

ANTI-SEXUAL HARASSMENT

AS PER SUPREME COURT GUIDELINES - 2013

We do not tolerate sexual harassment of any kind. Strict action will be taken if anyone found guilty of such behavior

**SEXUAL HARASSMENT INCLUDES BEHAVIOR
(whether directly or by implication)**

- a) Physical contact and advances
- b) A demand or request for sexual favors
- c) Sexually colored remarks
- d) Showing pornography
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Anti-sexual harassment committee titled " Internal Complaints Committee i.e ICC"
(under Sexual Harassment of Women at Workplace for Employers / Organizations /
Internal Complaints Committee / Local Complaints Committee
(Prevention, Prohibition and Redressal) Act, 2013 of is formed w.e.f. 1st April 2019

Acts of Sexual Harassment are regarded as a Criminal offence and may attract one or more of the following sections of IPC

Section 294 : Whoever, to the annoyance of others, (a) does any obscene act in premises, or (b) sings, recites and utters any obscene songs, ballads or words, in or near premises, shall be punished with imprisonment of either description for a term that may extend to three months, or with fine, or both.

Section 354 : Whoever assaults or uses criminal force to any woman, intending to outrage or knowing it to be likely that he will there by outrage her modesty, shall be punished with imprisonment of either description for a term which shall not be less than one year but which may extend to five years, and shall also be liable to fine

Section - 354A: (sexual harassment), **354B** (use of criminal force with intent to disrobe), **354C** (voyeurism) and **354D** (stalking)

Section 509: Whoever, intending to insult the modesty of any woman, utters any word, makes any sound or gesture, or exhibits any object, intending that such word or sound shall be heard, or that such gesture or object shall be seen, by such woman, or intrudes upon the privacy of such woman, shall be punished with simple imprisonment for a term which may extend to three years, and also with fine.

This law is to protect Woman Exclusively under **sections 354A, 354B, 354C, 354D and 509 of IPC.** any woman, be it a student, an employee or a visitor at DPES is under protection of this Act. The victim can approach the Anti-Sexual Harassment Committee (ICC) for redressal. The punishment that can be imposed by the Employer based on the findings of the ICC may be deduction of wages, transfer to another location, termination of employment.