

## **Indian Companies get firm message from the Government on Sexual Harassment Policy Compliances**

The Government of India had enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("Act") with an objective to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected or incidental to same. However, many companies have still not implemented the guidelines and provisions of the Act, one of the essential and statutory provisions being setting up of Internal Complaints Committee. The Union Government has issued a firm warning to Indian Companies to comply with the guidelines under the Act or face strict action, ranging from a fine of Rs. 50,000 to the cancellation of business license.

## **Foreword**

With this recent warning issued to the Indian Companies the Government is trying to be more proactive about the implementation of law and making it compulsory for Companies to comply with the guidelines and provisions of the Act and not to escape from its obligations under the Act.

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