

DUTIES OF EMPLOYER UNDER THE SEXUAL HARASSMENT ACT



Safe Space

Providing a safe work environment for employees and outsiders such as contractors or clients who come to the workplace



Service Rules

Include sexual harassment as a form of misconduct in service rules



Conduct Awareness Programs

Organize awareness programs for sensitizing employees on provisions of Sexual Harassment Act



Internal Committee

Display names of members of Internal Committee



Conducive Environment

Provide conducive environment and necessary facilities for functioning of Internal Committee



Annual Report

Include number of cases of sexual harassment filed and their disposal in the Company's Annual Report