- **PROBLEM STATEMENT ID :** **OPEN INNOVATION**

- **TEAM NAME :** **CODEHEIST**

- **TEAM ID :** **HK 40**

- **TEAM MEMBERS :** **1. RAJ KUMAR**   **2. VAGEESH RAJ**

  3. VANSH KUMAR PATEL   **4.VISHWAS TIWARI**

PROBLEM

Workplace harassment often goes unreported due to fear of retaliation, bias, and lack of confidentiality. Although organizations are required to form **an Internal Complaints Committee** (ICC) under the **Sexual Harassment of Women at Workplace** Act, many ICC processes remain manual, slow, and non-transparent. Victims hesitate to approach the ICC directly because their identity may be exposed. This highlights the need for a secure, anonymous, and POSH-compliant digital reporting system.
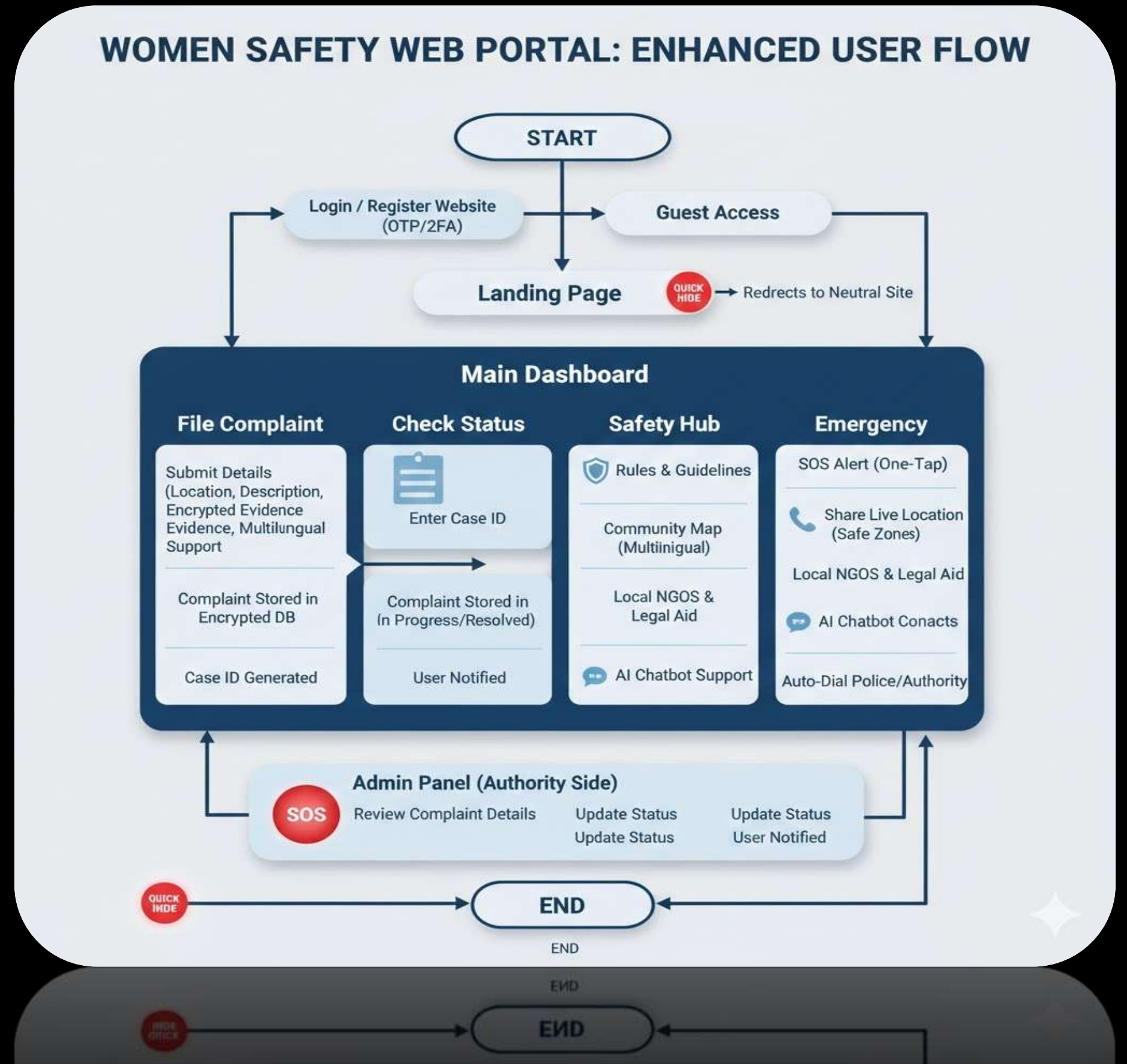
SOLUTION

✓ SafeDesk pro **vides a secure and fully anonymous digital platform for reporting workplace harassment.**

✓ Employees can file **complaints without revealing** their identity.

✓ **Supports** structured case management for the Internal Complaints Committee (ICC).

✓ Ensures compliance with the **Sexual Harassment of Women** at Workplace Act.

✓ Allows encrypted evidence uploads for secure documentation.

✓ Enables two-way anonymous communication between complainant and ICC.

✓ Provides transparent **case tracking** with status updates.

✓ Makes the complaint process **faster, safer, and more efficient**.
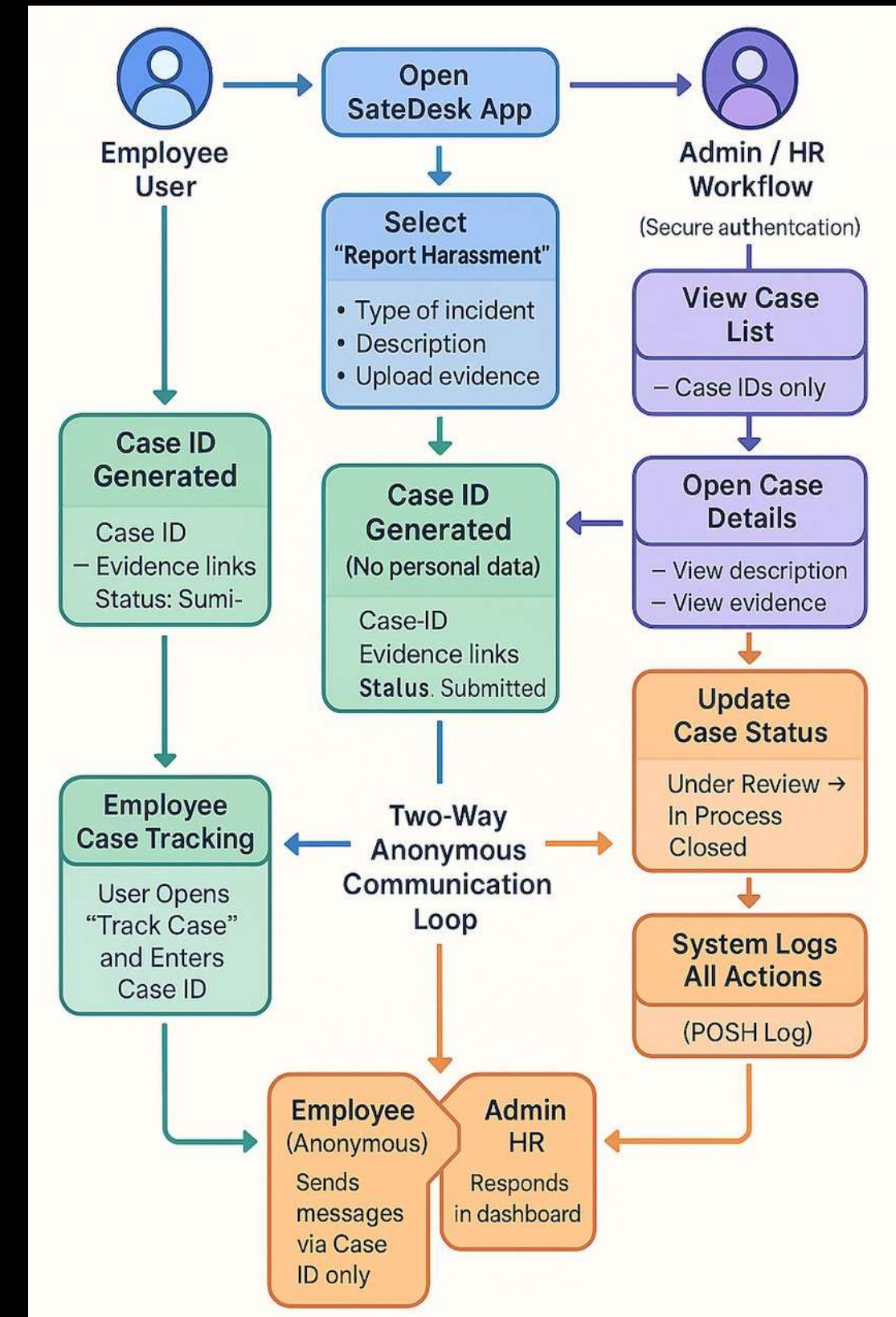
FLOW OF SOLUTION

- ➢ User logs in/registers (OTP/2FA) or uses guest access.
- ➢ Accesses dashboard to file complaints with encrypted evidence.
- ➢ Receives a case ID to track complaint status.
- ➢ Can use Safety Hub (guidelines, NGOs, chatbot).
- ➢ Emergency features include SOS alert and live location sharing.
- ➢ Admin reviews complaint, updates status, and notifies user.
- ➢ Quick hide option available for immediate safety.

WOMEN SAFETY WEB PORTAL: ENHANCED USER FLOW

TECH STACK &APPOACH

Technologies to be Used

❖**Frontend:** React.js ,Tailwind

❖**Backend:** Node.js ,Express.js

❖**Database:** MongoDB, supabase

❖**Hosting:** Cloud Server (e.g., AWS)

❖**Authentication:** JWT / OAuth2,

UNIQUENESS & INNOVATION

Innovation

➢ **One-Tap SOS emergency alert system**

➢ **Real-time live location sharing (Safe Zones)**

➢ **AI chatbot for instant guidance and support**

➢ **Secure encrypted evidence upload system**

➢ **Real-time complaint status updates & notifications**

➢ **Integrated Safety Hub (rules, NGOs, legal aid in one platform)**

Uniqueness

❖ **Anonymous / Guest complaint filing option**

❖ **Encrypted database for secure data storage**

❖ **Auto-generated case ID for transparent tracking**

❖ **Dedicated Admin (Authority) review panel**

❖ **Multilingual accessibility**

❖ **Quick Hide safety feature**

FEASIBILITY & CHALLENGES

Feasibility

✓ **Cloud-based system allows easy deployment and scalability.**

✓ **Can be implemented as a SaaS model for colleges, companies, and public institutions.**

✓ **Uses existing technologies (React, Node.js, Firebase) for fast development.**

✓ **Encrypted storage ensures secure handling of complaints and evidence.**

✓ **Modular design makes it expandable with new features (AI, analytics, multilingual support).**

Challenges

➢ **Ensuring complete user anonymity while preventing misuse.**

➢ **Protecting sensitive data from cyber threats.**

➢ **Verifying false or fake complaints.**

➢ **Gaining trust from users and authorities.**

➢ **Maintaining compliance with legal frameworks like the POSH Act.**

RESEARCH &REFERENCE

Research

❖ **Study of workplace harassment reporting gaps and underreporting statistics.**

❖ **Analysis of Internal Complaints Committee (ICC) functioning in organizations.**

❖ **Review of digital complaint management systems and secure reporting platforms.**

❖ **Research on data encryption and secure cloud storage practices.**

❖ **Study of emergency response systems (SOS and live location tracking).**

Internal Complaints Committee (ICC)

References

❖ **Sexual Harassment of Women at Workplace Act (POSH Act, 2013)**

❖ **Ministry of Women & Child Development, Government of India**

❖ **POSH Compliance Guidelines & ICC Framework**

❖ **Workplace Safety and Harassment Survey Reports**

❖ **Cybersecurity and Data Protection Best Practices Documentation**