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Megha Middha, is working as an Assistant Professor of Law in Mody University of Science and Technology, Lakshmangarh, Sikar (Rajasthan). She has an experience in the teaching of almost 3 years. She has completed her graduation in BBA LL.B (H) from Amity University, Rajasthan (Gold Medalist) and did her post-graduation (LL.M in Business Laws) from NLSIU, Bengaluru. Currently, she is enrolled in a Ph.D. course in the Department of Law at Mohanlal Sukhadia University, Udaipur (Rajasthan). She wishes to excel in academics and research and contribute as much as she can to society. Through her interactions with the students, she tries to inculcate a sense of deep thinking power in her students and enlighten and guide them to the fact how they can bring a change to the society

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Avinash Kumar



Avinash Kumar has completed his Ph.D. in International Investment Law from the Dept. of Law & Governance, Central University of South Bihar. His research work is on "International Investment Agreement and State's right to regulate Foreign Investment." He qualified UGC-NET and has been selected for the prestigious ICSSR Doctoral Fellowship. He is an alumnus of the Faculty of Law, University of Delhi. Formerly he has been elected as Students Union President of Law Centre-1, University of Delhi. Moreover, he completed his LL.M. from the University of Delhi (2014-16), dissertation on "Cross-border Merger & Acquisition"; LL.B. from the University of Delhi (2011-14), and B.A. (Hons.) from Maharaja Agrasen College, University of Delhi. He has also obtained P.G. Diploma in IPR from the Indian Society of International Law, New Delhi. He has qualified UGC - NET examination and has been awarded ICSSR - Doctoral Fellowship. He has published six-plus articles and presented 9 plus papers in national and international seminars/conferences. He participated in several workshops on research methodology and teaching and learning.

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An Analysis Of Sexual Harassment Of Women

At Workplace In India

Authored By- G Manoj

Abstract

Men and Women were created within the same image to enjoy equal participation in creating opportunities. Still, it couldn't be carried on as women slowly became a commodity only. Sexual harassment has become one of the main problems within Indian society. Harassment is present in several forms like Physical, verbal, non-verbal, and visual Harassment. Sexual harassment leads to the violation of girls' basic fundamental rights, especially equality under articles 14 & 15 of the Indian constitution and her right to life and to measure with dignity under Article 21 of the constitution. This research gives a severe foundation for the harassment of women in India. The study has uncovered that harassment has stayed a working environment issue in retails in India. The beginning of the harassment has been taken from the Bhanwari Devi case and a record of Vishaka and Ors. v/s Union of India 1997 judgment is also referenced in the current research. And based on the Vishaka guidelines, the Sexual Harassment of the workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH ACT) has been enacted. The research paper tries to spotlight the causes that tend to spontaneous increase in harassment cases from different time perspectives. The study's main objective is to learn about sexual Harassment in India and the reasons that lead to Sexual Harassment. Sexual harassment has shown a gentle increase from the last decade to this scenario, which resulted in a violation of the elemental immunities of women in the workplace. The paper also analysis the laws related to sexual harassment of women. Finally, the report also recommends reducing the risk of sexual harassment and providing women with legal support and remedies if they're harassed at the workplace.

Keywords: Women, Sexual Harassment, workplace, Causes, POSH Act.

Introduction

The position and status of women have been an exceptionally unique concept for ages. Starting from the Vedic time frame till the present time, the situation with women has gone through enumerable changes. Women worldwide have tasted all kinds of life, from the magnificence and regard she was credited in the Vedic time frame to the self-denial and subjection in the post-Vedic period and the battle for balance, acknowledgment, and endurance in the contemporary world. In any case, one thing has been expected all through the troubled status of the ladies. Women have been made to confront a wide range of savagery, actual maltreatment, refusal of the right to live, subjection, and disregard. The most shocking and despicable of such demonstrations is the demonstration of brutality against ladies. Savagery against ladies is a broad term that includes diverse demonstrations of cruelty, misuse, and torment against women. No woman is destined to be oppressed and be denied her right to life. Any brutality submitted by a lady is an immediate assault on her fundamental liberties and is the most dishonourable infringement of everyday freedoms. From a wide range of foundations and varying backgrounds, ladies go through a type of savagery in various periods of their lives. It might be abusive Behaviour at home, sexual maltreatment, physical and boisterous attack, assault, dealing with ladies and youngsters, constrained prostitution, endowment-related viciousness, share passing, female foeticide or child murder, and other barbaric practices.

Sexual Harassment is Behaviour. It is characterized as unwanted conduct of sexual nature. Sexual harassment in the working environment is a broad issue on the planet. Whether it be a created country or an emerging country, or an immature country, atrocities against women are customary all over the place. It is an all-inclusive issue with adverse consequences for all kinds of people. It is occurring more with women gender in particular. How much ever one attempts to ensure, forbid, forestall and give cures, such infringement will consistently happen. It is a crime against women, viewed as the weakest part of society. That is the reason they need to experience the ill effects of female foeticide, illegal exploitation, stalking, sexual abuse, inappropriate behaviour, to the most heinous crime, rape. It is unlawful to harass an individual (a candidate or a worker) because of that individual's sex.

Provocation can incorporate "Sexual Harassment" or unwanted sexual advances, demands for sexual favours, and other verbal or physical Harassment of a sexual sort. Inappropriate behaviour is

unwanted sexual conduct, which could be anticipated to meet a unique vibe insulted, embarrassment, or intimidated. It tends to be physical, verbal, and composed.

Unwanted behaviour is the primary word. Unwanted doesn't signify "involuntary." A casualty might agree or consent to a specific direct and effective participation even though it is offensive and objectionable. Therefore, sexual conduct is unwanted when the individual exposed to it considers it undesirable. Whether the individual indeed invited a solicitation for a date, sex-orientated remark, or joke relies upon every one of the conditions. It is a direct infringement of a woman's right to life with dignity and violates their fundamental right to live. The same is reflected in the newspaper reports almost every day, where innumerable incidents of such incidents are reported.

According to the Equal Employment Opportunity Commission (EEOC), harassment includes offensive jokes, bullying, physical assaults, intimidation, and improper pictures.

Traditionally Sexual Harassment Has Been Divided Into Two Forms

1. Quid Pro Quo
2. Hostile work environment

Quid Pro Quo: means "this for that." Applying this to sexual harassment implies looking for sexual behaviours or advances in return for work advantages like guarantees of advancement, higher pay, scholastic headways, etc. This sexual behaviour generally holds a woman to emancipate. Her refusal to conform to a "request" can be met with retaliatory activity like excusal, downgrade, updates, tarnished work records, and challenging work conditions.

Hostile work environment: is less clear yet more certain types of Sexual Harassment. It usually includes work conditions or behaviour towards a female worker, making it insufferable for her to be there. While the labourers never guaranteed or denied anything in this unique situation, unwanted sexual harassment happens because she is a woman. Understanding Instances of Sexual Harassment various studies uncovered those various unwanted activities by individual associates are causing badgering among woman labourers. Prominent of them are:

- Derogatory comments of sexual nature or based on gender

Presence of sexual visual material or pornographic material such as posters, cartoons, drawings, calendars, pinups, pictures, computer programs of sexual nature

- Written material that is sexual, such as notes or emails containing sexual comments
- comments about clothing, personal behaviour, or a person's body
- Patting, stroking, grabbing, or pinching one's body
- Obscene phone calls
- Telling lies or spreading rumours about a person's personal or sex life • Rape or attempted rape, etc.

Types Of Workplace Harassment

Harassment can be physical or verbal, sexual favour' psychological, emotional, etc. There are different types of sexual harassment; they are:

1. **Verbal Harassment:** Casualties of verbal harassment regularly face a continuous battle of annihilation that similarly compromises their well-being and profession. Verbal harassment comprises demanding slurs, offensive signals, and outlandish reactions. Since this is a non-actual type of violence, it incorporates affronts like fat-disgracing/body disgracing jokes, pernicious remarks, and undesirable provoking, consequently, frequently testing to perceive. As it is a hazy situation, HR administrators and pioneers should notice such harassing behaviours.
2. **Psychological Harassment:** Psychological harassment is, to some degree, like verbal harassment. However, it is more incognito and comprises strategies like withholding information. Casualties who face such harassment are bound to experience psychological breakdowns and low confidence and often subverts. Mental provocation incorporates taking credit for other people's accomplishments, setting outlandish expectations, forcing unthinkable cut-off times on a representative, compelling somebody to work outside their work scope, etc. It is a type of intentional psychological bullying.

- 3. Cyber Bullying:** Digital Harassment or cyberbullying is the most up-to-date type of provocation. Even though it happens on the web, it is pretty much as deprecatory as actual harassment. The utilization of online media has turned into a standard in any work environment. Thus, for free discourse, anybody can harass anyone digitally. Individuals can make fake personas to belittle or bully their associates. In any case, there is additionally uplifting news about cyberbullying casualties that can record. Somebody who faces such harassment and discrimination can report these occurrences in screen captures, saved messages, etc. This way, survivors of workplace harassment can report such hostile practices without much of a stretch.
- 4. Sexual Harassment:** Inappropriate behaviour in the work environment is grievous wrongdoing and more normal than you may suspect. It is an offense that isn't as explicit to ladies as it were. An individual belonging to any sex can be the person in question or the culprit of sexual harassment. As per a review, 40% of female respondents and 14% of male respondents have encountered Sexual Harassment in the work environment. Undesirable contacting, sending inappropriate messages and recordings, requesting sexual favours and remarks, including disgusting motions, are a couple of indications of sexual harassment. More often, these occurrences go unrecognized and unreported, and due to this, wrongdoers frequently pull off their conduct. Numerous casualties would rather not talk about this as they might suspect it will improve, yet no, it just deteriorates. If somebody is a sex wrongdoer and makes somebody feel uncomfortable, one should report it.
- 5. Physical Harassment:** Physical Harassment in the work environment has numerous degrees. Such provocations incorporate ill-advised contact with clothes, skin, physical attacks, dangers, or harming individual property. Individuals belonging to gender minorities and LGBTQIA+ people are bound to face such sorts of provocation at work. Guilty parties can make light of certain provocations as jokes, not causing actual mischief; in such cases, it gets hard to recognize physical harassment. Regardless of whether there is no actual extreme mischief, it can, in any case, be viewed as physical harassment. If a circumstance becomes vicious, representatives should record a protest and make severe moves against the wrongdoers.

Causes Of Sexual Harassment Against Women

In India, the primary cause for the coercion of women to these sorts of vicious demonstrations and infringement of the right to life with dignity is the male-centric arrangement of the general public, where the males are viewed as better than females. There are many reasons for sexual harassment; however most significant one is the way of life and qualities framework and the general power and status of the people in our general public. How people are raised in India firmly impacts their conduct in an association. Women frequently need fearlessness because they have been mingled and are modified to experience peacefully. Though men are raised with macho convictions, they look at females as a simple toy to play with and effectively convey these qualities into the working environment. Such man-centric perspectives create a climate that permits men the opportunity of inappropriate behaviour in the work environment while ladies stay defenseless. Women are helpless against sexual harassment since they all the more frequently need power and regularly work in an unreliable position. Because of the dread component, women regularly leave to their destiny instead of raising their voices against inappropriate behaviour. Since they don't know where to go for gripe and how their grumble would be dealt with, they regularly stop and experience lowness. A few times, inappropriate behaviour is likewise considered a power game. A man demands sexual blessings in return for advantages he can get rid of because of his position. The 'projecting love seat' is presumably the most popular illustration of such a power game.

As ongoing financial and social changes have changed power relations among people in Indian culture, men feel instability. With ladies presently being engaged, a few men feel undermined by their professional success. A few men resort to hassling women in the workplace to overcome such uncertain sentiments. In some cases, men are worried in the workplace because they don't get appropriate acknowledgment even when putting their best. In contrast, ladies with little ability are usually liked for being reasonable sex in an association. This occasionally causes disappointment, and such men resort to sexual harassment to beat their pressure. It's not just men who are to be accused constantly, and a few women believe that genuine women need to look hot. They consider sexuality to be their main power base to cooperate. Such a mentality of ladies once in a while welcomes lewd gestures by men at the workplace and afterward becomes an instance of sexual harassment. One of the significant explanations is that improper behaviour goes on unabated because the association, to protect its picture, doesn't engage in grumbling and disciplinary methods to manage sexual harassment.

Laws Relating To Sexual Harassment

History of the Act

The sexual harassment of women is certainly not another turn of events. It has been a piece of each lady's life, a more seasoned peculiarity of showing the predominance of men in the public eye. Sexual Harassment of women is one of those issues which assume an awful part by deterring women from taking an active role in the financial and social turn of events. It is a requesting and negative experience one worker can endure, acquiring acknowledgment in the work environment, an establishment, or at home. Traditional society claims 70% of ladies have had sexual harassment experience.

Since the mid-80s, sexual harassment in the work environment has stayed the primary issue in India; during the 1980s, the Forum Against Oppression of Women made a move against the sexual harassment of medical caretakers out in the open and private clinics by specialists, patients, and their male family members, other staff, instructors by associates, chiefs, understudies by educators, teachers, and other staff. Nothing halted the ladies' activists and social labourers who attempted to carry all cases to the public and likewise battled Sexual Harassment in the work environment. One such example is Women's voice (an NGO) in Goa, prepared which a popular assessment against the Chief Minister, who purportedly irritated his secretary through rallies showing till the CM had forced to resign. After this episode, again in 1990, similar women's association recorded a PIL to change the old rape law, which characterized assault in a narrow sense. In the historical backdrop of the Indian Courts in 1997, the Supreme Court of India perceived sexual harassment in the work environment as an infringement of human rights and a personal injury to the affected woman. **In the case of Vishaka and others, Vs The State of Rajasthan** set down rules for the forestalling and Redressal of the complaints by women who were physically harassed in the work environment. The Guidelines shared the Employer's commitment to giving a safe and women-friendly

climate. In another case, the Complaint worked in a Hyderabad-based organization and her supervisor physically bugged her. The case was investigated by a lady who was an employee at the Company's administrative centre. The charges were proved, and the request report was additionally, submitted, yet what happened later was the Complainant was approached to leave her occupation as she was recognized as an agitator, and the denounced was permitted to proceed with his work. No compensation was given to the Complainant. From this large number of occasions, we can derive

that the women regularly reported the cases, and the outcome was no move was made, the council not comprised as expected, decisions made for the Complainant; however, no severe action was taken against the culprit. In short, what we understood is that guidelines Redressed was not incomplete, but rather how it worked was not unbiased. Not many women could successfully execute the rules to make the workplace gender-equitable and safer.

The Vishaka Guidelines

The Vishaka rules were a bunch of rules that were expected to secure Women in the work environment. The Supreme Court of India initiated these in the year 1997. These are procedural and express the technique followed while managing cases identified with the Sexual Harassment of Women.

Objectives And Need For The Vishaka Guidelines

The Vishaka rules were organized because of a series of instances of inappropriate behaviours that were enlisted and the conventions and missions that were occurring consistently by different gatherings of people looking for women's security in India. After the Bhanwari Devi case, numerous women groups came on the roads requesting acknowledgment of their privileges as residents of India and asking the public authority to make basic moves to forestall the evil treatment of women in working environments. Around then, our nation's broad set of laws didn't have appropriate enactment that could guarantee the well-being of women in work environments and give just and reasonable discipline to individuals who enjoy the shocking wrongdoings of assault and sexual harassment. The principles provided by the broad set of laws at the time were frequently utilized by those blamed for Sexually Harassing the women for their potential benefit. Likewise, there was no standard in regards to the commitment of the business to offer help and help to his work who is a survivor of lewd behaviours. The companies would toss these ladies' casualties out of their responsibilities to avoid the risk and different results. This would leave the loss miserable and unstable. With the developing number of wrongdoings against women being accounted for, there was a dire requirement for another arrangement of laws that rebuff the miscreants and guarantee that ladies are secured in

their working environments; yet another collection of enactment would be set aside from a great deal of effort to be ordered. Accordingly, the Vishaka rules appeared to give a bunch of rules to forestall lewd behaviours of ladies in work environments and guarantee that individuals who enjoy the demonstration of inappropriate behaviours are assigned a legitimate discipline.

Features Of Vishaka Guidelines

• Provide a safer working environment

Every company or organization must give a representative working in the association a protected workplace to develop and flourish. This includes making sufficient strides toward securing the interest of the women workers and guaranteeing that none of the representatives enjoy the practice of sexual harassment. The company should make proper disciplinary moves if any case concerning sexual harassment or abuse of a woman representative is found.

• Duty of the Employer to file a complaint

The rules likewise set out the commitment of the employer to file a grievance if the lead towards a representative adds up to a criminal offense that is culpable under the Indian Penal Code. The Employer needs to start an activity and guarantee that the observers are not further exploited.

• Complaint Redressal committee

The rules made it mandatory for all associations to setup a complaint Redressal board of trustees to guarantee that the representatives' objections are managed appropriately, and a good movie is made in light of such a complaint.

• Employer to assist the employee if she is sexually harassed

If the representative is sexually harassed or tormented by an outsider, as in the case of Bhanwari Devi, an employer should help the worker in each conceivable way. This was not the Bhanwari Devi situation where the Employer rejected all obligations and didn't help Bhanwari Devi

accomplish equity. The rules provide that the employers are needed to help the representatives in both preventive activities and backing to these casualties.

Posh Act

The Prevention of Sexual Harassment Act, otherwise called the POSH Act, came into power in December 2013. It is pertinent all over India. This Act was brought into force to give a protected workspace to all women working across various areas in India, coordinated or sloppy. The POSH Act characterizes sexual harassment as connecting and progressing, mentioning or requesting sexual blessings, offering physically hued comments, showing porn, or some other unwanted physical, verbal, or non-verbal direct of sexual nature. The customary strategy for settling criminal cases can continue for quite a long time. Remembering this situation, this particular Act was enacted for the immediate Redressal of violations of sexual nature against women in their work environments. Moreover, one can still file a police complaint under the Indian Penal Code against sexual harassment. It is obligatory according to this Act for each Employer to set up an Internal Committee (IC) with at least ten representatives. For foundations under ten workers or the Complaint is against the actual Employer, the State the Government's region official or collector is needed to frame a Local Committee (LC) in each region and at the square level whenever required. The Government likewise, should prepare, arrange mindfulness programs, keep up with information on the number of inappropriate behaviour cases recorded and guarantee appropriate execution of the law at every look and corner.

After the execution of this Act, numerous ladies have begun revolting against sexual harassment, yet that has been restricted to the proper area. It has not been much assistance to the women employed in the informal sector. The women think it is hard to report such cases because of the shame, dread of losing employment, and absence of faith in the equity framework. In these guidelines, the Supreme Court made it mandatory for every employer to take necessary steps to protect women employed at their organizations against sexual harassment and provide procedures for mitigation. In 2013, India enacted the POSH Act protects women employees against sexual harassment both in the formal and informal sectors.

Conclusion

One can forestall this issue at various levels, government, hierarchical and individual levels by attempting to prevent this issue by standing up to and not accusing anybody. A solid, positive, and provocation-free working environment kills poisonousness and helps represent commitment and expanded efficiency. Hence, you should ensure that you're working environment doesn't empower provocation and segregation. The Constitution of India is the supreme law of our nation and should be provided and regarded on each occasion. The fundamental rights of equality and individual freedom ought to be guaranteed, and the residents of our country should not be oppressed on any grounds. Subsequently, it is legitimate as an ethical obligation to give a more secure workplace for ladies to thrive. The Vishaka rules are a bunch of rules and regulations initiated by the Supreme Court of India to guarantee the security of women in work environments and set out the rules for managing the cases identified with inappropriate behaviour in the working environment. The Bhanwari Devi case is the primary milestone case throughout the entire existence of issues, including sexual harassment of women. The quickly changing workplace strengthens the significance of the zero-resilience strategy toward sexual harassment against women in the work environment. The POSH Act is an achievement throughout the entire existence of sexual orientation fairness enactment in India, where the Government has made significant advances in the Vishaka rules. It puts a required commitment on each business to spread mindfulness and security and give Redressal to the ladies working in their associations against inappropriate behaviour of any nature.

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