

# **Terre Des Hommes, Germany - India Programme 2022**

## **Committee for Prevention of Sexual Harassment at Workplace**

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### **THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 OF INDIA defines Sexual Harassment as any:**

- Unwelcome 'Physical contact and advances'
- Unwelcome 'Demand or request for sexual favours'
- Unwelcome 'Sexually coloured remarks'
- Unwelcome 'Display of pornography'
- Unwelcome 'Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature'

### ***If you are being harassed, this is what you can do:***

- Do not feel a sense of shame. Tell the harasser very clearly that you find his behaviour offensive.
- Do not ignore the harassment in the hope that it will stop on its own. Come forward and complain.
- Talk to somebody you trust about the harassment. It will not only give you strength but also help others in similar situations to come forward and complain.
- Keep a record of all incidents of sexual harassment in a notebook. If you feel the need to register a formal complaint later, this record will be helpful.

Please feel free to contact the committee members or any other members if you wish to complain about sexual harassment at workplace.