



**A Study On Compliance To Provisions Of The Sexual Harassment Of Women At Work
Place (Prevention, Prohibition, Redressal) Act , 2013 With Focus On Private Sector In
Tamil Nadu & Pondicherry Regions**

EMPLOYEE VERSION

* Required

City where the organization located *

Chennai

Kancheepuram

Cuddalore

Madurai

Trichy

Coimbatore

V.Nagar

Vellore

Pondicherry

Thirunelveli

Other :

Your Position in the organisation

your level of employment *

Executive level

Managerial level

Supervisory level

Low level

Other :

Your Age *

Below 25

26-35

Above 36



Educational Qualification *

Primary education

Secondary education

Diploma

Bachelor's degree

Masters degree/PhD degree/Higher education

Other :

Marital Status *

Single

Married

Separated

Years of experience in the current organization *

Below 2 yrs

2-5 yrs

Above 5 yrs

No of employees in your organization *

Below 100

101-500

Above 500

Business Sector *

Manufacturing

Education

Health & Social Work

Real Estate & Construction

Agriculture

Wholesale & Retail trades

Other :



Does sexual harassment incidents occur in your organization? *

Yes

No

Don't Know

Mention the items exhibited in your workplace to create awareness on sexual harassment. *

pictures,

posters,

Pamphlet

Brochure

Bulletin boards

Email

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Other:

Initiatives taken by your organization to educate employees on sexual harassment act. *

Orientation on sexual harassment policy

Workshop on Anti Sexual Harassment

Training on Anti Sexual Harassment

Debate

Seminar

Group Discussion



Quiz

None of the above

Other:

Does your organization has any HR policy towards sexual harassment behaviours? *

Yes

No

If YES the HR policy includes

Definition of sexual harassment with some examples of conduct

Clear statement that sexual harassment will not be tolerated

Information about the organization's internal complaint procedures

An assurance that no one will be punished for coming forward with a complaint.

Explanation about disciplinary action.

Actions against jokes, posters, graffiti, e-mails and photos at the work site.

Statement explains management commitment in eliminating and preventing sexual harassment.

Options available for dealing with sexual harassment complaints formally and Informally

The names and telephone numbers of officers who are responsible for dealing with complaints, providing information and advice, etc.

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Is there any Internal Complaint Committee (ICC) to inquire into sexual harassment complaints in your organization? *



Yes

No

If "NO" do you know that as per Supreme Court guidelines is it mandatory for setting up of Internal complaint committees to inquire into complaints of sexual harassment in the workplace in each institution?

Yes

No

Other :

If "NO" , Do you know that as per the Supreme Court guidelines it is mandatory to have a committee to inquire into complaints of sexual harassment in each institution?

YES

NO

If yes then ICC Comprise of

50% women members

Senior level women employees

Advocate members

NGO Members

Minimum 2 other employee members

members with knowledge, skill and capacity in dealing with workplace sexual harassment

50% women members

Senior level women employees

Advocate members

NGO Members

Minimum 2 other employee members

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Is Contact details of Committee members displayed widely?

Yes

No

Do you have knowledge of any event of sexual harassment in your work setting that either happened to you / your friends during the past years? *

Yes

No

Don't know

Do you/your friend experienced any of the following behaviors by male employees? *

sharing a dirty joke/vulgar movie/television programme to women employee.

Appreciating the figure / face/ hair/ dress/ make up of women employee

Inviting women employee for outing or going to a restaurant with him to eat.

showing a sexual material in magazine, mobile, pictures

Talking about his sexual life to women employee

Defaming women employee for not fulfilling his sexual demands

Pating on shoulders or back while praising women employee work

Asking /Threatening women employee to have physical/sexual relations with him.

kissing women employee

Attempting to rape women employee

Asked to have sex with promise of compensation

None of the above

Other:

Who was the harasser? *

Supervisor

Manager

Colleague

Subordinate

Other :

Did you/your friend talked about this event to any one else in the organisation. *

Yes

No

Did you/your friend report the harassment to a supervisor or manager at work? *

Yes

No



If "YES" , To Whom did you/your friend made the complaint ?

HR manager

Supervisor

Manager

Other :

If "NO", why did you choose not to?

Fear of losing job

Doesn't know whom to complaint

Ashamed to reveal before others

Threat from the boss

Complaint wasn't taken in previous incidents

Other:

Have you/your friend gave written complaint?

Yes

No

It was not accepted.

Does organisation give reasonable support to you/your friend for making the complaint in writing?

Yes

No

Does organisation gave notice to the offender after receiving complaint?

Yes

No

If "Yes" when

within 1 week

2 weeks

3 weeks & above

if "No" , Reason



Have you/your friend was given with an opportunity during interrogation?

Yes

No

How long it was taken for completion of enquiry?

Does the recommendation of committee was implemented ?

Yes

No

If "Yes" within how many days ?

Will your organization support you/your friend for a police complaint in relation to an offence under Indian Penal Code ?

Yes

No

What are the interim measures taken against offender?

The transfer of the affected woman to another section or Department

Grant leave to the affected woman upto a period of three months

Restrain the offender from exercising any administrative authority or supervision

Other :

Types of punishment given to the offender

A written apology

Warning

Withholding of promotion/ increments/Pay rise

Undergoing a counseling session

Terminating the respondent from service

Other:

In your opinion what could be done to prevent sexual harassment taking place at the workplace?

Your answer