

## Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on the 9<sup>th</sup> December, 2021.

The Chandraprabha Saikiani Centre for Women Studies, Tezpur University in collaboration with the Internal Complaints Committee, Tezpur University observed the enforcement day of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on the 9<sup>th</sup> December, 2021.

The programme consisted of 50 participants which included students, research scholars and faculty members. The invited speaker of the session was Hema Das, the Director of The EAST, an NGO. The session started with a welcome address followed by the felicitation programme. The organisers of the programme felicitated the invited speaker and invited the speaker onto the stage.

The invited speaker began by introducing the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 to the participants. The 2013 Act is a landmark decision taken by the Government of India to safeguard the working conditions of women and their security at the workplace. The Act was enforced on the 9<sup>th</sup> of December, 2013. Ms Hema Das, the speaker began by narrating the history behind the incorporation of the Act. On explaining the need for such legislation to be passed she briefed about the Vishaka vs State of Rajasthan case. She interacted with the participants and asked them about their understanding of the concept of sexual harassment. Sexual Harassment at the Workplace is an infringement of women's right to work in decent and safe working conditions. She went on to explain the different ways in which sexual harassment might make its presence. She further added on the importance of the Internal Complaints Committee in every institution so that safety and security of women at the workplace is secured.