

## HR Law Hotline

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### SEXUAL HARASSMENT COMMITTEE - TIME FOR A CHANGE!

This article was first published on SHRM (India) website on February 9, 2017.

India's new sexual harassment law is now three years old. And that should serve as a reminder to start the process to change the members of your Internal Complaints Committee (ICC).

India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Sexual Harassment Act) was notified in December 2013. The law has been a catalyst in creating greater awareness of the issue of sexual harassment at the workplace. It has also given huge confidence to female employees to report any adverse incidents. Progressive employers on their part have gone to great lengths to implement the law, not just in form but also in spirit.

The Sexual Harassment Act requires the employer to constitute an ICC at every office location having a minimum of 10 employees. The law prescribes the details on how the members of the ICC need to be nominated by the employer based on their seniority, experience and familiarity with issues relating to sexual harassment.

The law allows the Presiding Officer and other members of the ICC to hold office for up to 3 years. Assuming most employers set up their ICC in or after December 2013, as per the Sexual Harassment Act, its time they initiate the process of replacing the members of their ICC.

Please refer to the following SHRM link for the remainder of the article:

<https://www.shrm.org/india/hr-topics-and-strategy/employee-advocacy-relations-and-engagement/Pages/Sexual-Harassment-Committee---Time-For-A-Change.aspx>

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