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KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, SHANKARA ARCADE, VANIVILAS ROAD, BASAVANAGUDI
BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962

Date : 05-09-2012

CIRCULAR No.54/2012

To
All Members of the Association

**Sub: Lok Sabha approves
"The Protection of Women against Sexual Harassment at Work
Place Bill 2010"**

The Rajya Sabha had passed the above Bill on 8.12.2011. The Lok Sabha has also passed the above Bill on 3.9.2012. The Bill will become Act once it receives the assent of the President of India and will be enforceable from the date notified by the Government of India.

The high lights of the Bill are as under;

HIGHLIGHTS:

The Bill makes it mandatory that all offices, hospitals, institutions and other workplaces should have an internal redressal mechanism for complaints related to sexual harassment.

The Bill makes it mandatory that every employer should constitute an "Internal complaints Committee" at each office. The details of constitution of the committee are detailed in Chapter-2 of the Bill. The Bill provides internal complaints committee the powers of a civil court. It also provides action that can be initiated against false or malicious complaints.

Prescribed penalties for non-compliance:

01. Non-compliance with the provisions of the Act shall be punishable with a fine of up to ₹50,000/-
02. Repeated violations may lead to higher penalties and cancellation of license or registration to conduct business.

The date on which the Act would come in to force and the action points will be circulated once the Government of India notifies the date from which the Act will come in to force.

for KARNATAKA EMPLOYERS' ASSOCIATION

B.C. Prabhakar
(B.C. PRABHAKAR)
PRESIDENT