

# Submission of Draft Law on Prevention of Sexual Harassment at Workplace



Drafted by



cÖ́ ÍvvweZ AvB‡bi Lmov Kwc

Kg©†ŕ†Ĭ †hŠb nqivbx cÖwZ†iva AvBb, 2018  
cÖ-Ívebv:

mKj Kg©†ŕ†Ĭ †hŠb nqivbx gy<sup>3</sup> cwi†ek mywbwðZ Kwievi Rb" GZØviv wbœæiæc AvBb Kiv nBj hnv Acivamg~n cÖwZ†iva K†í weavb Kiv mwgPxb I cÖ†qvRbxq|

†h†nZz MYcÖRvZš¿x evsjv†`†ki msweav†b cÖ†Z`K bvMwi†Ki Rxeb I e`w<sup>3</sup> ^vaxbZvi AwaKvi, wkÿv, Kg©, Pjv†divi AwaKvi mn mvgvwrK wbivcËvi AwaKvi ^xK...Z nBqv†Q: †m†nZz, GZØviv wbœæiæc AvBb Kiv nBj:-

**1| msw¶ß wk†ivYvg, cÖeZ©b I cÖ†qvM**

- (1) GB AvBb Kg©†ŕ†Ĭ †hŠb nqivbx cÖwZ†iva AvBb, 2018 bv†g AwfwnZ nB†e|
- (2) GB AvBb Awej†œ^ Kvh©Ki nB†e|

**2| msÁv- welq ev cÖm†½i cwicš`x wKQz bv \_vwK†j, GB AvB†b-**

(K) "Kg©†ŕ†Ĭ" A\_© evsjv†`†ki mxgvbvi g†a" Aew`Z †Kvb cÖwZôvb ev e`w<sup>3</sup>, †hLv†b Drcv`b, `ßwiK/KiYxK ev †mevg~jK Kv†Ri Rb" GK ev GKvwaK e`w<sup>3</sup> ev e`w<sup>3</sup>eM©†K wb†qvwrZ Kiv nq| G†ŕ†Ĭ wb†qvwrZ e`w<sup>3</sup> ev e`w<sup>3</sup>e†M©i c', Kv†Ri aiY ev wb†qv†Mi kZ© cÖZ`ÿ ev c†ivÿfv†e hv B †nvK bv †Kb|

G†ŕ†Ĭ "cÖwZôvb" A\_© evsjv†`†ki mxgvbvi g†a" Aew`Z miKvix, †emiKvix, AvavmiKvix, ^vqZ;kvwmZ, Avav ^vqZ;kvwmZ, wkÿvcÖwZôvb, †ckvRxwe cÖwZôvb, Avw\_©K cÖwZôvb, cwienY I Z`mswkø cÖwZôvb, wVKv`vi I mieivnKvix cÖwZôvb, e`w<sup>3</sup> gvwjKvbvaxb I wbqš¿bvaxb mn cÖZÿ" ev c†ivÿfv†e wewb†qvMKvix †h †Kvb cÖKvi msMVb, cÖwZôvb, G>UvicÖvBR, mgevq mwgwZ, U<sup>a</sup>vó, ms`<...wZ I we†bv`bg~jK cÖwZôvb, nvmcvZvj, ^v`"†mev cÖ`vbKvix cÖwZôvb, ÿz`a FY cÖ`vbKvix cÖwZôvb, Drcv`b, weµq, mieivn, wecbbKvix cÖwZôvb, µxov cÖwZôvb I µxov welqK msMVb, †^"Qv†mex cÖwZôvb, GbwRI, K-ve mg~n| GQvov miKvi ev `vbxq miKvi cÖwZôvb KZ©,K, mvaviY ev we†kl Av†`k Øviv, mg†q mg†q †NvwIZ Ab" †h†Kvb ev mKj `vb|

(L) ÒAcÖvwZôvwbKÓ A\_© GBiæc Kg©`j hv cÖvwZôvwbK wewa-weav†bi AvIZv ewn©f~Z Ges hnvvi †Kvb wbw`ó AeKvVv†gv †bB|

M) Òwk¶vcÖwZôvbÓ A\_© evsjv†`†ki mxgvbvi g†a" Aew`Z †Kvb miKvix, †emiKvix, AvavmiKvix, ^vqZ;kvwmZ, e`w<sup>3</sup> gvwjKvbvaxb wbqš¿bvaxbmn †h †Kvb cÖKvi we`vj, gnvwe`vj, wekwe`vj, gv<sup>a</sup>vmv, g<sup>3</sup>e, cvV`vbKvix cÖwZôvb, †Kvb f†Kkbvj ev cÖwk¶Y Bwbw÷wUDU;

(N) ÒAwf†hvMKvixÓ A\_© miKvix, †emiKvix, AvavmiKvix, ^vqZ;kvwmZ, e`w<sup>3</sup> gvwjKvbvaxbmn †h †Kvb Kg©†ŕ†Ĭ †h †Kvb ms¶yã e`w<sup>3</sup>, wk¶v\_x©, ev ms¶yã e`w<sup>3</sup>i c†¶ †h †Kvb e`w<sup>3</sup>, whwb †hŠb nqivbxi wel†q GB AvB†bi Aax†b †Kvb Awf†hvM `vwLj Kwivq†Qb;

(O) ÒAwfhy<sup>3</sup> e`w<sup>3</sup>Ó A\_© miKvix, †emiKvix, AvavmiKvix, ^vqZ;kvwmZ, e`w<sup>3</sup> gvwjKvbvaxbmn †h †Kvb Kg©†ŕ†Ĭ wb†qvMKZ©vmn †h †Kvb Kg©Pvix ev Kg©KZ©v ev wk¶K ev wk¶v\_©x †K eySvB†e hnvvi weiæ†× GB AvB†bi Aax†b Awf†hvM `v†qi Kiv nBqv†Q;

(P) Òms¶zã e`w<sup>3</sup>Ó A\_© GB AvB†bi AvIZvq Aciv†ai wkKvi e`w<sup>3</sup>;

(Q) Ò`vwqZ;cÖvß e`w<sup>3</sup>Ó/†dvKvj cvimb A\_© KZ...©cÿ KZ...©K `vwqZ;cÖvß e`w<sup>3</sup>, whwb Awf†hvM KwgwUi Kvh©µg cwiPvjbv I cÖ†qvRbxq c`†ÿc MÖn†bi Rb" wb†qvwrZ ;

(R) ÒAwf†hvM KwgwUÓ A\_© GB AvB†bi 3 avivi Aax†b MwVZ Awf†hvM KwgwU;

- (S) **ÒAwf†hvM ev·Ó** A\_© miKvix, †emiKvix, AvavmiKvix, ^vqZjkvwmZ, e˘w³ gvwjKvbx, wbqš;bvaxbmn †h †Kvb Kg©††††† Awf†hvMKvix KZ...©K †MvcbxqZvi mwnZ Awf†hvM cÖ`v†bi Rb˘ iw¶Z ev˘; hnv mswkøó KZ©,c†yi `vwqZ;cÖvß e˘w³ KZ©,K cÖwZ mvZw`b Ašlí KwgwUi m`m††i Dcw`wZ†Z Lwyj†Z nB†e Ges nqivbx msvšÍ Awf†hvMmg~n ZvrÿwbK fv†e Awf†hvM KwgwU†Z n`Ívšlí Kwi†Z nB†e|
- (T) **ÒKg©PvixÓ/ÒKg©KZ©vÓ** A\_© †mB e˘w³ whwb †Kvb cÖwZôv†b mvgwqK, e`jx, wk¶vbwk ev B)Uvb© ev LÛKvjxb ev Pzw³wfwĚK ev `vqx ev A`vqx fv†e wb†qvM cÖvß nBqv†Qb;
- (U) **Òmshyw³Ó** A\_© GB AvB†b D†jðwLZ mshyw³ 1 I 2 ;
- (V) **ÒbvixÓ** A\_© bvix I wki wbh©vZb `gb AvBb, 2000 Gi ms†kvabx 2003 Gi 2(Q) avivbyhvqx †h †Kvb eq†mi bvix;
- (W) **ÒwkiÓ** A\_© wki AvBb 2013 Gi 4 aviv Abyhvqx we˘gvb Ab˘ †Kvb AvB†b wfbæZi hnv wKQzB\_vKzK bv †Kb GB AvB†bi D†Īk˘ c~iY K†i Abya© 18 (AvVvi) ermi eqm ch©šÍ mKj e˘w³ wki wn†m†e MY˘ nB†e|
- (X) **ÒZ, Zxq wj½Ó** A\_© hnv††i miKvi 2013 mv†j wnRov ewjqv ^xK...wZ w`qv†Q|
- (Y) **Ò†hŠb nqivbxÓ- hv AšÍ©f~³ Kwi†e wKš˘ mxwgZ Kwi†e bv-**
- (1) mivmwi ev Bw½†Z AvvKv•LZ †hŠb Av†e`bg~jK AvPiY, †hgb- kvixwiK `úk© ev GB ai†bi cÖ†Pón;
  - (2) cÖwZôvwbK ev †ckvMZ ¶gZv e˘envi Kwivq Kvnn†iv mwnZ †hŠb mœúK© `vc†bi †Pón Kiv;
  - (3) †hŠb AvKv•Lv c~i†Yi Rb˘ AvvKv•LZ ev MÖnY†hvM˘ bq Ggb Av†e`b ev Aby†iva Kiv Ges Dc†XŠKb ev Dcnvi cÖ`v†bi gva˘†g cÖfvweZ Kivi cÖ†Pón;
  - (4) c†Yv©MÖvdx †`Lv†bv;
  - (5) †hŠb Bw½Zevnx †Kvb wKQy Dc`vcb, Akvjxb A½-f½x, wbcxobg~jK Dw³ ev gšlé˘ Kwievi gva˘†g DĚ˘³ Kiv ev Akvjxb D†Īk˘ c~i†Y †Kvb e˘w³i Aj†¶¶ wbKUeZ©x nlqv ev AbymiY Kiv ev †hŠbBw½Zc~Y© VvÆv ev Dcnvm Kiv ev Bkviv Kiv;
  - (6) †hvMv†hvM gva`g A\_© wPwV, †Uwj†dvb, †dmeyK, Gg,Gg,Gm, Gm, Gg,Gm, UzBUvi, eøyUz\_, B†gv, fvBevi mn †h †Kvb ai†bi mvgvwrK †hvMv†hvM gva`g e˘envi Kwivq †hŠb Bw½Z c~Y© †Kvb wKQzi Øviv DĚ³ Kiv;
  - (7) †cvóvi, wjd†jU, †d÷zb, KvUz©b Gi gva˘†g ev †eÂ, †Pqvi, †Uwej, †bvWUk †evW©, Awdm, KviLvbw, K~vmiæg, Uq†jU/cÖÿvjb Kÿ ev cÖwZôv†bi †h †Kvb `v†b †hŠb Bw½Zg~jK †Kvb wKQz †jLv ev A¼b Kiv ev wPýKiY ev D†Īk˘ cÖ†Yvw`Zfv†e †Kvb Akvjxb ev †hŠbZv mswkøó †Kvb e˘ ivLv ev †`Lv†bv BZ˘vw`;
  - (8) †hŠb AvKv•Lv c~i†Y Kgbiaæg, cÖÿvjb Kÿ/Uq†jU ev G ai†Yi †Kvb `v†b DuwK †`Iqv;
  - (9) eø˘vK †gBj ev PwiĪ nb†bi D†Ī†k˘ Kv†iv w`i ev wfwWI wPĪ aviY I msi¶Y, cÖ`k©b, weZiY, wecbb I cÖPvi ev cÖKvk Kiv;
  - (10) †hŠb nqivbxi ARynv†Z †Ljvayjv, mvs`...wZK Kg©KvÛ, cÖwZôvwbK Ges wk¶vMZ KvH©µ†g AskMÖnY Kiv †\_†K weiZ\_vwK†Z eva˘ Kiv;
  - (11) †cÖg wb†e`b K†i cÖZ`vL`vZ n†q ûgwK †`Iqv ev Pvc cÖ†qvM Kiv;
  - (12) cÖ†jvfb ev cÖZviYvi gva˘†g, fq †`LvBqv ev wg`v Avk|vm cÖ`vb Kwivq †hŠb mœúK© `vc†bi †Pón Kiv;
  - (13) †hŠb AvKv•Lv c~iY mswkøó †Kvb KvR Kwi†Z A`xKvi Kwievi Kvi†Y †Kvb e˘w³†K D†Īk˘g~jKfv†e e`jx Kiv, c†vbwæwZ ev cix¶vi h\_vh\_ djvdj ev Ab˘vb˘ †h †Kvb myweavw` cÖvwß†Z evavMÖ˘ Kiv;
- (a) **ÒAbymÛvbÓ** A\_© GB AvB†bi Aax†b †hŠb nqivbx wel†q Awf†hvM KwgwU KZ©,K AbymÛvb;

- (b) **Òk,,sLjv wewaÓ** A\_© miKvi KZ©,,K cÖYxZ AvBb ev Aa`v†`k ev †Kvb Aa`Íb AvBb Ges wewa ev Dcwewa, hvnv miKvix, †emiKvix, AvavmiKvix, ^vqË;kvwmZ, e`w³ gvwjKvbx, wbqš;bvaxbmn †h †Kvb Kg©†¶†Î k,,sLjv i¶v†\_© cÖYqb Kiv nBqv†Q;
- (c) **Ómswkó KZ...©c¶Ó** A\_© miKvix, †emiKvix, AvavmiKvix, ^vqZ;kvwmZ, AcÖvWZôvwbK, e`w³ gvwjKvbx I wbqš;bvaxb mn †h †Kvb Kg©†¶†Î wb†qvMKZ©vmn †mB KZ...©c¶, whwb AvPiY wewa jsN†bi wel†q mswkø cÖwZôv†bi k,,sLjv wewa †gvZv†eK e`e`v MÖn†Y ¶gZvcÖvß;
- (d) **ÒAvPibwewaÓ** A\_© †hŠb nqivbx cÖwZ†iva I myiÿv Gi wbgw†Ë ^Zš; AvPiYwewa|
- (e) **Òwm×všÍÓ** A\_© mswkø KZ©,,c¶ KZ©,,K M,,nxZ wm×všÍ;
- (f) **ÔÔKvDwÝjiÓ** A\_© g†bvmvgvwRK/gvbwmK ^v` †mev cÖ`vbKvix|

### 3| Awf†hvM KwgwU MVb

- (1) miKvix, †emiKvix, AvavmiKvix, ^vqË;kvwmZ, e`w³ gvwjKvbx I wbqš;bvaxb mn †h †Kvb Kg©†¶†Î mswkø KZ...©c¶ A\_ev mswkø KZ...©c¶ KZ©,,K ¶gZvcÖvß KZ...©c¶ Awf†hvM MÖnY, AbymÜvb cwiPvjv Ges mycvwik cÖ`v†bi Rb` ÒAwf†hvM KwgwUÓ cÖwZôv Kwí†eb|
- (2) mswkø Kg©†¶†Î †¶Íg†Z Kg©Pvix Ges Kg©KZ©vi me©†gvU msL`v cÁvk R†bi D†×© nB†j Awf†hvM KwgwU nB†e Kgc†¶ mvZ m`m` wewkó Ges cÁvk R†bi wb†æ nB†j Awf†hvM KwgwU nB†e Kgc†¶ cvuP m`m` wewkó, hvnvi g†a` GKRb KwgwUi m`m`†i †fv†U mfvcwZ wbe©vwPZ nB†eb| KwgwUi mfvcwZ Ges †ekxifvM m`m` bvix nB†eb Z†e bvixi AeZ©gv†b †hvM` e`w³†K mfvcwZ Ges m`m` wnmv†e wbe©vwPZ Kwí†Z nB†e|
- (3) mvZ ev Z†ZvwaK m`m` wewkó Awf†hvM KwgwUi Kgc†¶ `yBRb m`m` Ges cvuP ev Z†ZvwaK m`m` wewkó Awf†hvM KwgwUi Kgc†¶ GKRb m`m` nB†eb hviv mswkø cÖwZôv†bi evwn†i †Kvb e`w³ whwb AvBb, †RÜvi Ges gvbevwaKvi welqK Kv†Ri mv†\_ m`ú,,³ iwnqv†Qb| D†jØL` †h, D³ m`†m`i GB Kvh©µ†g AskMÖn†bi e`qfvi mswkø KZ...©cÿ enb Kwí†eb|
- (4) †h mKj cÖwZôv†b A`ewa Awf†hvM KwgwU MVb Kiv nq bvB †m mKj cÖwZôv GB AvBb wel†q †M†RU †bvWUwd†K†bi wZb gv†mi g†a` Awf†hvM KwgwU MVb Kwí†e Ges AvBb cÖbxZ nBevi 3 gv†mi g†a` mKj cÖwZôv mg~†ni k,,sLjv wewa†Z mshyw³ 1 I 2 AšÍ©f³ Kwí†e|
- (5) Awf†hvM KwgwU cÖwZ 2 eQi cici c~bM©wVZ nB†e|
- (6) KwgwUi m`m`iv cÖ†Z`K `yB (2) gym Aš`i wgwUs Kwí†eb Ges wgwUs Gi AšÍZ 15 w`b c~†e© mKj m`m`†K †bvWUk cÖ`vb Kwí†Z nB†e| Z†e Riæix cÖ†qvR†b ZvrÿwYK fv†e mfv AbywôZ nB†Z cv†i|
- (7) KwgwU MV†bi ci †gqv` c~b© nevi c~†e© KwgwUi m`m`†i cwieZ©b ev e`jx Kiv hvB†e bv| Dchy³ Kvib e`ZxZ †eAvBbx fv†e KwgwUi m`m`†i Kv†iv PvKzixi/wkÿvRxe†bi cwimgvwß NUv†bv hvB†e bv|
- (8) m`m`c` k~b` nB†j cieZ©x mvZ Kvh© w`e†mi g†a` KwgwUi we†kl mfvq bZzb m`m` AšÍ©f³ Kwí†Z nB†e|

### 4| Awf†hvM `v†qi

- (1) †hŠb nqivbxi wkKvi e`w³ wb†R ev Zvnvi m`šwZ†Z Zvnvi †Kvb g†bvbxZ cÖwZwbwa ev hvnvi m`šy†L NUbv NwUqv†Q D³ e`w³ wPwV †cÖi†Yi gva`†g ev Awf†hvM KwgwU /Awf†hvM ev` /†nijvBb G Awf†hvM `v†qi Kwí†Z cvwi†e|
- (2) Kg©†y†Î, Kg©y†Î KZ©,,K mieivnK...Z cwien†b Ges Kg©†y†Î evwn†i GKB Kg©†y†Î/wkÿvcÖwZôv†bi mnKgx©/mncvVx†i Øviv nqivbxi wkKvi nB†j, ^ ^ Kg©†y†Î Awf†hvM KwgwUi wbKU Awf†hvM `v†qi Kwí†Z cvwi†e|

- (3) GB AvB†b msÁvwqZ †hŠb nqivbxi †Kvb NUbv NwUevi wík (30) Kvh©w`e†mi g†a` Awf†hvMwU Awf†hvM KwgwUi wbKU `v†qi Kwi†Z nB†e| Z†e kZ© \_vwK†e †h, 30 Kvh©w`em AwZµvšÍ nBevi ci| Awf†hvM KwgwU hyw³msMZ Kvi†Y †Kvb Awf†hvM MÖnY Kwi†Z cvwi†eb|
- (4) `vwqZ; cÖvß e`w³†K (†dvKvj cvimb) Awf†hvM KwgwUi AbymÜvb/Z`šÍ wi†cv†U©i wfwĚ†Z mswkó KZ©©©,c††K AewnZ Kib mv†c†ÿ c††qvRbxq I h\_vh\_ e`e`v MÖn†bi D†`vM MÖnY Kwi†Z nB†e|
- (5) AcÖvwZôvwbK Kg©`j †hLv†b Awf†hvM wb@úvĚi †Kvb wbw`©ó KvVv†gv bvB †m†††Ĭ GLwZqvi mᵒúbœ \_vbvq Awf†hvM Kwi†Z nB†e Ges cÖ†Z`KwU \_vbvq †hŠb nhivbx Awf†hvM msµvšÍ GKwU c,,\_K †ní †W`<\_vwK†e|

### 5| †gŠwLK Awf†hvM `v†qi

†Kvb Awf†hvMKvix hw` wjwL†Z bv cv†i Z†e wZwb †gŠwLKfv†e Awf†hvM KwgwUi wbKU Awf†hvM `v†qi Kwi†Z cvwi†eb| Awf†hvMKvixi fvl` g†Z Awf†hvM KwgwU Zvi Awf†hvM wjwce× Kwi†eb Ges Zvnn†K cwoqv ibvBevi ci wZwb Zvnn†Z ^v†i ev wUcmwn cÖ`vb Kwi†eb|

### 6| Awf†hvM KwgwUi †Kvb m`†m`i weiy†× Awf†hvM/AvcwĚ

hw` Awf†hvM KwgwUi †Kvb m`†m`i weiy†× Awf†hvMKvix ev cÖwZc†ÿi AvcwĚ \_v†K Zvnn nB†j Awf†hvM Kvix ev cÖwZc†ÿi Av†e`b mv†c†ÿ KwgwU D³ m`m`†K mswkó÷ Awf†hv†Mi mKj Kvh©µg nB†Z weiZ ivwL†e|

### 7| †hŠb nqivbxi Awf†hvM I cÖPwjZ AvB†bi my†hvM

- (1) Awf†hvM `vwL†ji ci hw` †`Lv hvq, msNwVZ Aciva `Úwewa (1860 mv†ji 45 bs AvBb) Gi 40 aviv ev cÖPwjZ Ab` †Kvb AvB†bi Aax†b Aciva wnmv†e MY` nBqv†Q wKš` G wel†q †Kvb gvgjv `v†qi Kiv nq bvB, †m†††Ĭ Awf†hvM KwgwUi `vwqZ; cÖvß e`w³ (†dvKvj cvimb) AvBbvbyhvqx Awf†hvMKvixi †h mKj e`e`v MÖn†Yi AwaKvi iwnqv†Q †m mKj wel†q Zvnn†K Dc†`k cÖ`vb Kwi†eb Ges Zvnn†K h\_vh\_ AvBbMZ e`e`v MÖn†Y mnnvqZv Kwi†eb|
- (2) Dc-aviv (1) Gi Aax†b M,,nxZ †h †Kvb e`e`v GB AvB†bi Aaxb †Kvb Kvh©aviv†K †Kvbfv†eB cÖfvweZ Kwi†e bv eis Bnv Awf†hvM KwgwUi GKwU AwZwi³ `vwqZ; wn†m†e MY` nB†e|

### 8| AbymÜvb/Z`šÍ

- (1) Awf†hvM `vwL†ji ci Awf†hvM KwgwU D³ Awf†hv†Mi AbymÜvb Kvh© ïiæ Kwi†e|
- (2) Z`šÍi †ÿ†Ĭ †gŠwLK cÖgvY bv \_vwK†j cvwicvwk^©K ^v†y` we†ePbvq jB†Z nB†e|
- (3) AbymÜvb/Z`šÍ c~e©K Awf†hvMwU jNy Aciva wnmv†e we†ewPZ nB†j Dfqc†ÿi mᵒšwZ µ†g welqwU Av†cvl†hvM` nB†e|
- (4) Awf†hvM KwgwU mᵒú~Y© Av†cvl gxgvsmv c×wZ Ges kZ©vejx wjwce× Kwi†e Ges Av†cvl gxgvsmv mᵒúbœ nB†j Zvnn mswkó KZ©,c††i wbKU †cÖiY Kwi†e, hnnv†Z mswkó KZ©,c†† gxgvsmvi kZ©vejx ev`Íevqb Kwi†Z cv†i| gxgvsmv c†Ĭi Abywjwc Awf†hvMKvix I Awfhy³ Dfqc††K cÖ`vb Kwi†Z nB†e|
- (5) †Rvic~e©K ev cÖZviYvi gva`†g ev ej cÖ†qv†M ev Ab`vq cÖfve LvUvBqv mᵒšwZ Av`vq Kiv nBqv†Q ev Av†cvl gxgvsmvi †Kvb kZ© f½ Kiv nBqv†Q GB Awf†hv†M †h †Kvb Av†cvl gxgvsmvi cÖwµqv nB†Z wb†R†K mivBqv jBevi wel†q Awf†hvMKvixi AwaKvi†K Le© Kwi†e bv|
- (6) Awf†hvM KwgwUi wbKU Awf†hvM `vwL†ji 15 (c†bi) Kvh©w`e†mi g†a` AbymÜvb/Z`bÍ-c~e© Av†cvl gxgvsmvi mᵒú~Y© cÖwµqv mgvß Kwi†Z nB†e|

- (7) Awf†hvMwU cÖPwjZ Ab" †Kvb AvB†bi Aax†b A-Av†cvl†hvM" Aciva wnt†m†e MY" nB†j †m†¶†Ī GB avivi weavbvejx cÖ†hvR" nB†e bv| †m mKj †¶†Ī Awf†hvM KwgwU AĪ AvB†bi 9 avivq ewY©Z c×wZ †gvZv†eK AbymÜvb/Z`šĪ Kvh© Aviαϕ Kwi†e|

**9| AbymÜvb/Z`šĪ cwiPvjbi c×wZ**

- (1) Awf†hvM KwgwUi c¶mg~n I mv¶xMY†K †bvbx†Z AskMÖn†Yi Rb" WvK †hv†M †iwRwó<sup>a</sup> †bvUk †cÖiY, †bvbx cwiPvjbv, mv¶" cÖgvY msMÖn Ges mswkóo mKj `wjjvw` ch©†e¶†Yi ¶gZv\_vwK†e|
- (2) miKvix, †emiKvix, AvavmiKvix, ^vqZjkwvmZ, e`w<sup>3</sup> gvwjKvbx I wbqš¿bvaxbmn †h †Kvb Kg©†¶†Ī mswkóo Awdm Awf†hvM KwgwUi Aby†iv†ai †cÖw¶†Z mKj cÖKvi mn†hvwmZv Kwi†Z eva" \_vwK†e|
- (3) mv¶" MÖn†Yi †¶†Ī Ggb †Kvb cÖ`Íve ev AvPiY Kiv hvB†e bv, hvnv D†Īk"~jK, AcgvbRbK ev nqivbxg~jK;
- (4) mv¶" MÖnYKv†j h\_vmαϕe †MvcbxqZv eRvq ivwL†Z nB†e;
- (5) Awf†hvMKvixi mv¶" MÖnY Aek`B wbf...Z-K†¶ (K`v†giv U<sup>a</sup>vqvj) nB†Z nB†e;
- (6) c¶Ø†qi g†a" Av†cvl gxgvsmv nB†j Awf†hvM KwgwU GB wel†q mswkóo KZ...©c†¶i wbKU cÖwZ†e`b `vwLj Kwi†eb|
- (7) Awf†hvM KwgwU Awf†hvM `vwL†ji wĪk (30) Kvh©w`e†mi g†a" Kvh©†¶†Ī mswkóo KZ©,c†¶i wbKU mycvwikmn cÖwZ†e`b `vwLj Kwi†eb| cÖ†qvR†b GB mgqmxgv AviĪ wĪk (30) Kvh©w`em ewa©Z Kiv hvB†e| Z†e kZ© \_vwK†e †h, Kvh©w`em e,,w×i Rb" Awf†hvM KwgwU†K wjwLZfv†e mswkóo KZ©,c†¶i wbKU Dchy<sup>3</sup> KviY e`vL`v Kwi†Z nB†e|
- (8) Awf†hvM c<sup>a</sup>gvwYZ nB†j, Awf†hvM KwgwU Awf†hv†Mi ,iyZ; we†ePbv Kwivq e`e`v MÖn†Yi mycvwik Kwi†e Ges K...ZKg©wU `Úwewa (1860 mv†ji 45 bs AvBb) Gi 40 aviv ev cÖPwjZ Ab" †Kvb AvB†bi Aax†b Aciva wnmv†e MY" nB†j GLwZqvi mαúbcæ KZ...©c†¶i wbKU †cÖiY Kwi†e|
- (9) mswkóo KZ©,c¶ wbR`^ cwjwm/MvBWjvBb/k,•Ljvwewa Abyhvqx Awf†hvM KwgwUi mycvwik †gvZv†eK M,,nxZ wm×všĪ Dfqc¶†K wjwLZfv†e ÁvZ Kwi†e|

**10| wg`v Awf†hvM `v†q†ii kvw`Ī**

AbymÜvb/Z`šĪ A†šĪ hw` cÖgvwYZ nq †h, †Kvb e`w<sup>3</sup>†K ¶wZMÖ` ev †nq cÖwZcbæ Kwievi D†Īk" GB AvB†bi Aax†b †hŠb nqivbxg~jK †Kvb NUbv msNwUZ bv nIqv m†Ēi| D†Īk" cÖ†Yvw`Zfv†e †Kvb wg`v Awf†hvM `v†qi Kwivq†Qb ev KivBqv†Qb, Z†e; Awf†hvMwU mZ" cÖgvwYZ nB†j Awfhy<sup>3</sup> e`w<sup>3</sup>†K GB AvB†bi 13 aviv Abyhvqx †h `Ú cÖ`vb Kiv nBZ, Awf†hvM KwgwUi mycvwikmv†c†¶ mswkóo KZ©,c¶ wg`v Awf†hvM `v†qiKvix ev whwb wg`v Awf†hvM `v†qi KivBqv†Qb D<sup>3</sup> e`w<sup>3</sup>†K Abyifc kvw`Ī cÖ`vb Kwi†e|

**11| Awf†hvMKvix I Awfhy†3i cwiPq cÖKv†ki wel†q wewa wb†la**

- (1) Awf†hvM cÖgvwYZ bv nIqv ch©šĪ Awf†hvMKvix Ges Awfhy†3i cwiPq †Mvcb ivwL†Z nB†e| AbymÜvb/Z`šĪ PjvKvjxb Ggb †Kvb msev` ev Z` ev bvg-wVKvbx ev Ab`wea Z` †Kvb wcÖ>U ev B†jKU<sup>a</sup>wbK wgwWqvq Ggbfv†e cÖKvk ev cwi†ekb Kiv hvB†e bv hvnv†Z Awf†hvMKvix Ges Awfhy†3i cwiPq cÖKvk cvq|
- (2) Dc-aviv (1) Gi weavb jsNb Kiv nB†j ms¶zä c¶ `vqx e`w<sup>3</sup> ev e`w<sup>3</sup>e†M©i weiy†× cÖZviYv, gvbnvbi Awf†hvM Avbqb c~e©K GLwZqvi mαúbcæ Av`vj†Z gvgjv `v†qi

KwiḥZ cvwiḥe| cvkvcvkw msyza e`w<sup>3</sup> Awfhy<sup>3</sup> e`w<sup>3</sup>i weiaḥ× ýwZc~iY Av`vḥqi Rb`  
AvBḥbi AvkŌq MŌnY KwiḥZ cvwiḥe|

- (3) cwiPq cŌKvḥki AwfḥvM cŌgwyYZ nBḥj AwfḥvM KwgwUi mycvwiḥki wfwĒḥZ  
mswkó cŌwZôvḥbi KZ...©cý `vqx e`w<sup>3</sup> ev e`w<sup>3</sup>eMḥK b~b`Zg 50,000/- (cĀvk nRvi  
UvKv) chŏšZ Rwigvbw KwiḥZ cvwiḥe | cybivq jsNḥbi ḥḥĪ KwgwUi m`m`c` evwZj  
ewjqv Mb` nBḥe|

## 12| AwfḥvM PjvKvjxb AšĪ©eZ©xKvjxb e`e`v

- (1) AwfḥvM KwgwUi Abyḥgv`b mvḥcḥḥ mswkó KZ...©cḥ AwfḥvM PjvKvjxb Awfhy<sup>3</sup>  
e`w<sup>3</sup>-

(K) wkḥv\_x© nBḥj ZvvnḥK K~vm Kiv nBḥZ weiZ ivwLḥZ cvwiḥe;

(L) KgḥḥḥĪ ḥḥĪ webv ḥeZḥb mvgwqKfvḥe eiLvĪ KwiḥZ cvwiḥe A\_ev  
eva`Zvg~jK QzwU cŌ`vb KwiḥZ cvwiḥe;

- (2) mswkó KZ©,cḥ AwfḥvMKvix Ges mvḥxḥ`i wbivcĒv wbdZ Kwiḥe|

- (3) ḥḥSb nqivbxi AwfḥvM Kwievi KviḥY AwfḥvMKvix hvnḥZ ḥKvb cŌKvi ^elḥg`i  
wkKvi bv nq mswkó KZ©,cḥ ḥm welqwUI wbdZ Kwiḥe| Dciš` AwfḥvMKvixi  
PvKwi, wkyvRxeb Ges e`w<sup>3</sup>Rxeḥbi wbivcĒv wbdZ Kwiḥe|

## 13| ḥḥSb nqivbxi kvwĪ

Awfhy<sup>3</sup> cŌwZôvb ev e`w<sup>3</sup>i weiyḥ× ḥḥSb nqivbxi AwfḥvM cŌgwyYZ nBḥj, mswkó  
KZ...©cḥ DnvḥK k,,sLjv/AvPiYwewa f½ wnmvḥe MY` Kwiḥe Ges AwfḥvM KwgwUi  
wbKU nBḥZ mycvwik cŌvwbī wĪk (30) Kvḥ©w`eḥmi gḥa` `vwqZ;cŌvβ e`w<sup>3</sup>i gva`ḥg  
ḥ`vlx cŌwZôvb ev e`w<sup>3</sup>i weiyḥ× Dchy<sup>3</sup> e`e`v MŌnY Kwiḥe Ges AwfḥvMwU  
eZ©gvḥb ejer ḥdšR`vix AvBḥb kvwĪḥvM` nBḥj AwfḥvMKvixi mḥšwZmvḥcḥḥ  
GLwZqvimḥbœ \_vbv, Av`vjZ G ḥcŌiY Kwiḥe| Zḥe KZ© \_vḥK ḥh, Awfhy<sup>3</sup> e`w<sup>3</sup> wki  
nBḥj Zvni ḥḥĪ wki AvBb, 2013 Gi weavbvejx cŌḥvR` nBḥe|

## 14| mswkó KZ...©cḥḥi `vwqZ;

ḥḥSb nqivbx mbv<sup>3</sup> Ges `~i Kwievi Rb` Ges wkḥv I KvḥRi wbivc` cwiḥek m,,wó Rb`  
mKj wkḥv cŌwZôvb I KgḥḥḥĪ mswkó KZ...©cḥ GB AvBb cŌYxZ nBevi wZb (3)  
gvḥmi gḥa` ḥḥ\_vḥcvhy<sup>3</sup> e`e`v MŌnY Kwiḥe| AvBbwU evĪevqḥbi Rb` e`vcK cŌPviYv  
I cŌwkḥYi e`e`v, mḥPZbZv m,,wó gva`ḥg ḥḥSb nqivbx cŌwZḥivamn Avḥiv ḥh mKj  
cŌwZḥivag~jK c`ḥc MŌnY Kiv cŌḥqvRb Zvni D<sup>3</sup> mgḥhi gḥa` MŌnY Kwiḥe|

## 15| KZ©,cḥ KZ©,K GB AvBḥbi weavbvejx Agvb` Kwievi kvwĪ

- (1) wbḥqvMKZ©v ev mswkó KZ©,cḥḥK GB AvBḥb ewY©Z Dchy<sup>3</sup> e`e`v MŌnḥY 90  
Kvḥ©w`eḥmi gḥa` e`e`v MŌnY KwiḥZ nBḥe| wba©vwiZ mgḥqi gḥa` e`e`v  
MŌnḥY e`\_© nBḥj ev `xN©mywĪZvi m,,wó Kwiḥj msḥzä cḥ wbḥqvM KZ©v ev  
KZ©,cḥḥi weiaḥ× wek^vmfsM I cŌZviYvi AwfḥvM Avbqb c~e©K GLwZqvi  
mḥbœ ejer ḥdšR`vix Av`vjḥZ AwfḥvM `vḥqi KwiḥZ cvwiḥe|

- (2) KZ©,cḥ KZ©,K GB AvBḥbi weavbvejx Agvb` Kwievi AwfḥvM cŌgwyYZ nBḥj  
lg ḥkŌwYi g`vwRḥó<sup>a</sup>U Av`vjḥZ gvgjv `vḥqi Kiv hvBḥe| mswkó Av`vjZ ḥ`vlx  
cŌwZôvb ev e`w<sup>3</sup>ḥK 1 eQḥii Kviv`U A\_ev 5,00,000/- Rwigvbw A\_ev Dfq`ḥŪ `wŪZ  
Kwiḥeb|

- (3) mswkó Av`vjZ ýwZc~iḥYi A\_© mivmwi Av`vq KwiḥZ cvwiḥe Ges GBḥḥĪ  
wcvWAvi G`v± cŌḥvR` nBḥe bv| D<sup>3</sup> Av`vjZ Av`vqK...Z A\_© ḥwZc~iY wnmvḥe  
ýwZMŌ` e`w<sup>3</sup>ḥK cŌ`vb KwiḥZ cvwiḥe|

## 16| AvBḥbi AvkŌq jvḥfi myḥhvM



KZ©,,c¶ KZ...©K M,,nxZ wm×všÍ Øviv iv‡qi weia‡× †h †Kvb c¶ wjwLZfv‡e ÁvZ nBevi ci 30 (wĭk) Kvh©w`e‡mi g‡a” GLwZqvi mœúb Av`vj‡Z AvB‡bi AvkÖqjv‡fi AwaKvix nB‡e|

**17| AvB‡bi cÖvavb”**

AvcvZZ ejer Ab” †Kvb AvB‡b wfbœZi hvnvB \_vKzK bv †Kb GB AvB‡bi Aax‡b `v‡qiK...Z mKj Awf‡hvM ev gvgjvi †¶ĭĭ GB AvBb cÖ‡hvR” nB‡e|

**18| cÖPviYv I cÖwk¶Y**

- (1) miKvi wcÖ>U I B‡jKU<sup>a</sup>wbK wgwWqv‡Z AvBbwUi e`vcK cÖPviYvi e`e`v MÖnY Kwi‡e|
- (2) cÖ‡Z`K Kg©‡¶ĭ m‡PZbZv e,,w×i j‡¶” Kg©m~Px MÖn‡b eva” \_vwK‡e Ges RbgZ m,,wói Rb” cÖwZwU cÖwZôv‡b KvD‡Ýwjs e`e`v ivwL‡Z nB‡e|

**19| evrmwiK cÖwZ‡e`b**

mKj cÖwZôv‡bi mswkøó KZ©,,c¶ cÖwZ eQi 31‡k Rvbyqvix Zwvi‡Li g‡a” Aĭ AvB‡bi weavbvejx ev ĭévqb msµvšÍ Ges Awf‡hvM KwgwU KZ©,,K cwiPvwjZ gvgjvmg~‡ni weeiYmn miKv‡ii mswkøó cÖwZôvb wKsev gšĭbvj‡q evrmwiK cÖwZ‡e`b `vwLj Kwi‡e|

**20| gvgjv `vwL‡j cÖwZeÜKZv**

cÖwZôvb KZ©,,K Av‡ivwcZ `Û ev GB AvB‡bi †Kvb wKQzB †hŠb nqivbxi wkKvi e`w<sup>3</sup>‡K h‡\_v‡cvhy<sup>3</sup> Av`vj‡Z gvgjv `vwL‡ji †¶ĭĭ †Kvb cÖwZeÜKZv m,,wó Kwi‡e bv|

**21| wewa cÖYq‡Yi ¶gZv**

GB AvBb Kvh©Kifv‡e ev ĭévq‡bi D‡ĭĭk” miKvi †M‡R‡U cÖKvwkZ cÖÁvcb Øviv wewa cÖYqb Kwi‡Z cvwi‡e|

**22|** GB AvBbwU evsjvq nB‡e I Bs‡iRx fvlvq Abyev` Kwievi my‡hvM \_vwK‡e| Z‡e AvB‡bi †Kvb welq msNl© †`Lv w`‡j evsjvB cÖvavb” cvB‡e|

**mshyw<sup>3</sup> Ò1Ó |**

**(K) jNy Awf<sup>†</sup>hvM/Acivamg~n**

(1) †hŠb AvKv•Lv c~i†Yi Rb<sup>ˆ</sup> AbvKvw•LZ ev MÖnY†hvM<sup>ˆ</sup> bq Ggb Av†e`b ev Aby†iva Kiv Ges Dc†XŠKb ev

Dcnvi cÖ`v†bi gva<sup>ˆ</sup>†g cÖfvweZ Kivi cÖ†Pón;

(2) †hŠb AvKv•Lv c~i†Y Kgbiaeg, cÖÿvjb Kÿ/Uq†jU ev G ai†Yi †Kvb <sup>ˆ</sup>v†b DuwK †`Iqv;

**(L) ,iyZi Awf<sup>†</sup>hvM/Acivamg~n**

(1) mivmwi ev Bw½†Z AbvKvw•LZ †hŠb Av†e`bg~jK AvPiY, †hgb- kvixwiK <sup>ˆ</sup>úk© ev G ai†bi cÖ†Pón;

(2) cÖvwZôvwbK ev †ckvMZ ¶gZv e<sup>ˆ</sup>envi Kwivq Kvnv†iv mwnZ †hŠb m<sup>ˆ</sup>úK© <sup>ˆ</sup>vc†bi †Pón Kiv;

(3) c†Yv©MÖvdx †`Lv†bv;

(4) †hŠb Bw½Zevnx †Kvb wKQy Dc<sup>ˆ</sup>vcb, Akvjxb A½-f½x, wbcxobg~jK Dw<sup>3</sup> ev gšÍ<sup>ˆ</sup> Kwievi gva<sup>ˆ</sup>†g DĚ<sup>ˆ</sup> Kiv ev Akvjxb D†Īk<sup>ˆ</sup> c~i†Y †Kvb e<sup>ˆ</sup>w<sup>3</sup>i Aj†¶<sup>ˆ</sup> wbKUeZ©x nlqv ev AbymiY Kiv ev †hŠb Bw½Zc~Y© VvÆv ev Dcnvm Kiv ev Bkviv Kiv;

(5) †hvMv†hvM gva<sup>ˆ</sup>g A\_© wPwV, †Uwj†dvb, †dmeyK, Gg,Gg,Gm, Gm, Gg,Gm, UzBUvi, eøyUz\_, B†gv, fvBevi mn †h †Kvb ai†bi mvgvwrK †hvMv†hvM gva<sup>ˆ</sup>g e<sup>ˆ</sup>envi Kwivq †hŠb Bw½Z c~Y© †Kvb wKQzi Øviv DĚ<sup>3</sup> Kiv;

(6) †cvóvi, wjd†jU, †d÷zb, KvUz©b Gi gva<sup>ˆ</sup>†g ev †eÁ, †Pqvi, †Uwej, †bvWUk †evW©, Awdm, KviLvbv, K~vmiæg, Uq†jU/cÖÿvjb Kÿ ev cÖwZôv†bi †h †Kvb <sup>ˆ</sup>v†b †hŠb Bw½Zg~jK †Kvb wKQz †jLv ev A¼b Kiv ev wPýKiY ev D†Īk<sup>ˆ</sup> cÖ†Yvw`Zfv†e †Kvb Akvjxb ev †hŠbZv mswkøó †Kvb e<sup>ˆ</sup> ivLv ev †`Lv†bv BZ<sup>ˆ</sup>vw`;

(7) eø`vK †gBj ev PwiĪ nb†bi D†Īk<sup>ˆ</sup> Kv†iv w<sup>ˆ</sup>i ev wfwWI wPĪ aviY I msi¶Y, cÖ`k©b, weZiY, wecbb I cÖPvi ev cÖKvk Kiv;

(8) †hŠb nqivbxi ARynv†Z †Ljvayjv, mvs<sup>ˆ</sup> <...wZK Kg©KvŪ, cÖvwZôvwbK Ges wk¶vMZ KvH©μ†g AskMÖnY Kiv \_vwKqv weiZ \_vwK†Z eva<sup>ˆ</sup> Kiv;

(9) †cÖg wb†e`b Kwivq cÖZ<sup>ˆ</sup>vL<sup>ˆ</sup>vZ n†q ûgwK †`Iqv ev Pvc cÖ†qvM Kiv;

(10) cÖ†jvfb ev cÖZviYvi gva<sup>ˆ</sup>†g, fq †`LvBqv ev wg<sup>ˆ</sup>v Avk|vm w`qv †hŠb m<sup>ˆ</sup>úK© <sup>ˆ</sup>vc†bi †Pón Kiv;

(11) †hŠb AvKv•Lv c~iY mswkøó †Kvb KvR Kwi†Z A<sup>ˆ</sup>xKvi Kwievi Kvi†Y †Kvb e<sup>ˆ</sup>w<sup>3</sup>†K D†Īk<sup>ˆ</sup>g~jKfv†e e`jx Kiv, c†`vbæwZ ev cix¶vi h\_vh\_ djvdj ev Ab`vb<sup>ˆ</sup> †h †Kvb myweavw` cÖvwβ†Z evavMÖ<sup>ˆ</sup> Kiv;

**mshyw<sup>3</sup> Ò2Ó**

**(1) jNy kvw<sup>ˆ</sup>Í :**

(K) mZK©xKiY;

(L) wbw`©ó mg†qi Rb<sup>ˆ</sup> †eZbe,,w× ev c†`vbæwZ <sup>ˆ</sup>wMZKiY ;

(M) wbw`©ó mg†qi Rb<sup>ˆ</sup> †eZb/gRyix n«vm KiY;

(N) Awfhy†<sup>3</sup>i †eZb-fvZvw` nB†Z †hŠb nqivbxi wkKvi e<sup>ˆ</sup>w<sup>3</sup>i Rb<sup>ˆ</sup> b~b`Zg 50,000/- ¶wZc~iY Av`vq Ges Zvnn †hŠb nqivbxi wkKvi e<sup>ˆ</sup>w<sup>3</sup>†K cÖ`vb Kwi†Z nB†e| hw` †eZb fvZvw` nB†Z Av`vq m<sup>ˆ</sup>œe bv nq Z†e cÖwZôvb `vqe× \_vwK†e ;

(O) wkÿv\_©x nB†j wbw`©ó mg†qi Rb<sup>ˆ</sup> wkÿvRxeb <sup>ˆ</sup>wMZKiY|

**(2) ,iy kvw<sup>ˆ</sup>Í :**

(K) eva<sup>ˆ</sup>Zvg~jK Aemi;

(L) PvKzwiPz`wZ;

(M) c`vebZx ev †eZb wbœæ av†c Aebgb;

- (N) AbwaK 6 gvꞥmi Kviv`Ũ Ges Awfhyꞥ³i ꞥeZb-fvZvw` nBꞥZ ev Awfhyꞥ³i Ab`  
ꞥKvb Drm nBꞥZ ꞥhŠb  
nqivbxi wkKvi e`w³i Rb` b~b`Zg 1,00,000/- UvKv ¶wZc~iY Av`vq Ges Zvnv  
ꞥhŠb nqivbxi wkKvi  
e`w³ꞥK cÖ`vb;  
(O) wkÿv\_©x nBꞥj wkÿvRxeb Gi Aemvb;

# Draft Law

on

## Prevention of Sexual Harassment at Workplace

Drafted by

