

# Duties of Witness in Sexual Harassment Enquiries

**Who can be a witness in Sexual Harassment enquiries?**

**Anyone who has knowledge of facts or circumstances related to a sexual harassment complaint.**

**During enquiry proceedings the duties of Witness are:**

## **1. Providing truthful testimony:**

**Sharing accurate and unbiased information about,**

- what they saw,**
- heard, or**
- experienced related to the incident.**

## **2. Maintaining confidentiality:**

**Keeping the inquiry and testimony confidential to protect the integrity of the process and individuals involved.**

**...to be contd...**

**Ensure A Respectful & Safe Workplace. In such case,  
Zero Tolerance means anything  
Less than Zero**

**HR Vidyalaya - The POSH Specialist**

