



## **A Sociological Study of the Legal Framework Concerning Sexual Harassment of Women at Work in India**

---

**Arti**

**Parvindra Kumar**

### **ABSTRACT**

This article provides a comprehensive overview of the legal framework addressing the issue of sexual harassment of women at workplaces in India. Discusses sexual harassment and other undesirable activities carried out at the workplace with women in India. This primary law, the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, examines, Sexual harassment is a very widespread legal issue and one of the major forms of violence against women in India. This is a universal problem. This puts a more problematic and negative emphasis on both men and women. Sexual harassment of women at the workplace violates the basic fundamental rights of women, especially the “right to equality” under Articles 14, 15, and their right to live with dignity and respect under Article 21 of the Constitution of India. It is a criminal offense as per Section 354A of the Indian Penal Code, 1860, which deals with the meaning of sexual harassment and the punishment for sexual harassment. Procedural aspects of grievance resolution are explored with emphasis on the importance of confidentiality, fairness, and timely redress. It underlines the importance of employers’ obligations to provide employees with awareness and training programs, promoting respect and gender sensitivity. The remedies available to victims are discussed, including the right to file a complaint, access to legal aid, and protection against

retaliation. This article addresses the responsibilities of employers to ensure appropriate disciplinary action is taken against offenders. Finally, the article highlights the importance of a strong legal framework for dealing with sexual harassment of women at workplaces in India. This underlines the need for continued efforts to raise awareness, promote supportive work environments, and effectively enforce laws to protect the rights and dignity of women. Underlines the importance of a strong legal framework to deal with sexual harassment of women at workplaces in India. It emphasizes the need for continued efforts to raise awareness, promote supportive work environments, and ensure effective implementation of laws to protect the rights and dignity of women in the workplace.

**Keywords:** Sexual Harassment, Safe Work Environment, Gender Sensitivity, Dignity of Women, Women Rights.

## **Introduction**

Sexual harassment of women in workplaces is a widespread issue that undermines gender equality, safety, and the overall well-being of individuals. In India, recognizing the seriousness of this problem, the government has enacted legislation to establish a legal framework that addresses and prevents sexual harassment in the workplace. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 is a landmark law that aims to protect women from all forms of sexual harassment and provide a mechanism for their redressal. (Hashmi, Abbas, & Shahzad, 2022)

Sexual harassment of women in the workplace is considered a violation of women's rights, creating an unsafe and hostile work environment that discourages women's participation in work. Before the Supreme Court guidelines in the landmark case *Vishakha and Others vs. State of Rajasthan* (1997), 6 SCC 241, AIR 1997 SC 3011, women had filed complaints under sections 354 and 509 of the Indian Penal Code for sexual harassment at the workplace. 16 years after the *Vishakha* case, the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 was enacted. This act was created to protect women from sexual harassment at the workplace. The Act defines sexual harassment as unwanted acts or behavior (whether directly or by implication), namely, physical contact and advances, demand or request of sexual relations, making sexually colored comments, showing pornography, or any other unwanted physical, verbal, or non-verbal conduct of a sexual nature. (Agarwal, 2020).

This article highlights the legal framework relating to sexual harassment of women at workplaces in India, providing a comprehensive understanding of the legislative measures, procedural aspects, and obligations of employers. It explores the provisions of the Sexual Harassment Act, highlighting the definitions and parameters of sexual harassment as well as the responsibilities of employers in preventing and addressing such incidents. Understanding the importance of addressing complaints effectively, the article highlights the procedural aspects of dealing with sexual harassment complaints. It sheds light on the establishment of internal complaint committees, their composition, functions, and powers. Additionally, it emphasizes the importance of maintaining confidentiality and impartiality and ensuring timely redress to provide a supportive environment for victims. The role of the judiciary in interpreting and shaping the legal framework for sexual harassment is also examined. This article emphasizes the role of employers in creating a safe and respectful work environment. This underlines the need for awareness and training programs to sensitize employees about sexual harassment and promote a culture of respect and gender sensitivity. (Jumde, & Kumar, 2023).

When we see that many women are entering work today and contributing to the country, we also see that many women are facing sexual harassment at the workplace on a daily basis. A contract is this act where the employer It has become an obligation to provide protection for women and to create an enabling work environment that respects women's right to equality of status and opportunity. (Hashmi, Abbas, & Shahzad, 2022)

Preventive measures are important to prevent sexual harassment and promote a workplace that upholds the dignity and rights of every individual. In conclusion, this article highlights the importance of a strong legal framework to deal with sexual harassment of women at workplaces in India. By examining the law, procedural aspects, and employer obligations, it aims to increase understanding and awareness of the legal mechanisms available to address and prevent sexual harassment. By empowering victims, holding perpetrators accountable, and fostering a culture of respect, India strives towards a more inclusive and equitable work environment for women. (Agarwal, 2020).

Adult female population of India (Census 2011) If calculated on the basis of this, it becomes clear that 14.58 crore women (18 years of age and older) have been subjected to humiliating behavior like sexual harassment. The question arises as to how many cases were actually registered. According to the National Bureau of Crime Research 2006–2012 IPC section, between 358 (under 283407), Stream 509 (according

to 71843), and rape 154251 cases were registered. If, clearly, other figures of harassment are taken as the basis, then it becomes clear that even now, cases of actual harassment are not reported.

**“You can tell the condition of a nation by looking at the status of its women”**

**—Pandit Jawaharlal Nehru**

## **Review of Literature**

**Vicente et al. (2023)**, in their study *Crime Against Women in India: Unveiling Spatial Pattern and Temporal Trends of Dowry Deaths in the Districts of UP*, clarified that crimes against women are continuously increasing in India. Based on the findings of previous studies, it can be said that there has been no reduction in the cases of continuous violence against women.

**Pingle and Sabharwal (2024)** studies have looked into the role companies play in establishing a secure workplace. The attitudes and opinions of employers about sexual harassment rules and practices were investigated. In order to promote a culture of respect and gender equality, the study made clear how important it is for employers to give priority to implementing preventive measures, such as awareness campaigns and training programs.

## **What is Sexual Harassment?**

The following definition is given under Section 354A of the Indian Penal Code: A man committing any of the following acts:

- Making unwanted and explicit sexual approaches through physical touch.
- A request or demand for sex-related favors.
- Displaying pornography without a woman’s consent.
- Sexual harassment is the offense of making sexually suggestive remarks.

The team’s punishment for a man who commits the first three-point offense is strict jail, which can last up to three years, a fine, or both.

Any man who commits the last-point offense shall be punished with imprisonment for the term, which may be extended to one year, with a fine, or with both.

Earlier, there were no laws related to the Indian penal code that could be evoked. There were three sections in Indian penal code S.94, S.354, and S.509 to deal with such types of crimes as sexual

Harassment of women. (Srivastava, 2021).

Examples of sexually harassing behavior include:

- Uninvited touch.
- Jokes or statements that are suggestive.
- Graphic images or posters with sexual content
- Staring or leering
- Sex requests
- Unwanted dating invitations
- Text messages or emails with graphic sexual content
- Physical contact that is sexually explicit

A person should not be subjected to sex-based insults or taunts, undue familiarity, such as purposely brushing up against someone, or intrusive questions concerning their private lives or physical appearance.

### **Different Types of Workplace Sexual Harassment**

Workplace sexual harassment of women is a serious problem with potentially dire repercussions for both individuals and companies. It describes any unwanted sexual advances, requests for sexual favors, or other sexually suggestive words or actions that make the workplace intimidating, offensive, or hostile. Sexual harassment can happen in a lot of ways, like: Harassment by words: This includes jokes, sexual remarks, and disparaging remarks about someone's gender or appearance. (Jumde, & Kumar, 2023).

**Nonverbal harassment:** Nonverbal forms of harassment include leering glances, unwanted gestures, and suggestive looks that cause discomfort.

**Physical harassment:** Unwanted physical advances, such as kissing, hugging, or touching, are referred to as physical harassment.

**Sexual propositions or advances:** unwanted requests for sexual favors or coercion to have sex in return for employment advantages or protection from unfavorable outcomes.

**Sexually explicit materials being shown or distributed:** displaying or disseminating offensive pictures, films, or text in the workplace.

## **Importance of the 2013 Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act**

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 holds significant importance in addressing and combating sexual harassment of women in Indian workplaces. The following are some key reasons why the Act is significant:

**Legal Protection:** The Act delivers a comprehensive legal framework that defines sexual harassment, lays out procedures for stopping it and seeking redress, and guarantees women's legal protection at work. It makes the workplace safer by establishing clear policies and procedures for employers, workers, and internal complaint committees.

**Empowering Victims:** By allowing them to register complaints and pursue remedies, the Act gives victims of sexual harassment more power. It acknowledges their right to a harassment-free workplace, giving them the power to stand up for what's right and hold offenders responsible.

**Internal Complaint Committees:** Under the Act, companies employing ten or more people are required to set up internal complaint committees. These committees are in charge of handling sexual harassment complaints, making sure an impartial and fair investigation is conducted, and prosecuting those who violate the law. The Act institutionalizes a framework for handling and resolving sexual harassment cases by establishing these committees.

**Preventive Measures:** Employers are encouraged by the Act to take proactive steps to stop sexual harassment. It highlights how important it is for businesses to have a zero-tolerance policy, put in place efficient grievance procedures, and offer a secure and encouraging work environment. The Act seeks to address the underlying causes of sexual harassment and establish a respectful and dignified work environment for all employees by encouraging prevention.

**Redress and Remedies:** The Act confirms that victims of sexual harassment can obtain the proper legal recourse. The Act permits a number of remedies, such as monetary compensation, disciplinary action against the offender, and steps to stop future harassment, and it guarantees a prompt and equitable investigation. These clauses guarantee victims' access to justice as well as assistance on their path to recovery.

## **The Obligations Assigned to Employers are to Ensure that Offenders Receive the Proper Disciplinary Action. The Mistreatment of Women in the Workplace Sexually**

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 places certain responsibilities on employers to ensure appropriate disciplinary action against perpetrators of sexual harassment. These responsibilities include:

**Internal Complaints Committee (ICC):** Companies with ten or more workers are required to set up an internal complaints committee. It is the responsibility of the ICC to receive and handle complaints pertaining to sexual harassment. It is the responsibility of employers to establish the ICC and ensure its independence and efficacy.

**Complaint Redressal Process:** Employers are responsible for putting in place an appropriate complaint redressal procedure and making sure that every employee is aware of it. The procedure should specify what happens when a complaint is filed, how it will be resolved, how an investigation will be conducted, and what will happen to the offender if they are found guilty.

**Timely and Impartial Investigation:** Employers have a responsibility to ensure that complaints of sexual harassment are promptly and impartially investigated by the ICC. They should provide the necessary resources and support to the ICC for conducting the investigation, including access to relevant documents, witnesses, and other evidence.

**Disciplinary Action:** Once the ICC establishes the guilt of the accused through the investigation, employers must take appropriate disciplinary action against the perpetrator. The nature and extent of disciplinary action should be proportionate to the gravity of the offense and may include warnings, reprimands, withholding increments or promotions, transfer, suspension, termination, or any other action as prescribed by the organization's policies.

**Non-retaliation:** Employers have a duty to ensure that victims and witnesses are protected from any form of retaliation for filing a complaint or participating in the investigation process. Employers should establish a supportive and safe environment that encourages the reporting of incidents and discourages any form of victimization or reprisal.

## **Remedies available to victims of the Sexual Harassment of Women at Workplace**

The Sexual Harassment of Women at Workplace (Prevention,

Prohibition, and Redressal) Act of 2013 offers victims of sexual harassment a number of remedies. The victims' protection, assistance, and justice are the goals of these remedies. The following are some of the main treatments:

**Making a Grief Report:** The Act allows victims of sexual harassment the ability to report the incident. If their organization does not have an ICC, they can file a complaint with the Local Complaints Committee (LCC) or the Internal Complaints Committee (ICC) that was formed within the organization. Victims are entitled to redress and to a prompt, equitable response to their complaint.

**Protection and Confidentiality:** The Act guarantees the privacy of the victim's identity during the complaint procedure. Publication or disclosure of any information that could reveal the victim's identity is forbidden. This clause shields victims from possible injury, threats, or reprisals.

**Inquiry and Investigation:** The ICC or LCC looks into a complaint by conducting an inquiry or investigation. The investigation is carried out in a private, unbiased, and equitable manner. To obtain the data required for the investigation, the committee is able to call witnesses, review evidence, and take appropriate action.

**Disciplinary Action:** The ICC or LCC may suggest disciplining the offender if the investigation proves the accused's guilt. Depending on the seriousness of the offense, the type and extent of disciplinary action may vary and may include a written apology, warning, reprimand, denial of raises or promotions, termination, or any other action that the organization deems appropriate.

**Compensation:** Under the Act, the victim's losses resulting from the sexual harassment incident may be recommended to the ICC or LCC for monetary compensation. Medical costs, lost wages, trauma, mental distress, and any other costs resulting from the harassment may all be covered by the compensation.

**Protection Against Retaliation:** The Act forbids the victim from being subjected to any kind of reprisal for making a complaint or taking part in the investigation. It makes sure victims are protected from unfavorable consequences for reporting the incident, like being fired, demoted, or subjected to any other form of discrimination.

**Legal Aid:** Throughout the complaint process, victims are entitled to legal aid and representation. For assistance and direction, they can contact legal aid organizations or hire an attorney.



## **Constitutional Protection of Women Against the Sexual Harassment at Workplace**

**Article 19(1)g** of the Indian Constitution guarantees the freedom of every person “to practice any profession or to carry on any occupation, trade, or business.” Every woman has a constitutional right to work in public employment, but sexual harassment denies this right, forcing her to avoid public employment. When women are sexually harassed at their place of employment, they put themselves in grave danger.

According to **Article 21** of the Indian Constitution, which states that no one shall be deprived of his life or personal liberty, sexual harassment of women at work also violates their right to life and personal liberty. One essential component of the right to life is the right to a livelihood. Sexual harassment is therefore considered a violation of this right to a livelihood.

## **Supreme court observations on Sexual Harassment Development in India**

The Supreme Court of India passed a judgment on August 13, 1997, in which it laid down guidelines to be followed by establishments in dealing with complaints about sexual harassment. This was seen in the case of *Vishaka & Ors vs. State of Rajasthan & Ors* (AIR 1997 SC 3011), and the case was presided over by Justice J.S. Verma, Justice Sujata V. Manohar, and Justice B.N. Kirpal.

The Supreme Court noted the sorry state of affairs, which places a negative light on all state employees, public servants, private enterprises, organizations, and institutions obligated to carry out the provisions of the PoSH Act (The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 in letter and spirit. (The Sexual Harassment of Women at Workplace Act, 2013).

*“If the working environment continues to remain hostile, insensitive, and unresponsive to the needs of women employees, then the Act will remain an empty formality. If the authorities, management, and employers cannot assure them a safe and secure work environment, they will fear stepping out of their homes to make a dignified living and exploiting their talent and skills to the hilt. It is, therefore, time for the Union Government and the State Governments to take affirmative action and make sure that the altruistic object behind enacting the PoSH Act is achieved in real terms.”*

The victims’ reluctance to report the misconduct was attributed by the Court to two factors:

- (i) their uncertainty about who to contact under the Act to address their grievance.
- (ii) their lack of confidence in the process and its outcome.

The Court observed, *“Being a victim of such a deplorable act not only dents the self-esteem of a woman, it also takes a toll on her emotional, mental and physical health. It is often seen that when women face sexual harassment at the workplace, they are reluctant to report such misconduct. Many of them even drop out from their job.*

### **Landmark Judgement of Vishaka Case**

- A Public Interest Litigation (PIL) was filed against the State of Rajasthan by Vishaka and a few women. The women filed the PIL because they wanted the fundamental rights of working women to be enforced under the three major articles of the Indian Constitution, which are articles 14, 19, and 21. The lady who filed the PIL was Bhanwari Devi, a social worker in Rajasthan. As such, it was her duty to stop social injustices in society. One day, while carrying out her duty, she attempted to prevent child marriage, but she was viciously gang-raped for doing so. The UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Indian Constitution both mention the principles of equality and dignity, so the Supreme Court of India took the issue very seriously and created legally binding guidelines based on these principles. (Vishaka and Others v. State of Rajasthan.1997). The ensuing directives were:
  - The employer and other responsible parties were given a duty to ensure that the prevention of sexual harassment acts by individuals was maintained under check. It also mentioned that all necessary steps should be taken to provide the procedures for the settlement, prosecution, or resolution of sexual harassment acts.
  - Unusual sexually determined behavior includes the following:
    - (a) physical contact and advances.
    - (b) demands or requests for sexual favors.
    - (c) remarks that are sexually suggestive.
    - (d) the showing of pornographic material.
    - (e) any other unwanted physical, verbal, or non-verbal conduct of a sexual nature. (Vishaka and Others v. State of Rajasthan.1997).

- All employers, whether in the public or private sectors, must take the necessary precautions to stop sexual harassment. The next action that needs to be taken is this:
  - (a) The previously discussed ban on sexual harassment needs to be properly announced, disseminated, and published.
  - (b) Government and public sector organizations should incorporate rules and regulations about conduct and discipline that forbid sexual harassment. These rules should also specify the appropriate penalties that the offender will face.
  - (c) Ensuring that the right work environment is provided in terms of work, leisure, health, medical care, and hygiene is important. It is also important to make sure that women do not face discrimination in the workplace. Moreover, no woman should face discrimination in the workplace context.
  - (d) Anytime such behavior occurs, it is considered an offense that is penalized under the Indian Penal Code. Consequently, the employer must make sure that the employee has filed a complaint with the appropriate authority in compliance with the law. It is important to note that when handling complaints of sexual harassment, there should never be any discrimination against the victim.
  - (e) If it is determined that the behavior was of a kind that would constitute misconduct in accordance with the policies and procedures of the services, disciplinary action is warranted.
  - (f) Employees should be granted the freedom to report sexual harassment to the authorities if they come across it.
  - (g) Female employees should be taken care of in the sense that they should be informed of their rights and informed as soon as new legislation is implemented.
  - (h) A complaint mechanism should be established in the organization so that victim complaints can be addressed. One crucial component of this process is that the complaint must be resolved within a set time frame. This pertains to questions about whether the conduct committed constitutes an offense or a violation of service rules. (ibid).

### **Amendment in Indian penal code (1860) after Nirbhaya Case in 2013**

**According to Section 354A**, sexual harassment is defined as: making unwanted sexual remarks; putting someone through unwanted

and explicit sexual overtures; demanding or requesting sexual favors; and showing someone pornographic images without their consent. (Thomas, 2015).

**Penalties** include a fine and a maximum of three years in prison.

**Section 354B:** Making a woman take off her clothes.

**Penalties:** a fine plus three to seven years in prison.

**Section 354C: voyeurism**—the act of watching or taking pictures of women without their consent.

**Penalties:** a fine and one to three years in prison for a first offense. Multiple convictions: a fine and a sentence of three to seven years in prison.

**Section 354D:** A woman may be followed and approached for a contract even though she has expressed a desire to not be contacted. Monitoring a woman by using the internet, email, or any other form of electronic communication (stalking).

**Punishment:** 1st conviction: up to three years in prison and a fine. More than one conviction, up to five years in prison, and a fine. (Ahuja, & Padhy, 2021).

A number of practical measures can be implemented in order to successfully lower workplace sexual harassment. The following are some crucial actions organizations can take:

- **Develop and Execute Explicit Policies:** Establishing comprehensive policies against sexual harassment is a good idea for organizations. These guidelines should spell out exactly what sexual harassment is, give examples of unacceptable conduct, describe the reporting process, and highlight the serious penalties for offenders. All staff members should be informed about the policies and have easy access to them. (Maran, Varetto & Civilott, 2022).
- **Raise Awareness and Provide Training:** Educate staff members about sexual harassment, its effects, and preventative measures by holding frequent awareness campaigns and training sessions. Topics like identifying harassment, bystander intervention, reporting protocols, and the available legal rights and protections should all be included in training. Supervisors and management, among other staff members, ought to undergo specialized training on managing grievances and establishing a secure workplace. (ibid)
- **Encourage Reporting and Provide Confidentiality:** Establish a culture where workers are encouraged to report instances of

sexual harassment without worrying about facing consequences. Throughout the reporting process, reassure staff members of your confidentiality, respect for their privacy, and protection from reprisals. Provide various avenues for reporting, such as anonymous options, to enhance accessibility and guarantee that complaints can be submitted with ease. (ibid).

- **Prompt and Thorough Investigation:** Make sure the ICC looks into every complaint in a timely and comprehensive manner. Ensure impartiality and openness at all times during the inquiry. The ICC should conduct methodical, objective evidence collection, speak with pertinent parties, and record findings. If necessary, consult outside experts or trained professionals to guarantee a thorough investigation. (ibid)
- **Foster a Culture of Respect and Gender Equality:** Encourage a work environment that prioritizes gender equality, respect, and dignity. Promote candid conversations and debates on gender-related matters. All employees should have equal opportunities for professional development, regardless of their gender. Encourage diversity and inclusion programs that cultivate an atmosphere of mutual respect and acceptance. (ibid)

Through the implementation of these measures, organizations can foster a more secure work environment, mitigate instances of sexual harassment, and safeguard the welfare and rights of their workforce. Organizations must show a strong commitment to stopping and dealing with sexual harassment by enforcing rules consistently and encouraging an egalitarian and respectful culture.

## **Conclusion**

Implementation of a strong legal framework is necessary to address and combat sexual harassment of women at workplaces in India. The enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 marked an important milestone in recognizing and protecting the rights of women in the workplace. This comprehensive law provides a legal framework that establishes guidelines, procedures, and remedies for victims of sexual harassment. With the rapid change in the role of women from housekeeping to the business world, there is a need for a safe environment and proper laws as crimes against women like unwanted sexual relations at the workplace are also on the rise. In a civilized society, such unpleasant acts have adverse effects on physical and mental health. (Kotwal, & Narendran, 2023).

The significance of the Act lies in its commitment to upholding women's rights, creating awareness about sexual harassment, and promoting a culture of accountability and prevention. The Act places significant responsibilities on employers to prevent sexual harassment, support victims, and take appropriate disciplinary action against perpetrators. It emphasizes the need for proactive measures, such as developing policies, conducting training programs, and promoting work environments that promote respect and equality.

The legal framework provided by the Act not only empowers women to claim their rights but also contributes to broader social change. It challenges existing norms and attitudes, fosters a culture that rejects sexual harassment, and promotes gender equality. The Act's impact goes beyond its legal provisions, as it encourages dialogue, awareness, and collective commitment to create safer and more inclusive workplaces. Regular monitoring, awareness campaigns, and training are necessary. In conclusion, the legal framework provided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 in India is an important step towards tackling sexual harassment and promoting a safe and respectful work environment for women. It serves as a foundation for change, urging employers, employees, and society to work together to eliminate sexual harassment and create workplaces free from discrimination, fear, and intimidation.

## **REFERENCES**

- Apparel Export Promotion Council v. Chopra. A.K. (1999).
- Agarwal, H. O. (2020). International Law and Human Rights. *Central Law Publication*. Allahabad, 211002. 494-496.
- Ahuja, K. k., & Padhy, P. (2021). The Cyber Avatar of Sexual Harassment at the Workplace: Media Analysis of Reports During COVID-19. *Journal of Psychosexual Health*. 3(4), 322-331.
- Deshpande, A., & Bhat, R.A. (2017). An overview of sexual harassment of women at workplace in India: An analytical study. *International Journal of Innovation Research Science, Engineering and Technology*. 7(6). <http://dx.doi.org/10.15680/IJIRSET.2017.0607244>.
- Hashmi, S.D., Abbas, F., & Shahzad, K. (2022). The interactive effects of sexual harassment and psychological capital on victims' burnout: evidence from the post-#MeToo movement era *Gender in Management*, 37 (4). 509-523.<https://doi.org/10.1108/GM-04-2020-0136>.
- Jumde, A., & Kumar, N. (2023). Sexual misconduct at workplace and Indian corporate and securities law: exploring corporate disclosures of sexual harassment cases by Indian companies in #MeToo era. *International Journal of Law and Management*. 65 (4).
- Kotwal, Y., & Narendran, R. (2023). A Literature Review on Prevention of Sexual

- Harassment of Women at Workplace. *International Journal of Science and Research*. 13(3). <https://dx.doi.org/10.21275/SR24320132631>.
- Ministry of women and child development. (2015) Handbook on Sexual Harassment of women at workplace (prevention, prohibition and redressal) Act 2013.
- Medha Kotwal Lele v. Union of India. (2013).
- Maran, D, A., Varetto, A., & Civilott, C. (2022). Sexual Harassment in the Workplace: Consequences and Perceived Self-Efficacy in Women and Men Witnesses and Non-Witnesses. *Behavioral Science*. 12(9), 326; <https://doi.org/10.3390/bs12090326>.
- Madsen, E.H., & Nielsen, M.B. (2023). Work-related sexual and gender harassment: conceptual challenges and the need for evidence-based prevention. *Canadian Journal of Work, Environment & Health*. 49(7): 449–452. <https://doi.org/10.5271/2Fsjweh.4121>.
- Mensah, C. (2023). Job-client gender context and sexual harassment vulnerability within the hotel sector. *International Journal Hospitality and Tourism Administration*. 23 (1).62-87. <https://doi.org/10.1080/15256480.2019.1692756>.
- Poongavanam v. The Principal Secretary to Government, (2016).
- Social Action for Forest and Environment (SAFE) v. Union of India. (2011).
- Siuta, R.L., & Bergman, M.E. (2019). Sexual harassment in the workplace. Oxford Research Encyclopedia of Business and Management. <https://doi.org/10.1093/acrefore/9780190224851.013.191>.
- Srivastava, S. C. (2021). Sexual Harassment of Women at Work Place: Law and Policy. *Indian Journal of Industrial Relations*. 39(3) 364-390.
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Thomas, A. (2015). Incidents of Sexual Harassment at Educational Institutions in India: Preventive Measures and Grievances Handling. *International journal of Recent Advances in Multidisciplinary Research*. 3(2). 0317-0322.
- Vishaka and Others v. State of Rajasthan. (1997).
- Venumadhava, G.S., & Tejashwini, M. (2018). Sexual Harassment of Women at workplace. *International journal of advanced research*. 3(5)1136-1139.

---

**Arti**, Research Scholar, Department- Sociology & Political Science, Faculty of Social Science, Dayalbagh Educational Institute, Agra-282005

Email: [solankiarti3047@gmail.com](mailto:solankiarti3047@gmail.com)

**Parvindra Kumar**, Assistant Professor, Department- Sociology & Political Science, Faculty of Social Science, Dayalbagh Educational Institute, Agra- 282005

Email: [parvindra8@gmail.com](mailto:parvindra8@gmail.com)

---