

**Report on Workshop cum awareness programme about the provisions of the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” organized by the District Legal Services Authority, Fatehgarh Sahib on 27-07-2023)**

The following members of the Women Grievance Cell attended a workshop cum awareness programme about the provisions of the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” organized by the District Legal Services Authority, Fatehgarh Sahib on 27-07-2023:

1. Dr. Sarabjit Kaur
2. Prof. Gurleen Sidhu

The following points were discussed by Adv. J.P.S. Batra ( Mobile no. 9814045042) :

1. Every institute must constitute an Internal Complaint Committee comprising of minimum four members who have an inclination towards social welfare. The Chairperson must be a female and there must be at least one male member so as to maintain a balance during decision making. The committee must have a member from outside the institution so that the decision is unbiased. Such a member should have at least 3 years of experience in any field related to social service.
2. The powers vested in the committee are at par with the Civil Court. It can send a summon to the concerned and if he/she doesn't show up, the next course of action may be taken. It must document the whole case and maintain secrecy.
3. The type of complaints that the committee can deal with include physical contact, demand for sexual favour, showing porn or vulgar jokes on the phone, unwelcome gestures which could be physical, verbal or non verbal. There is no specific format for the complaint.
4. The timeline to solve the issue is 90 days. The complainant must complain within 3 months of the occurrence of the event. The committee may give the despondent a 7 days notice to submit a written reply with proof, if any. A minimum of 60% members must be present to finalise the decision. The committee should report the same to the employer within 10 days. The employer must implement the same within 60 days.
5. If the victim is not satisfied, the case may be forwarded to the Police. The despondent may also go to court within 90 days.
6. During pendency of the case, the female worker may be sent on 90 days leave with pay, transferred to a different location or the despondent may be transferred.
7. The committee must also do a background check on the despondent as well as the complainant by talking to colleagues and family members so that justice is ensured.
8. The despondent may also be asked to pay financial compensation.