

POSH – CHALLENGES FOR INTERNAL COMMITTEE & EMPLOYER

Blog Series – 63 [July 28, 2020](#) [PoSH – Vol.32](#)

Any conformation as per the provisions of any Legislation is typically a challenge. The conformation under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is equally challenging for every employer. More so, it is for the Internal Committee which is central point of this legislation.

Let us discuss few day-to-day challenges the Employer and Internal Committee faces:

Challenge 1

Lack of legal awareness on the part of

What is Sexual Harassment and how to treat it at a workplace for both employers and employees?

Challenge 2

Amongst the Harassment, Victimization and Sexual Harassment –

Identification of right one. Also, Nuances of Sexual Harassment

Challenge 3

Employees' Ignorance or fear to consider Sexual Harassment as an Issue.

Lack of Awareness amongst the Employer in treating Sexual Harassment as a pain factor.

Challenge 4

Employer having well Defined Sexual Harassment Policy

Highlighting that any behaviour perceived by the woman as unwanted, offensive & unacceptable conduct of a sexual nature

Challenge 5

Identifying the Harasser categories –

Employees, Vendors, Visitors, Customers, etc.

Challenge 6

Identifying the Workplace –

Office Premises, during the Course of Employment (Official Vehicles, Offices and places on official visit including Customers place, etc.)

Challenge 7

Incident happening after office hours –

Inside the office premises, course of employment and other places

Challenge 8

Regularly conducting / enforcing –

- **Awareness Programs and Educative sessions for Employees**
- **Upskilling of IC Members**
- **Enforcing Disciplinary Action**
- **Effective Monitoring of all and periodical Review**

Resolution of all such challenges were discussed in my previous blogs.

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