

NATIONAL COMMISSION FOR WOMEN

JTE: Ratna Kumari

Complainant: Ms. X

Respondent: Mr. Y

Respondent Company: ABC Bank

1. **21/06/2018:** A complaint was registered in NCW by the complainant Ms. X alleging Sexual Harassment at Workplace against one the respondent Mr. Y working in the same company and also against the management of the company ABC Bank for not following the mandatory provisions of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

2. As per her allegations the company was working over her case since 7 ½ months since filing the complaint on Dec 11, 2017 and had not come out with a result as a result of which the accused was still working in the team.

3. **06/07/2018:** The matter was taken up with the CMD of the bank for immediate action in the case also mentioning about the lapses in dealing with the present case as per the POSH Act, 2018 and an urgent reply was sought from the bank.

4. **19/07/2018:** A letter was received from the company acknowledging the delay in completion of the enquiry under Section 13 of the Act, 2013. The Internal Complaint Committee submitted its report and recommendations on 26th June, 2018 and the copies were sent to the complainant. Also, the IC found the respondent guilty of the offence and implemented the recommendation of the IC vide letter 18th July 2018 issued to the respondent within stipulated time i.e., 60 days as per section 13(4) of the POSH Act, 2013.

The bank confirmed that the matter had been closed implementing the recommendation of the POSH Act, 2013 and initiating disciplinary action against the respondent.

5. **07/08/2018:** A copy of the ATR was sent to the complainant for her comments on the report.

6. **07/08/2018:** Another letter was sent to the CMD of bank acknowledging the prompt action and seeking assurance that mandatory provisions of the POSH Act, 2013 has been complied along with other details.

7. **03/09/2018:** The Commission received another email from the complainant thanking NCW for helping with the case and informing that the respondent had resigned from the company.

8. **10/09/2018:** A letter was received from the bank stating that the mandatory provisions have been complied with as per POSH Act, 2013 and the case has been closed after implementation of the recommendations. Also the same was communicated to the complainant.