

# Respondent's (accused) Privileges

HR Vidyalaya's  
POSH Snippet

05, Jan,  
2021

05/  
2021

1. Respondent is to be given a copy of complaint, within 7 days of such Complaint is received by IC from an aggrieved woman
2. He can reply to the complaint - upto 10 days of receipt of the same
3. Respondent has to prepare his reply, his list of witnesses to prove the complaint is wrong and any documentation to protect himself
4. It is his total responsibility to safeguard himself, as the Internal Committee may consist of 'employees' who are (mostly) non-legal professional. They will look into complaint, basis - A SMOOTH WORKPLACE for WOMEN TO PERFORM
5. Respondent can seek copies of all records / documents / recordings, etc
6. Respondent has the right to cross examine the witnesses of the aggrieved woman
7. Respondent has the right to get copy of the recordings / documents / records / recommendations, etc
8. Respondent has every right to appeal, if convicted, in the higher legal forum

Tomorrow, we will see a list, which contains things which are not (privileges), for the Respondent