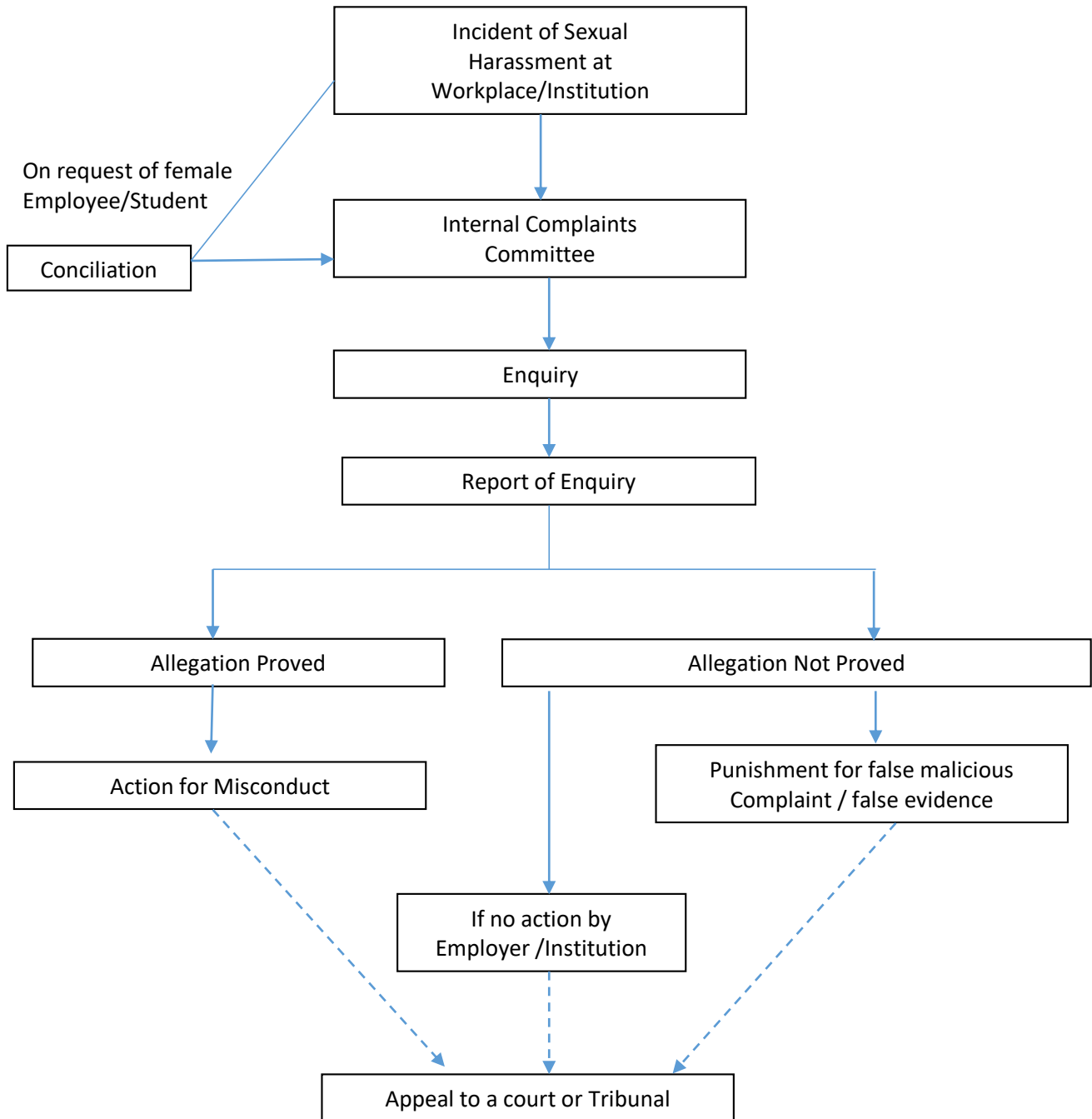


SEXUAL HARASSMENT AT WORK PLACE OF WOMEN

(PREVENTION, PROHIBITION & REDRESSAL ACT-2013)

PROCEDURE TO BE FOLLOWED



TIMELINES

- A written complaint has to be filed by the female employee within three months of the date of the incident.
- The enquiry has to be completed within 90 days.
- The enquiry report has to be issued within 10 days from the date of completion of enquiry.
- Employer is required to act on the recommendations of the committee within 60 days of the receipt of enquiry report.
- Appeal against the decision of the committee is allowed within 90 days of the date of recommendation.