

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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