



# GRC BULLETIN

JULY - 2025, VOLUME: I

# **Government of Tamil Nadu**

Order regarding 'SOP For Implementation Of The Sexual Harassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act', 2013

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# # LABOUR

LAWS

# **Authority**

Social Welfare and Women's Empowerment Department,
Government of Tamil Nadu

# **Circular Date**

Jun 18, 2025

## **Circular Number**

G.O. (Ms.) No. 64

# **Effective Date**

Jun 18, 2025

# GOVERNMENT OF TAMIL NADU - ORDER REGARDING 'SOP FOR IMPLEMENTATION OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT', 2013

Applicability: Applies to all departments, establishments, employers, and workplaces across Tamil Nadu

- Includes both government and private sector, covering:
- Formal/informal workplaces
- Educational institutions
- Domestic workers
- Online harassment

Applicable to employers, District Officers, ICCs, and Local Committees

#### Overview:

The Government of Tamil Nadu, vide G.O. (Ms.) No. 64 dated 18th June 2025, has notified a comprehensive Standard Operating Procedure (SOP) for the effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, also known as the POSH Act.

This move aligns with India's obligations under the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** and the constitutional guarantees of equality, dignity, and protection from sexual harassment.

#### **Key Highlights of the SOP:**

#### **Duties of Employers:**

- Establish **Internal Committees (ICCs)** with mandated representation including external members.
- Conduct awareness and training programs.
- Submit annual reports to the District Officer in the prescribed format.
- Ensure resolution of complaints within 90 days.
- Extend the SOP's application to virtual and remote workplaces.

#### **Duties of District Officers and Local Committees:**

- Handle complaints from unorganized sectors or establishments without an ICC.
- Monitor compliance and support capacity-building initiatives.
- Appoint Nodal Officers and support victims during the inquiry process.



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#### **Procedural Protocols:**

- SOP lays down clear processes for:
- · Filing and acknowledging complaints
- Conducting fair and timely inquiries
- Granting interim relief (if needed)
- Delivering recommendations and implementing them within the statutory time limits

#### **Penalties for Non-Compliance:**

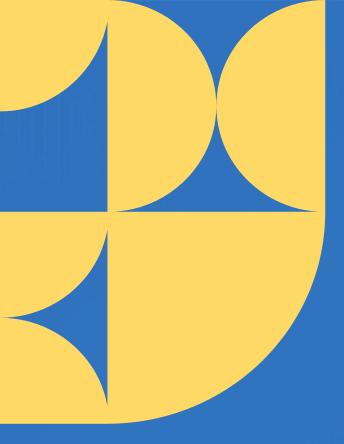
- Fine up to ₹50,000 for failure to constitute an ICC or implement recommendations.
- License/registration cancellation for repeat violations or willful disregard of compliance obligations.

#### Significance:

This SOP aims to:

- Standardize enforcement of the POSH Act across Tamil Nadu
- Extend protection to **all working women**, including those in digital, domestic, and informal settings
- Promote safe, inclusive, and gender-equal workplaces
- Institutionalize grievance redressal, reduce ambiguity, and hold employers accountable

**SOURCE:** Click here for more details





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