

## **Sexual Harassment Of Women At Workplace (PP&R) Act Related Problems & Their Solutions**

**We are in the process of forming an Internal (Complaint) Committee under the Act. What should be the characteristic for serving on the committee.**

First and foremost, it is important to identify the right persons to serve as members on the Complaints Committee. The persons identified should have traits which would hold them in good stead as well as ensure justice for the complainant.

**Objectivity:** A focused unbiased attitude with an unconditional belief in the truthfulness of the complainant (unless something on record completely negates her complaint).

**Compassion:** The members should empathize with the complainant and does not judge her by their moral standards.

**Kindly apprise who is the harasser and who is harassed under the Act and the Rules.**

While it is a common premise that workplace sexual harassment is limited to interactions between male bosses and female subordinates. This is actually not true. Sexual harassment can occur between any co-workers, including the following :

1. Subordinate harassment of a superior.
2. Men can be sexually harassed by women; A recent survey of 527 male employees across 7 cities has found that 19% have faced some kind of sexual harassment at the office.
3. Same sex harassment – men can harass men; Women can harass women.
4. Offenders can be supervisors, co-workers, or third party non-employees such as customers, vendors, and suppliers.

**I will appreciate if you kindly apprise the meaning of 'quid pro quo' in harassment.**

In quid pro quo harassment is where a woman is held to ransom as her refusal to comply with a request can be met with retaliatory action such as memos, dismissal, demotion, flawed performance appraisals and an uncondusive work environment.