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## Question

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The Sexual Harassment of Women at Workplace Act was passed in the year \_\_\_\_\_.

This question was previously asked in

**Rajasthan Police Constable Official  
Paper (Held On: 8 Nov 2020 Shift 2)**

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1. 2011

2. 2012

3. 2013

4. 2014

**Answer** (Detailed Solution Below)

Option 3 : 2013

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### Detailed Solution

The correct answer is **2013**.

### **Key Points**

- **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**
  - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work.
  - It was passed by the Lok Sabha (the lower house of the Indian Parliament) on 3 September 2012.
  - It was passed by the Rajya Sabha (the upper house of the Indian Parliament) on 26 February 2013.
  - The Bill got the assent of the President on 23 April 2013.
  - **The Act came into force on 9 December 2013.**
  - This statute superseded the Vishaka Guidelines for Prevention Of Sexual Harassment (POSH) introduced by the Supreme Court (SC) of India.
  - It was reported by the International Labour Organization that very few Indian employers were compliant with this statute.

### **Additional Information**

- Sexual harassment at a workplace is considered a violation of women's right to equality, life, and liberty.
- It creates an insecure and hostile work environment, which discourages women's participation in work, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth.
- With this idea, the legislature formulated the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
- 'Sexual Harassment of Women at Workplace', **Civil court** has been empowered to collect evidence to complaints committees set up under this Act.
- The Complaints Committees have the powers of civil courts for gathering evidence.