

# SAMVĀD: PARTNERS

## SEXUAL HARASSMENT AT WORKPLACE – LAUNCH OF ONLINE COMPLAINT PORTAL

In an effort to ensure effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Ministry of Women and Child Development, Government of India, has recently launched the Sexual Harassment Electronic Box (“SHe Box”) Online Complaint Management System.

SHe Box is an online platform which provides a single window access to every woman, irrespective of her work status, whether employed in the organised or unorganised, private or public sector, to facilitate the registration of a complaint related to sexual harassment at the workplace.

As per the report published by the Press Information Bureau on November 07, 2017<sup>1</sup>, once a complaint is submitted by an aggrieved woman on the online platform, it will directly be sent to the Internal Complaints Committee or the Local Complaints Committee, as applicable, in relation to the concerned employer. Aggrieved women who have already filed a written complaint with the relevant Internal Complaints Committee or Local Complaints Committee, as applicable, shall be eligible to re-submit their complaint on the online portal.

The SHe Box portal will facilitate the Ministry of Women and Child Development, as well as aggrieved women, to monitor the progress of the inquiry conducted by the Internal Complaints Committee or Local Complaints Committee, as applicable. The users of SHe-Box will also have the option of interacting with the aforesaid Ministry through the portal, with an assured timebound response.

The SHe-Box portal can be accessed on the following link - <http://www.shebox.nic.in>.

**Key Takeaway** – Given that the SHe Box portal empowers aggrieved women to keep track of the status of an inquiry as well as require the Ministry of Women and Child Development to monitor the progress of a complaint, the Internal Complaints Committees of organizations will now need to closely monitor the procedure as well as the timelines followed in relation to the inquiry of

*\*This is an update for general information purposes only and does not constitute legal advice. Please contact us if you require further clarifications on this subject.*

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<sup>1</sup> <http://pib.nic.in/newsite/PrintRelease.aspx?relid=173299>