

# 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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