

## **Sexual Harassment Committee**

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It helps the female staff of the office of a workplace to address their grievances regarding violence and harassment cases, if any.

The Prevention Sexual Harassment cell is committed to

- Observing the law on Sexual Harassment
- Sensitizing the community on gender issues
- Assisting the internal Complaint Committee
- Addressing complaints from victims

## **The law on sexual harassment**

The Central government enacted a law in 2013 to provide a safe environment for women in the workplace and address the cases of sexual harassment at the workplace. The Act may be called Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and it extends to the whole of India. The District Court, Maharajganj has taken the view of the Act and used to follow all the necessary provisions in spirit.

According to Section 2(n) of the Act the term “sexual harassment” includes any one or more of the following acts:

- Physical contact and advances; or
- A demand or request for sexual favors: or
- Making Sexually colored remarks; or
- Showing pornography; or
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature
- Use of electronic media (phone, internet, intranet) for perpetrating any of the above
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature

In view of mandatory provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 following procedure is used to be followed whenever any case of harassment is reported in the District Court Maharajganj:

- There shall be an internal complaints committee which shall consist of a presiding officer and such other members as the employer appoints time to time. However, the presiding officer shall be a woman and other members must have experience in social work or legal knowledge.
- The aggrieved woman may make a complaint in writing regarding sexual harassment to the internal committee. However, if a woman is not able to a complaint, her legal heirs and any other person on her behalf can make a complaint.
- The complaint committee before initiating an inquiry may resolve the matter through conciliation at the request of the woman.
- Where settlement has been arrived through conciliation, the committee records the settlement and forwards the same to the employer. In such a case, no further inquiry is required.
- In case the conciliation process has not been worked out, the committee shall proceed with the inquiry as per the service rules applicable to him, or if the prima facie case exists forward the complaint to the police.
- For the purpose of conducting the inquiry the principles of natural justice shall be observed.
- On the completion of the inquiry if the respondent is found responsible the employer may take any or both of the following actions against him:
  - Take action for sexual harassment as misconduct in accordance with the service rules applicable to him.
  - To deduct from the salary of the respondent such amount as the committee considers appropriate and shall be paid to the victim.

**Internal Complaint Committee constituted under  
Prevention of Sexual Harassment  
In District & Sessions Court, Maharajganj**

<b>Sr. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Designation in Committee</b>
01	Smt. Astha Srivastava	Civil Judge Sr. Div., Maharjganj	Chairperson
02	Sri Balwant Kumar Bharati	Civil Judge Sr. Div. (Fast Track Court), Maharjganj	Member
03	Smt. Bushra Noor	Civil Judge Jr. Div., Maharjganj	Member
04	Smt. Preeti Srivastava	Senior Assistant, District Court, Maharajganj	Member
05	Shristi Seva Sansthan	N.G.O.	Member

For any query/ Complaints under Prevention of Sexual Harassment write an email to

**[dcmhr\[at\]allahabadhighcourt\[dot\]in](mailto:dcmhr@allahabadhighcourt.in)**