

Guidelines under Sexual Harassment of women at work place under (Prevention, Prohibition and Redressal Act, 2013).

Code of conduct for work place

Sexual harassment is a serious criminal offence, which can destroy human dignity and freedom. In an effort to promote the well being of all human employees at the work place the following code of conduct has been prescribed:-

1. It shall be the duty of the employer to prevent or deter the commission of any act of sexual harassment at the work place.
2. Sexual harassment will include such unwelcome sexually determined behavior by any person either individually or in association with other persons or by any person in authority whether directly or by implication such as:
 - i. Eve-teasing
 - ii. Unsavory remark
 - iii. Jocks causing or likely to cause awkwardness or embarrassment
 - iv. Innuendos and taunts
 - v. Gender based insults or sexiest remark
 - vi. Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
 - vii. Touching or brushing against any part of the body and the like
 - viii. Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
 - ix. Forcible physical touch or molestation.
 - x. Physical confinement against one's will and any other act likely to violate one's privacy.
and includes any act or conduct by a person in authority and belonging to one sex which denies or would deny equal opportunity in pursuit of career development or otherwise making the environment at the work place. Hostile or intimidating to a person belonging to the other sex, only on the ground of sex.