

**GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA**

UNSTARRED QUESTION NO:3788
ANSWERED ON:12.08.2015
Paid Leave for Sexual Harassment Victims
Boianapalli Shri Vinod Kumar;P. Shri Nagarajan

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

- (a) whether the sexual harassment complaint committees in Government offices have been empowered to recommend grant of paid leave upto 3 months to the complainants and if so, the details thereof;
- (b) whether the Department of Personnel and Training has included such a provision in the guidelines for conducting inquiries allowing the committee to transfer the aggrieved woman or grant her upto 3 months paid leave and if so, the details thereof;
- (c) whether any time limit is prescribed to lodge a complaint and if so, the details thereof;
- (d) whether the committee may extend the time limit, if the reasons for the delay are valid; and
- (e) if so, the details thereof and if not, the reasons therefor?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office.
(DR. JITENDRA SINGH)

(a) and (b): Instructions have been issued by this Department vide Office Memorandum dated 27.11.2014 regarding Alignment of Service Rules with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. As per para 6 of the said Office Memorandum, the Complaint Committee will have the powers to recommend to the employer (a) to transfer the aggrieved woman or the charged officer to any other workplace; or (b) to grant leave to the aggrieved woman up to a period of three months, which will be in addition to the leave she would be otherwise entitled to.

(c) to (e): As per Section 9 of Chapter IV of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, any aggrieved woman may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.

The Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.
