**Sexual Harassment**

* ***Purpose* :**

To Protect Womens from unwelcome Sexual Behaviour whether physical, verbal or written, which makes the Women’s Offended, Humiliated or Intimidated.

* ***Area of Application of Law* :**
* The complaint against the Sexual Harassment can be filled to the internal or local complaint committee within the 03 months of the incident or within 03 months from the last date of the incidents.
* You can Filled a FIR (First Information Report) under section 154 of *Code of Criminal Procedure, 1973, or*
* You can Filled a Complaint Report to the Superintendent of Police (SP) of a [district](https://en.wikipedia.org/wiki/Districts_of_India), or
* A Private Complain can be enlarged in Competent Court *under section 200 of Code of Criminal Procedure, 1973* or *156(3­) of Code of Criminal Procedure, 1973.*
* Under various section of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act), 2013 you can approach to the Competent Court as per Jurisdiction.
* ***Legal Procedure* :**

*Sexual Harassment Act has a following Procedure :*

* The aggrieved women can file a complaint against the Sexual Harassment in the workplace within the 03 months of the incident or within 03 months from the last date of the incidents from the series of incidents of Sexual Harassment with the internal or local complaint committee.
* The committee upon receiving the complaint has to conduct an inquiry regarding the allegations made by the female employee/working women as per the rules laid down by the act.
* The complaint committee finds that the complaint is grave they can forward the complaint to the Police.
* The committee has to conclude the inquiry within the period of 90 days from the receipt of complaint.  The act also provides that an appeal can be filed against the order of the internal complaint committee within the 90 days from the date of order.
* ***Documents Required to be Submitted in the Court* :**

Application, Vakalatnama or Memo for Appearance, Relevant Document’s as per Facts & Circumstances of Matter.

* ***Punishment*/ Expected Relief :**

Shall be Punished with Rigorous Imprisonment for a term which may be extend to three years, or with fine, or with both.

* ***Landmark Judgement* :**

The landmark judgment of State vs Vishakha which are commonly known as Vishakha Guidelines and the Sexual Harassment Act has been enacted in pursuant to these guidelines.