

Services under the Prevention of Sexual Harassment at Workplace Law

The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules 2013 **came in to force from December 9, 2013.**

This new piece of **legislation has cast some duties on the employer** to ensure that the Women are not subjected to sexual harassment at the workplace. The employer has to comply with certain requirements like making a policy, setting up an internal complaints committee (ICC), conducting regular training / sensitization/ awareness sessions for employees and members of the ICC, and some other compliances etc.

Now that the law has completed about two years of existence, the Industry Chambers have been given the task of compiling the status of compliance with the law by the Corporates. Upon receipt of the report, the Government shall initiate appropriate action against the organizations that are found to be non-compliant with the law.

This is a law where the cost of compliance is much less compared to the costs that an organization, incurs in terms of loss of goodwill, lower employee productivity and morale, litigation costs etc., if there is any case reported and action initiated by the authorities.

The penalties for non-compliance of this law range from a fine of Rs. 50,000/- and can even lead to cancellation of business licence of the organization.

We, at Kapgrow, understand the business environment and the Psyche of the Indian workforce. Our team consists of professionals who possess the legal knowledge, are experts on people issues and can handle the queries from the employee as well as organization perspective.

We will give you a complete view on the law, its impact on the organization and the employees as well as the steps to be taken by the management so that things do not go out of hand.

Preventing Sexual Harassment and Violence in the Workplace

Make sure your managers and supervisors treat employees fairly and understand the new points of today's law



We provide you the following services related to the new Law:

- ✓ Guidance to the top / senior management on the new law and the way forward
- ✓ Making the policy as required under the law
- ✓ Guidance on formation of the Internal Complaints Committee(s)
- ✓ Conducting training / awareness / sensitization sessions for the employees, as required under the law
- ✓ Conducting training sessions for the members of the Internal Complaints Committee(s)
- ✓ Ensuring other compliances under the law
- ✓ Nominating one of our Senior (male / female) Team members (having legal knowledge) on the ICC

Our Team members are already nominated as external members of more than 15 ICCs for our various esteemed clients.

We provide these services on a **PAN India** basis.

To avail any of the specialized services to ensure a harassment free workplace at your Organization / unit anywhere in India, Please connect with us:

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