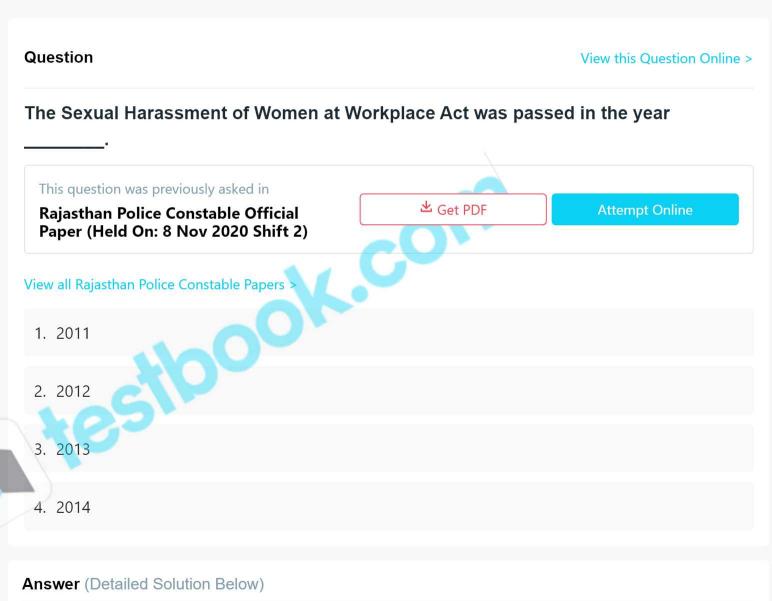


Option 3: 2013







Detailed Solution

The correct answer is **2013**.



- 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 - This statute superseded the Vishaka Guidelines for Prevention Of Sexual Harassment (POSH) introduced by the Supreme Court (SC) of India.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.

눩 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.