the Act.

The Handbook is meant for all workplaces, institutions, organisations to provide basic understanding of sexual harassment at places of work. It is also designed to offer Internal Complaints Committee/s and Local Complaints Committee/s established under the Act with simple, user friendly information on sexual harassment; what is expected of the Complaints Committee to redress a complaint and what the inquiry process and outcome should be.

The Handbook is structured into six sections. The first section is an introduction and detail regarding the genesis of the Act, the second sets the context by defining the workplace and sexual harassment and impact of such behaviour, the third focuses on the key individuals and institutions involved in prohibition and prevention processes and their responsibilities, section four discusses the Redressal mechanism, followed by monitoring requirement in section five and important international frameworks and best practices on sexual harassment at the workplace in the concluding section.

This Handbook will be of tremendous value for employers, employees and complaint committees alike, as it provides guidance with regard to the steps to be taken and the processes to be followed, in line with the requirements of the law. It will prove useful to all women workers particularly and be a step forward in promoting their right to work with dignity as equal partners in an environment that is free from harassment.

Hand Book can be downloaded from the KEA Website.

for KARNATAKA EMPLOYERS' ASSOCIATION

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(B.C. PRABHAKAR)
PRESIDENT