



Prevention of Sexual Harassment (POSH) - Implementation and Enforcement

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Abstract:

Crime and atrocities against women have been a persistent issue across societies, with grave consequences for individuals, communities, and the overall well-being of nations. These abstract aims to provide a concise overview of the topic, highlighting key aspects and themes associated with the subject matter.

Women are disproportionately affected by various forms of crime and atrocities, including but not limited to sexual harassment at work place, domestic violence, human trafficking, gender-based discrimination and honour killing etc. These forms of assault not only violate the fundamental rights and dignity of women but also impede their social, economic, and political progress. Key factors contributing to such crimes include gender inequality, cultural norms, weak legal frameworks, lack of awareness, and social stigma.

The consequences of crime and atrocities against women are far-reaching and multifaceted. Victims often suffer physical and psychological trauma, leading to long-term emotional distress and decreased quality of life. Additionally, these acts perpetuate a cycle of violence and discrimination, creating a hostile environment that further marginalizes women and limits their opportunities for education, employment, and social engagement.

Efforts to address and combat crime and atrocities against women require a comprehensive and multifaceted approach. This includes the implementation of robust legal frameworks and Constitutional measures like POSH laws that protect women's rights, promote gender equality, and ensure effective prosecution of offenders. Awareness campaigns and education programs play a vital role in challenging societal norms, promoting gender sensitivity, and empowering women to assert their rights. Collaboration between government agencies, civil society organizations, and communities is crucial for the successful implementation of prevention strategies, victim support services, and rehabilitation programs.

The present paper focus on protection and prevention of sexual harassment against women at work place. It also studies complaint mechanisms, significant challenges in implementation and enforcement of POSH Laws. Addressing this issue necessitates a collective commitment to promoting gender equality, protecting women's rights, creating awareness on constitutional rights and social legislation to protect women and eliminating the root causes of violence and discrimination. By creating a safe and inclusive environment for working women both public and private sectors, also at organised and unorganised sectors.

Whereas sexual harassment results in violation of the fundamental rights of woman to equality under articles 14 and 15(class 3) of the Constitution of India and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

Keywords: Assault, Crime, Discrimination, Harassment, Prevention, Sexual, Victim, Women.

Introduction:

In the complex landscape of contemporary workplaces, the enforcement of POSH (Prevention of Sexual Harassment) laws stands as a vital beacon of progress towards fostering safe, respectful, and inclusive environments for all employees. Rooted in principles of human rights and dignity, the implementation of POSH laws goes beyond legal compliance, serving as a cornerstone for upholding fundamental ethical values within organizations.

The genesis of POSH laws arises from a profound recognition of the pervasive and detrimental impact of sexual harassment in

professional settings. These laws represent a concerted effort to combat harassment, empower victims, and promote a culture of respect and equality in the workplace.

At its core, the enforcement of POSH laws embodies a commitment to fostering a work environment where every individual feels valued, protected, and free from harassment. It entails a multifaceted approach that encompasses awareness-raising, education, robust reporting mechanisms, and decisive action against perpetrators. POSH Amendment 2024-The current Amendment Bill of 2024 seeks to prolong the established time

limit of 3(three) months for filing a sexual harassment complaint to 1(one) year from the date of the incident.

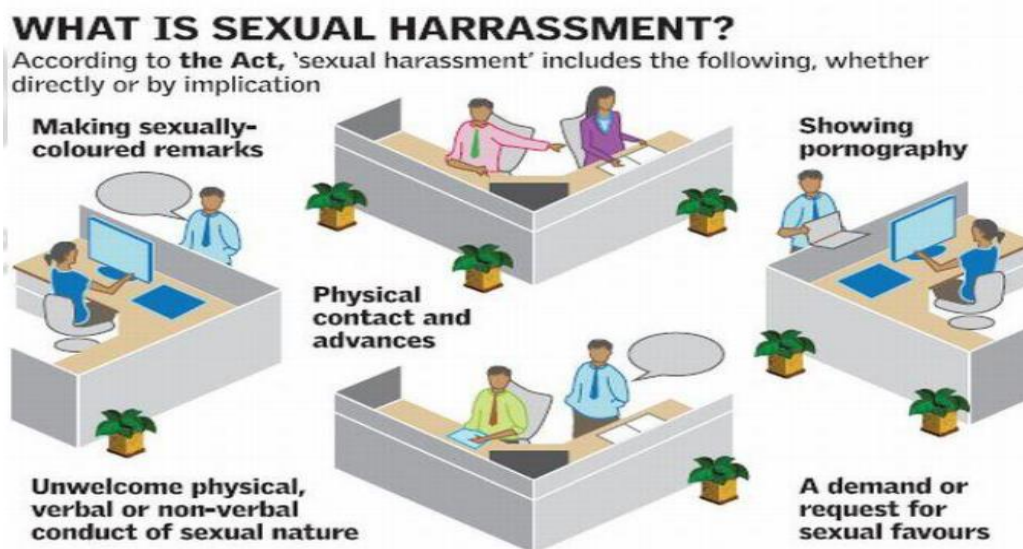
In this article, I delve into the critical importance of enforcing POSH laws in contemporary workplaces. By exploring the various facets of enforcement, from prevention to investigation and accountability, we aim to highlight the transformative role that these laws play in shaping organizational culture and promoting the well-being of women employees.

Ultimately, by steadfastly enforcing POSH laws, organizations can create a culture of integrity, respect, and equality, where harassment has no place and every individual can thrive professionally and personally. As we navigate the complexities of modern work environments, the enforcement of

POSH laws remains an essential pillar in our collective journey towards creating a more just and equitable society.

Definition:

POSH, which stands for Prevention of Sexual Harassment, refers to workplace laws and policies designed to prevent and address instances of sexual harassment. These measures ensure that workplaces maintain safety and respect, free from any form of sexual misconduct. POSH laws encompass establishing clear guidelines against harassment, implementing procedures for reporting complaints, conducting impartial investigations, and administering appropriate actions against perpetrators. Ultimately, the primary objective is to foster equality and safeguard the welfare of employees.



Objectives:

1. The present article focusses on Preventing instances of sexual harassment: By establishing clear rules and guidelines, POSH laws aim to prevent sexual harassment from occurring in the first place.
2. To understand and analyse about Conducting fair investigations through complaint mechanism
3. the study throws light on implementation and enforcement of POSH laws at work place.

Methodology:

It throws light on posh laws to protect women at work place and prevent sexual harassment, ensure their enforcement involves a comprehensive strategy aimed at fostering safe and respectful workplaces. Initially, organizations craft robust policies that clearly define sexual harassment, specify reporting channels, and outline consequences for perpetrators. These policies are extensively distributed among employees to ensure clarity and awareness throughout the organization. To enlighten A central aspect of POSH law enforcement is the establishment of Internal

Complaints Committees (ICCs) or Local Complaints Committees (LCCs), entrusted with the responsibility of receiving and investigating complaints of sexual harassment. Comprising both male and female employees, these committees undergo specialized training to handle complaints sensitively and objectively.

The present article is theoretical, the sources collected through primary and secondary data through varies sources like Newspapers, gazettes, books, NCRB reports, social media, TV, and also through observation, published and unpublished articles etc.

Compliant mechanism:

In the framework of POSH (Prevention of Sexual Harassment) laws and their enforcement, a crucial component is the establishment of a strong complaint's mechanism. This mechanism serves as a vital avenue for employees to report instances of sexual harassment confidentially and without fear of reprisal, ensuring that their voices are heard and women rights are protected.

Central to the compliant mechanism in POSH law enforcement is the provision of multiple

reporting channels. These channels may include designated individuals within the organization, such as Human Resources personnel or members of the Internal Complaints Committee (ICC), as well as anonymous reporting options such as hotlines or online platforms. By offering a variety of reporting avenues, organizations empower victims to come forward in a manner that feels safe and comfortable for them.

Furthermore, confidentiality is a cornerstone of the complaint's mechanism. Employees must feel assured that their complaints will be handled with discretion and sensitivity, and that their privacy will be respected throughout the process. Confidentiality not only protects the identity of the complainant but also encourages others to step forward without fear of exposure or retaliation.

Promptness and responsiveness are also key aspects of an effective complaint's mechanism. Upon receiving a complaint, organizations must act swiftly to initiate an investigation and address the matter in a timely manner. This demonstrates a commitment to taking allegations of sexual harassment seriously and ensures that victims receive the support and assistance they need without undue delay.

Moreover, the complaints mechanism must be transparent and impartial. Employees should be informed of the steps involved in the investigation process and provided with regular updates on the status of their complaint. Additionally, investigations should be conducted in a fair and objective manner, with due regard for the rights of both the complainant and the accused.

Ultimately, the goal of the complaints mechanism in POSH law enforcement is to provide a safe and supportive environment for employees to report instances of sexual harassment and seek redress. By implementing a comprehensive and accessible reporting system that prioritizes confidentiality, promptness, responsiveness, transparency, and impartiality, organizations can effectively uphold the principles of dignity, respect, and equality in the workplace.

Key provisions of the posh act and enforcement:

- The POSH (Prevention of Sexual Harassment) Act encompasses vital provisions aimed at creating safe and respectful work environments. Firstly, it provides a clear definition of sexual harassment, encompassing unwelcome behaviours with sexual undertones. Secondly, it mandates organizations with 10 or more employees to establish Internal Complaints Committees (ICCs) to handle complaints, ensuring fair representation and accessible avenues for reporting harassment incidents. Emphasizing confidentiality safeguards the privacy of all involved parties throughout the

process. Furthermore, the Act requires prompt and impartial investigations into complaints, with resolutions to be achieved within specified timelines. Employers are obligated to conduct awareness programs and training sessions to educate employees about their rights and obligations under the Act, fostering a culture of respect and intolerance for harassment. Non-compliance with the Act incurs penalties, highlighting the importance of adherence. Enforcement involves regular monitoring and inspection by designated authorities, backed by support from civil society organizations and women's rights groups. Through collaborative efforts, enforcement mechanisms strive to cultivate workplaces that prioritize dignity, equality, and respect for all employees.

Causes for Sexual Harassment at work place:

There are multiple factors that can contribute to Sexual harassment against women. It's important that these factors can vary across different societies and cultures. Here are some common causes:

- **Gender Inequality:** Deep-root gender inequality can create an environment that fosters sexual harassment against women. Discrimination, unequal access to resources, limited opportunities and societal norms that perpetuate male dominance can contribute to violence and mistreat.
- **Power Imbalances:** In the workplace, power dynamics are commonly thought to be associated with an individuals' seniority, age or value to a business. For instance, a harasser might be in a position of power due to being the owner of a business, a valued customer of a business, a direct supervisor of a person harassed, or in a position to influence that person's future career prospects.
- **Weak Legal Systems and Impunity:** A weak legal system, lack of effective laws enforcement, and highly levels of impunity can contribute to the perpetuation of crimes against women. When perpetrators believe they can get away with their actions, it discourages victims from reporting crime and seeking justice.
- **Men's perceived role in society:** For decades, men were taught they were the providers for their families. Some still have this attitude today. Many men believe that since they should have this role, women working alongside them threaten their ability to provide. This can lead to cases of sexual harassment.

Crime against women in India: NCRB Report 2023 | 05 Dec 2023

The NCRB report highlighted that a significant proportion of crimes against women under the IPC involved 'Cruelty by Husband or His Relatives'.



New Delhi: The latest National Crime Records Bureau (NCRB) annual report has revealed a distressing surge of 4% in crimes against women in India throughout 2022. This includes cases of cruelty by husbands and relatives, abductions, assaults, and rapes.

The NCRB report detailed a substantial escalation in reported crimes against women, soaring from 3,71,503 cases in 2020 to 4,45,256 cases in 2022. Compared to 2021's 4,28,278 cases, the 2022 statistics marked a troubling increase.

The report highlighted that a significant proportion of crimes against women under the Indian Penal Code (IPC) involved 'Cruelty by Husband or His Relatives' (31.4%), 'Kidnapping and Abduction of Women' (19.2%), 'Assault on Women with Intent to Outrage her Modesty' (18.7%), and 'Rape' (7.1%). The crime rate per lakh women population rose to 66.4 in 2022 from 64.5 in 2021.

Notably, the country registered 13,479 cases under the Dowry Prohibition Act, with over 1,40,000 cases categorised under 'Cruelty by Husband or His Relatives' (Sec. 498 A IPC). Based on data gathered from 28 states, Union territories, and central agencies, the report titled "Crime in India 2022" provides critical insights for lawmakers, governments, and stakeholders involved in policy formulation and analysis.

The report's findings extended beyond crimes against women, indicating a surge in crimes against children, senior citizens, Scheduled Castes (SC), and Scheduled Tribes (ST) by 8.7%, 9.3%, 13.1%, and 14.3%, respectively. Additionally, economic offenses saw an 11.1% rise, corruption surged by 10.5%, and cybercrimes increased by a staggering 24.4% in 2022.

Moreover, concerning trends were observed in major cities like Delhi, Mumbai, and Bengaluru. Delhi recorded 14,158 cases of crimes against women, Mumbai saw 6,176 cases with a high 80.6% charge sheet rate, while Bangalore reported 3,924 cases with a 74.2% charge sheet rate.

Uttar Pradesh registered the highest number of 65,743 cases of crimes against women under IPC and Special and Local Laws (SLL), Maharashtra recorded 45,331 cases, and Rajasthan reported

45,058 cases, each with varying charge sheet rates. The report's revelations underscore the urgent need for comprehensive strategies to address the alarming increase in crimes against vulnerable demographics across the nation.

Supreme court laws to prevention and protection of sexual harassment:

The Supreme Court has played a pivotal role in shaping legislation aimed at preventing and addressing sexual harassment in workplaces. Through landmark judgments and directives, it has established guidelines and frameworks to safeguard the safety and dignity of employees. One notable instance is the Vishaka judgment of 1997, where the Court recognized sexual harassment as a violation of fundamental rights enshrined in Articles 14, 19, and 21 of the Indian Constitution. This ruling laid down foundational principles to combat sexual harassment in workplaces where statutory provisions were lacking.

As a result of the Supreme Court's directives in the Vishaka case, the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, was formulated. This Act mandates the establishment of Internal Complaints Committees (ICCs) within organizations to receive and address complaints of sexual harassment. It provides a legal framework for employers to effectively prevent and handle incidents of harassment.

In addition to issuing directives, the Supreme Court has actively intervened in cases of sexual harassment, ensuring that justice is served and wrongdoers are held accountable. Its judgments have set precedents for conducting fair and expeditious investigations, thereby guaranteeing that victims receive appropriate support and protection. Overall, the Supreme Court's interventions have been instrumental in shaping laws and policies for preventing and addressing sexual harassment in workplaces, reaffirming the commitment to uphold the rights and dignity of all individuals involved.

Constitutional measure to prevent sexual harassment against women:

Constitutional measures aimed at preventing sexual harassment against women in

India encompass several fundamental provisions focused on safeguarding their rights and ensuring their safety and dignity. Firstly, the Constitution guarantees equality before the law and prohibits discrimination based on gender, as outlined in **Article 14**. This principle of equality serves as a cornerstone in the fight against sexual harassment, ensuring that individuals of all genders receive equitable protection under the law.

Furthermore, **Article 15** prohibits discrimination on the basis of sex, reinforcing the government's commitment to gender equality and the prevention of harassment and discrimination faced by women. This provision empowers legislative action to promote gender justice and eradicate gender-based discrimination across various aspects of life, including the workplace. **Article 15(3)** of the Indian constitution states that "Nothing shall prevent the state from making any special provision for women and children".

Moreover, **Article 21**, which guarantees the right to life and personal liberty, has been interpreted by the judiciary to encompass the right to live with dignity. Landmark judgments such as *Vishaka v. State of Rajasthan* have affirmed sexual harassment as a violation of this fundamental right, emphasizing the constitutional obligation to safeguard women from such misconduct and ensure a safe and dignified work environment.

Additionally, **Article 51(c)** of the Constitution, which outlines the directive principles of state policy, mandates the state to strive for equal opportunities for both men and women, and to prevent women from being exploited in any form. This directive principle provides a constitutional basis for the formulation of laws and policies aimed at preventing and addressing sexual harassment against women in various spheres of society, including workplaces.

Constitutional measures to combat sexual harassment against women in India are grounded in the principles of equality, dignity, and non-discrimination enshrined in the Constitution. These provisions offer a legal framework for the enactment of laws, policies, and judicial interventions aimed at safeguarding women's rights and ensuring their protection from sexual harassment across all aspects of life.

Voice against sexual harassment through newspapers and social media:

***Shital Prasad Sharma vs State of Rajasthan and Others on 6 April, 2018:**

Krishi Bhawna, Jaipur. Chairperson, Working Women Exploitation Prevention Committee, Constituted Under The Sexual Harassment Of Women At Work Place (Prevention, Prohibition And Redressal Rajasthan High Court ***MedhaKotwalLele&Ors vs U.O.I. &Ors on 19 October, 2012:**

The Vishaka judgment came on 13.8.1997. Yet, 15 years after the guidelines were laid down by this Court for the prevention and redressal of sexual harassment and their due compliance under Article 141 of the Constitution of India until such time appropriate legislation was enacted by the Parliament, many women still struggle to have their most basic rights protected at workplaces. The statutory law is not in place. The Protection of Women Against Sexual Harassment at Work Place Bill, 2010 is still pending in Parliament though Lok Sabha is said to have passed that Bill in the first week of September, 2012. The belief of the Constitution framers in fairness and justice for women is yet to be fully achieved at the workplaces in the country.

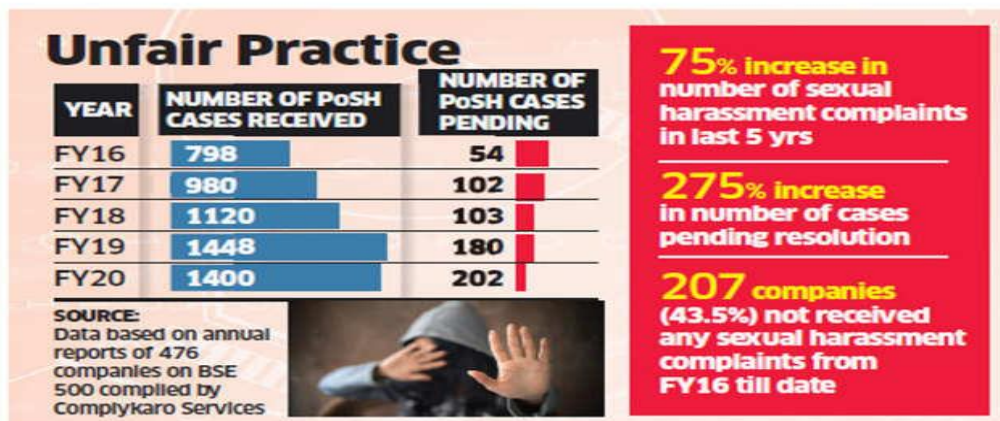
***Neha Hiremath murdered by Fayaz at BVB college Hubballi:**

Neha Hiremath daughter of congress councillor of Hubbell, was allegedly stabbed to death on the campus of BVB college on 19th of April, 2024. The accused FayazKhondunaik, who fled from the scene, was arrested by the police subsequently. Neha was first year Master of Computer Application(MCA) student and Fayaz was earlier her classmate.

***Haryana coach Krishna Kumar jailed for 10 years sexual harassment case linked to minor:**

He threatened to kill her if she revealed the truth before anyone. Even the accused threatened her to spoil her career if she narrated the truth before anyone, she alleged in her police complaint.

Section 14 of the POSH Act read with Rule 10 of the POSH Rules deals with the punishment for filing false or malicious complaints by the complainant or any other person who is involved in the conspiracy of filing a false or malicious complaint or producing false or misleading documents or evidence.



Implementations of POSH laws:

Implementing POSH (Prevention of Sexual Harassment) laws involves several pivotal steps to ensure their efficacy in cultivating safe and respectful workplaces. Firstly, organizations must develop and disseminate comprehensive policies that precisely define sexual harassment, delineate reporting procedures, and stipulate consequences for violators. These policies should be widely communicated to all employees to ensure widespread awareness and comprehension.

Central to POSH law implementation is the establishment of Internal Complaints Committees (ICCs) or Local Complaints Committees (LCCs) within organizations. These committees are entrusted with receiving and investigating sexual harassment complaints promptly, impartially, and confidentially. They must comprise both male and female employees and undergo specialized training to handle complaints sensitively and efficiently.

Moreover, organizations must offer multiple channels for employees to report instances of sexual harassment, including designated individuals, anonymous hotlines, or online platforms. Maintaining confidentiality throughout the complaint process is essential to safeguard the privacy and dignity of all involved parties.

Employers are also tasked with conducting awareness and training initiatives to educate employees on their rights and responsibilities under POSH laws. These programs aim to foster a workplace grounded in respect, equality, and a zero-tolerance policy towards sexual harassment.

Additionally, organizations must ensure timely and equitable investigations into complaints, with appropriate disciplinary action taken against offenders if allegations are validated. Regular monitoring and evaluation of POSH policies and enforcement procedures are crucial to ensure compliance with the law and pinpoint areas for enhancement. Implementing POSH laws demands proactive engagement from employers to establish an environment where sexual harassment is not condoned, and the rights and dignity of all

employees are upheld. Through effective policies, procedures, training, and enforcement mechanisms, organizations can contribute to fostering safer and more inclusive workplaces for all.

Enforcement of POSH laws:

Implementing POSH (Prevention of Sexual Harassment) laws involves a comprehensive strategy aimed at fostering safe and respectful workplaces. To begin, organizations must ensure strict compliance with their established policies and procedures, which should clearly define sexual harassment, delineate reporting channels, and stipulate disciplinary actions for offenders. These policies need to be consistently communicated and reinforced among all employees to enhance awareness and understanding of their rights and obligations.

At the heart of enforcing POSH laws lies the creation of Internal Complaints Committees (ICCs) or Local Complaints Committees (LCCs) within organizations. These committees are instrumental in receiving, investigating, and resolving complaints of sexual harassment in a fair, timely, and confidential manner. Committee members must undergo specialized training to handle complaints sensitively and impartially, ensuring the protection of both complainants and accused individuals. Moreover, organizations should offer accessible avenues for employees to report incidents of sexual harassment, including designated personnel, anonymous hotlines, or online platforms. Maintaining confidentiality throughout the complaint process is crucial to safeguard the privacy and dignity of all involved parties.

Employers also bear the responsibility of conducting regular awareness and training programs to educate employees about their rights and responsibilities under POSH laws. These initiatives aim to cultivate a workplace culture grounded in respect, equality, and a steadfast intolerance for sexual harassment. Furthermore, organizations must ensure prompt and thorough investigations into complaints, with appropriate disciplinary measures taken against perpetrators upon substantiation of

allegations. Regular monitoring and assessment of enforcement procedures are vital to identifying any deficiencies and implementing necessary enhancements. Effective enforcement of POSH laws demands proactive dedication from organizations to establish an environment where sexual harassment is unequivocally condemned, and the rights of all employees are upheld. Through robust policies, efficient reporting mechanisms, comprehensive training, and vigilant enforcement, organizations can contribute to cultivating workplaces that are safer and more inclusive for all. Justice Verma Committee Report Summary: It was constituted to recommend amendments to the Criminal Law so as to provide for quicker trial and enhanced punishment for criminals accused of committing sexual assault against women.

Preventing sexual harassment in the workplace involves several key measures:

1. Enforcing Policies: Implement comprehensive policies that clearly define sexual harassment, outline reporting procedures, and detail consequences for offenders.
2. Propaganda: Conduct regular training sessions for all employees to educate them about what constitutes sexual harassment, how to recognize it, and what actions to take if they are victimized.
3. Promoting a Respectful Culture: Foster a work environment where respect, inclusivity, and professionalism are valued and to be practiced at workplace.
4. Encouraging Open Communication: Establish multiple channels for reporting harassment, ensuring confidentiality and protection against retaliation for those who come forward.
5. Leadership Commitment: Demonstrate leadership commitment to a zero-tolerance policy for sexual harassment through visible support and active involvement in prevention efforts.
6. Fair and Swift Response: Respond promptly and impartially to reports of harassment, conducting thorough investigations and implementing appropriate disciplinary actions when necessary.
7. Regular Review and Evaluation: Continuously review and update policies and procedures to ensure they remain effective and relevant to evolving workplace dynamics and legal standards.
8. Zero tolerance: A zero-tolerance policy is a strict and uncompromising approach to workplace health and safety. It means that any breach of the rules or standards will result in immediate and severe consequences, such as disciplinary action, termination, or legal action.
9. Women Empowerment Cell: Empower women socially, economically, politically and legally

with a focus on promoting decision making. It conducts various activities and arranges Guest Lectures to accelerate the academic enhancement, leadership development and cultural enrichment in the lives of young women.

10. Women Helpline Number:1090,181,112 These are the helpline number which helps womens. Women Helpline 181 scheme is 100% sponsored by the Centre Govt., New Delhi (MWCD) under Nirbhaya Fund. WHL 181 was operational during COVID-19. Sakhi Dashboard is updated on call to call basis regularly. Daily and weekly feedback is also taken by the staff of Women Helpline – 181.

The 1090 helpline began in 2012 after a woman broke down in front of the Chief Minister. Following this, inspector general Navniet Sekera was asked to take over the responsibility of tackling women's issues. Sekera is the man behind the design of this call-in structure. Emergency Response Support System (ERSS) is a Pan-India single number (112) based emergency response system for assistance from Police, Fire.

To educate and raise awareness among students and staff at all levels on how to recognize, prevent, and respond to sexual harassment. To increase awareness, good practices suggest strategies such as posting harassment policies and resources in accessible locations such as the internet, email communications, and messages through social media.

Awareness about the Rights of Women Employees:

People should be made aware of the rights of female employees in particular by specifically notifying these guidelines court also requested central/ state governments to take steps including legislation to make sure that these guidelines laid down by the court in this particular order are followed/ observed by the employers in the private sector. Consequently, provisions regarding the duties of employers, district officers and appropriate governments by organizing awareness programmes and engaging non-governmental organizations with them to create awareness among people were added in the act.

Repercussions of Not Complying with the Provision of the Act:

If the employer does not comply with the provisions of the act, he will be liable to pay a penalty up to Rs 50,000. Moreover, the repetition of the same offence would lead to the punishment being doubled or the cancellation of business licenses. However, it is important to mention here that all offences under this act are non-cognizable. Section 13 and 15 of the act deals with the provisions of providing compensation and the basis

of determination on which the compensation would be provided.

Cognizance of the Offence by Court:

The court can take cognizance of the offence on the complaint made by the aggrieved or any person authorized by the ICC or the LCC (section 27(1)). No court inferior to that of a metropolitan magistrate or a judicial magistrate of the first class will try the offence punishable under this act (section 27(2)). However, it is important to mention here that all offences under this act are non-cognizable.

The judgement paved a way for women's safety and protection at the workplace. After sixteen years, India had its first act to specifically deal with the issue of sexual harassment at the workplace. It came to be known as the sexual harassment of women at the workplace (prevention, prohibition and redressed) act, 2013. The guidelines mentioned in the judgment were added in the act in one form or the other.

Social Legislations to Protect Women from sexual harassment:

- *Domestic Violence Act, 2005
- *Dowry Prohibition Act, 1961
- *Immortal Traffic Prevention Act
- *The Maternity Benefit Act, 1961
- *Child Marriage Restraints Act, 1929
- *Child Labour Prohibition Act, 1986
- *Hindu Marriage Act, 1955
- *Special Marriage Act, 1954
- *POCSO (Prevention Of Child from Sexual Offences) Act, 2012

Conclusion:

I like to conclude stating that enforcing POSH laws is vital for establishing safe workplaces that prioritize the safety, respect, and equality of all employees. By instituting strong policies, setting up Internal Complaints Committees (ICCs) or Local Complaints Committees (LCCs), offering accessible reporting channels, conducting regular awareness sessions, and ensuring swift and thorough investigations, organizations can effectively prevent and address instances of sexual harassment. Maintaining confidentiality, fairness, and accountability throughout this process is essential to safeguard the rights and dignity of all parties involved. Ultimately, by actively enforcing POSH laws, Institutions contribute to cultivating a culture where sexual harassment is not tolerated, fostering an environment where every employee can work without fear of harassment or discrimination. Through ongoing commitment and refinement, workplaces can strive towards becoming safer, more respectful, and inclusive environments for everyone. The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted as an attempt to ensure a woman's right to live with dignity and the to carry out any

occupation. The POSH Act provides protection against sexual harassment at workplace.

After completing 77years of independence still women are not safe they are exploited in various forms at workplace as well as at home, constitutional measures amendments and acts alone cannot bring robust change until and unless there is a change of men mind-set. In the present scenario there is a need for both men and women to work and earn for their livelihood at the same time there is a need for women protection. Along with the Government and Judicial measures its social responsibility of all the citizens of our country to protect our women from victimization. Women as a human being should enjoy all spheres of social life in this world.

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