

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) ACT 2013

Complaint Procedure:

Complaint regarding Sexual Harassment against women can be made either in paper form or by sending e-mail to the Chairperson or members of the Internal Complaints Committee (ICC) on the given e-mail ID or office address.

The Act stipulates that the aggrieved woman can make written complaint of sexual harassment at workplace to the ICC within a period of **three months** from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.

As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.