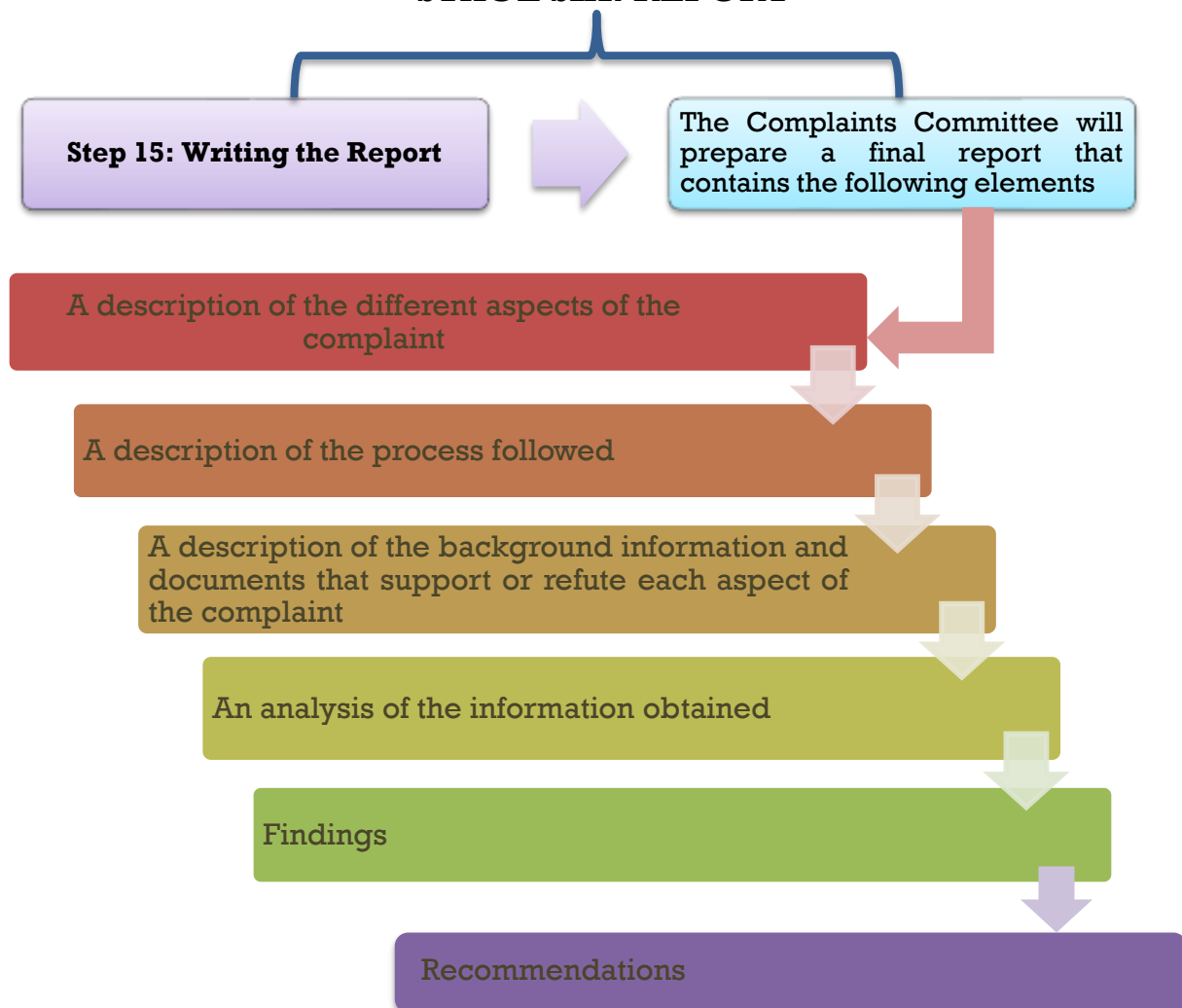
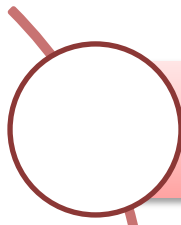


Prevention of Sexual Harassment of Women at Workplace

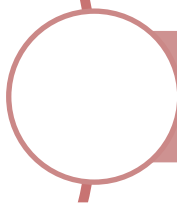
The Sexual Harassment Complaint Process

STAGE SIX: REPORT*





An inquiry must be completed within 90 days and a final report submitted to the Employer or District Officer (as the case may be) within ten days thereafter.



Such report will also be made available to the concerned parties. The Employer or District Officer is obliged to act on the recommendations within 60 days.



Any person not satisfied with the findings or recommendations of the Complaints Committee or non-implementation of the recommendations, may appeal in an appropriate court or tribunal, as prescribed under the Service Rules or where no such service rules exist, in such manner as may be prescribed.

The mere inability to substantiate a complaint or provide adequate proof will not attract legal action against the complainant. However, making a false or malicious complaint or producing a forged or misleading document is an offence.