

## SEXUAL HARASSMENT AT WORKPLACE: INDIAN GOVERNMENT INTRODUCES PLATFORM FOR FEMALE EMPLOYEES TO FILE COMPLAINTS

The Ministry of Women and Child Development (“WCD”) has launched “SHe-Box” (<http://www.shebox.nic.in/>), an online platform for reporting complaints of sexual harassment arising at the workplace.

**The SHe-Box facility is also available to private sector women employees for filing complaint.**

Complaints received on SHe-Box shall be directed by the government to the employer’s Internal Complaint Committee (“ICC”) or Local Complaints Committee (“LCC”).

Progress of the investigation can be monitored by both the complainant and the Ministry of Women and Child Development.

- SHe-Box proposes to work as repository providing information related to dealing with workplace sexual harassment complaints.
- The users are free to access the resources available on SHe-Box for creating awareness.
- **The WCD promises to ensure that the identity of the aggrieved women / complainant is kept confidential.**

### Analysis:

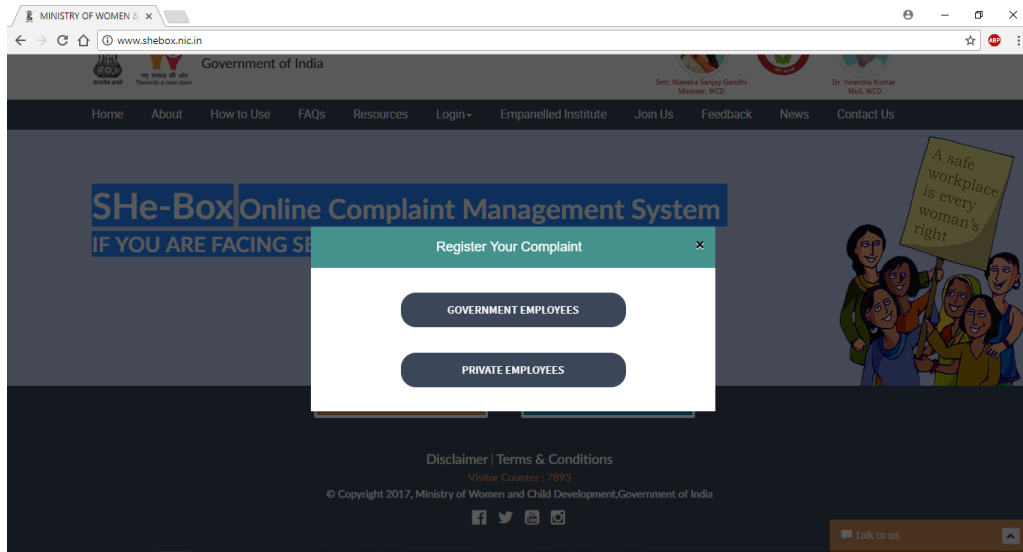
- ❖ In the last couple of years, sexual harassment issues have been widely covered in the Indian media.
- ❖ *After the introduction of the platform She-Box, it is high time that employers shall ensure that the complaints received by them related to such issues are investigated swiftly, comprehensively and confidentially else the harassed complainant may choose to file the complaint at SHe-Box and which may entail supervision by WCT and government intervention.*
- ❖ *Given the litigation and reputational risks associated with non-compliance of the Anti-Harassment Law, Organizations needs to create more awareness about the implementation of the Sexual Harassment Laws and policies towards sexual harassment at their workplace and time to time schedule awareness programmes relating to the sexual harassment.*

How to Register a Complaint in SHe-Box (<http://www.shebox.nic.in/>)?

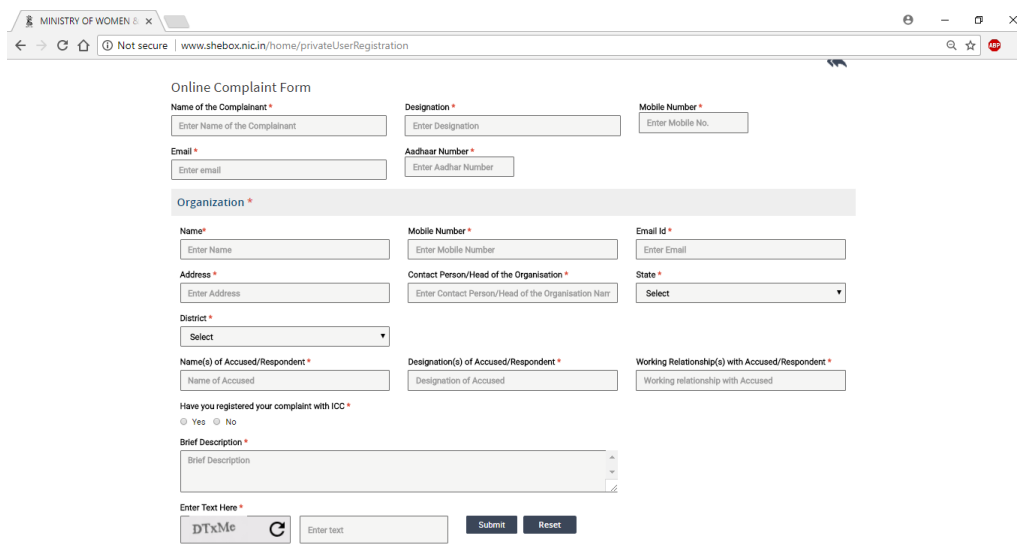
1. Click on 'Register Your Complaint' tab



2. Select the Category of Employer to which you belong:



- **If You are a Private Sector Employee: Fill the below 'Online Complaint Form' and press the 'Submit' Button:**



The screenshot shows a web browser window with the URL [www.shebox.nic.in/home/privateUserRegistration](http://www.shebox.nic.in/home/privateUserRegistration). The page title is "Online Complaint Form". The form contains the following fields:

- Name of the Complainant \***: Enter Name of the Complainant
- Designation \***: Enter Designation
- Mobile Number \***: Enter Mobile No.
- Email \***: Enter email
- Aadhaar Number \***: Enter Aadhar Number
- Organization \***:
  - Name \***: Enter Name
  - Mobile Number \***: Enter Mobile Number
  - Email Id \***: Enter Email
  - Address \***: Enter Address
  - Contact Person/Head of the Organisation \***: Enter Contact Person/Head of the Organisation Name
  - State \***: Select
  - District \***: Select
- Name(s) of Accused/Respondent \***: Name of Accused
- Designation(s) of Accused/Respondent \***: Designation of Accused
- Working Relationship(s) with Accused/Respondent \***: Working relationship with Accused

Below the form, there is a section "Have you registered your complaint with ICC \*" with radio buttons for "Yes" and "No". A "Brief Description \*" text area is provided. At the bottom, there is a "DTxMe" logo, a "Enter text" input field, and "Submit" and "Reset" buttons.

- A confirmation message will be sent to your email address provided in the registration form.
- Click on the link '**Confirm my email and create my account!**' provided in the confirmation email, to generate password.
- View Status of the Complaint by submitting your email id and password so generated.

The website also provides the 'Frequently Asked Questions' on **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (the SH Act), 2013**

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

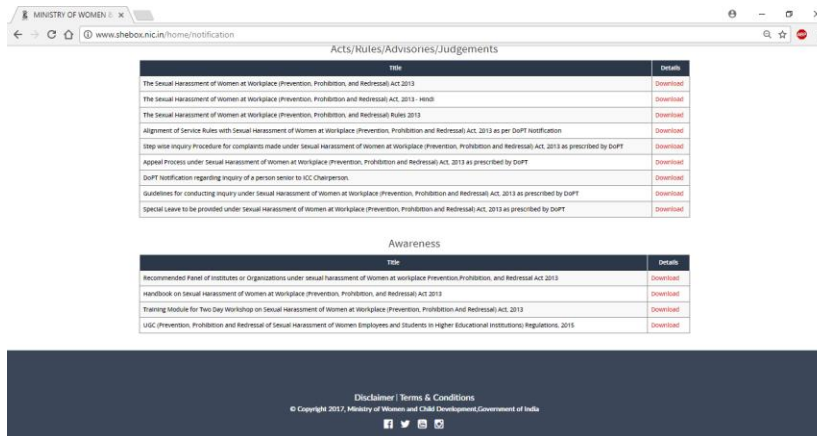
The Resources Section of the SHE-Box contains detailed information on the issue of sexual harassment of women at workplace. It contains the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 along with Rules framed thereunder both in Hindi and English language. The repository also features a Handbook which provides information about the SH Act in an easy to use practical manner along with a training module to build capacity of government officials around the provisions of the SH Act. This module could be customized by the private organizations as per their extant service rules. Further, for government officials the repository contains all the advisories/OM/guidelines issues by



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Department of Personnel and Training (DoPT). All these documents could be viewed online or downloaded free of cost. The repository also contains videos on the issue which could be utilized for building awareness around the SH Act.



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