

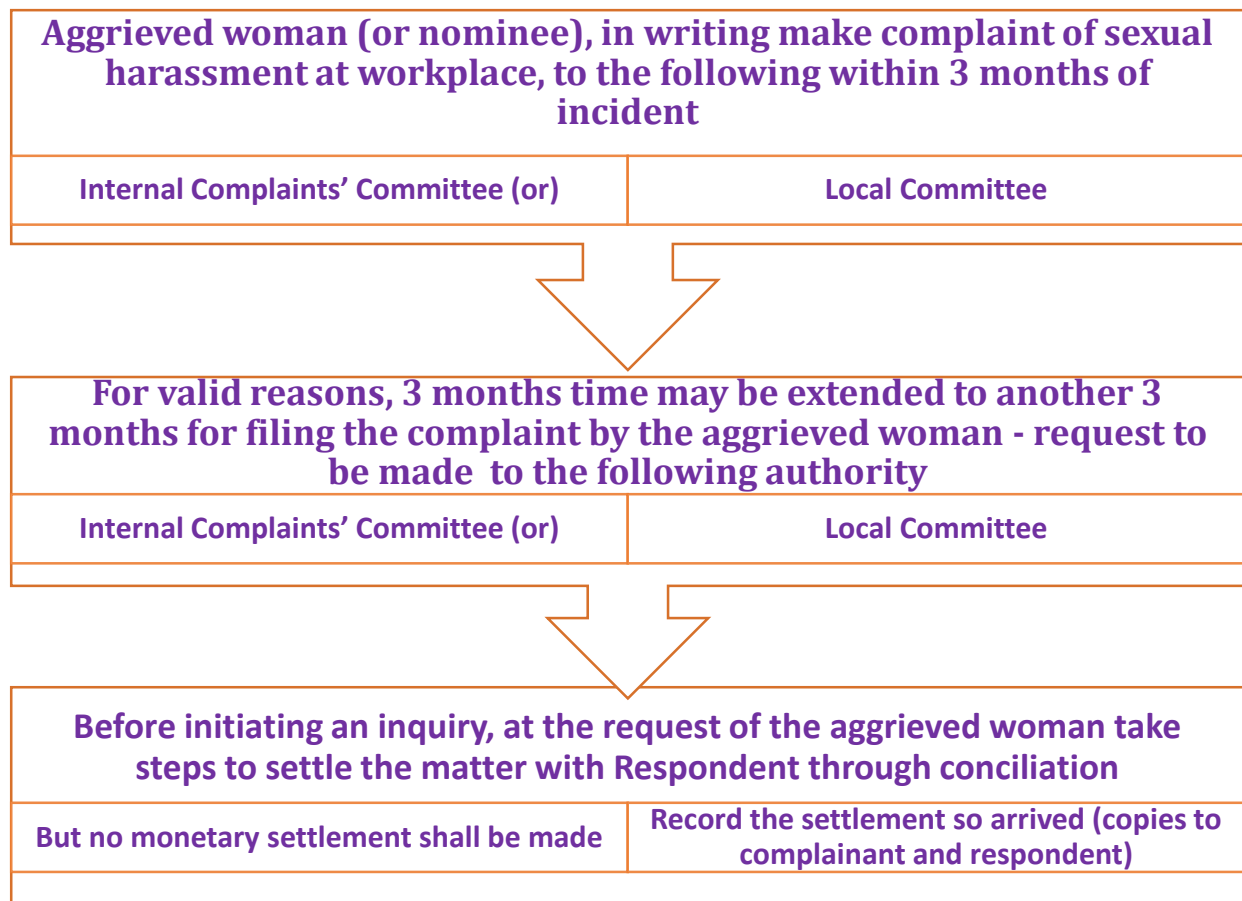
Process of Inquiry

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While an assassination destroys the physical frame of the victim, sexual harassment damages the humanity of a woman (Anon).....



STEP-BY-STEP PROCESS OF INQUIRY UNDER SEXUAL HARASSMENT ACT



- △ **CONCILIATION IS A MECHANISM THROUGH WHICH THE ISSUES ARE SETTLED BETWEEN TWO PARTIES**
- △ **INTERNAL COMMITTEE CAN ONLY INFORM THE AGGRIEVED WOMEN ABOUT THE OPTION**
- △ **THE DECISION TO GO FOR CONCILITION IS THE CHOICE OF THE AGGRIEVED WOMAN**
- △ **MONETARY COMPENSATION CANNOT BE THE BASIS DURING CONCILIATION**
- △ **SETTLEMENT IS TO BE ACCEPTATBLE BY THE AGGRIEVED WOMEN, ELSE INQUIRY TO CONTINUE (CANNOT BE FORCED ON HER)**

Where a settlement is arrived through conciliation, no further inquiry shall be conducted by the IC / LC

If no conciliation (or the settlement arrived was not complied by the respondent), the complaint can be inquired in accordance with the provisions of the service rules applicable to the respondent



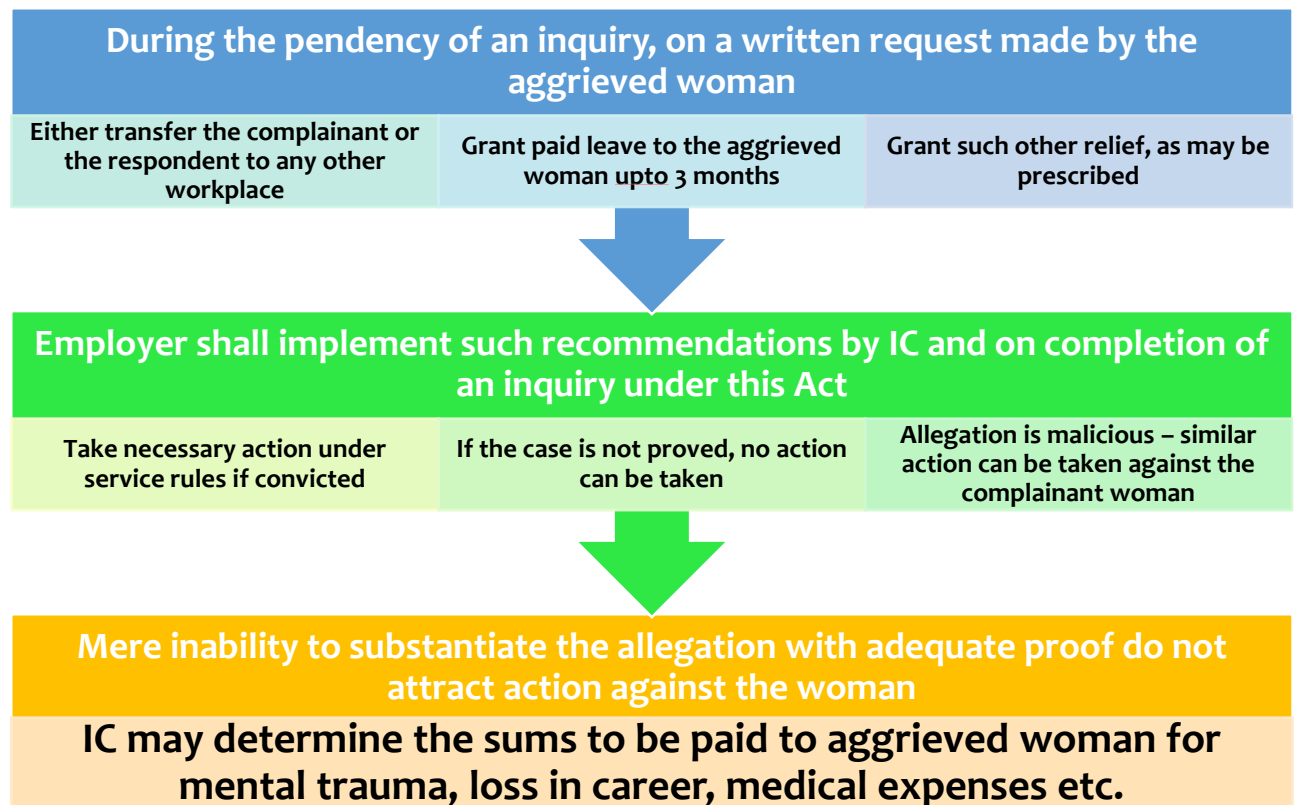
An aggrieved woman can go for simultaneous complaint with Police

Internal Committee to support the aggrieved woman to forward the complaint to the police within 7 days for registering the case u/s 509 of IPC (insulting modesty of woman)



During the course of inquiry, both the parties be given an opportunity of being heard and a copy of the findings shall be made available to both

The IC shall have the same powers as are vested in a CIVIL COURT under civil code procedure, 1908. Enquiry to complete within 90 days



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