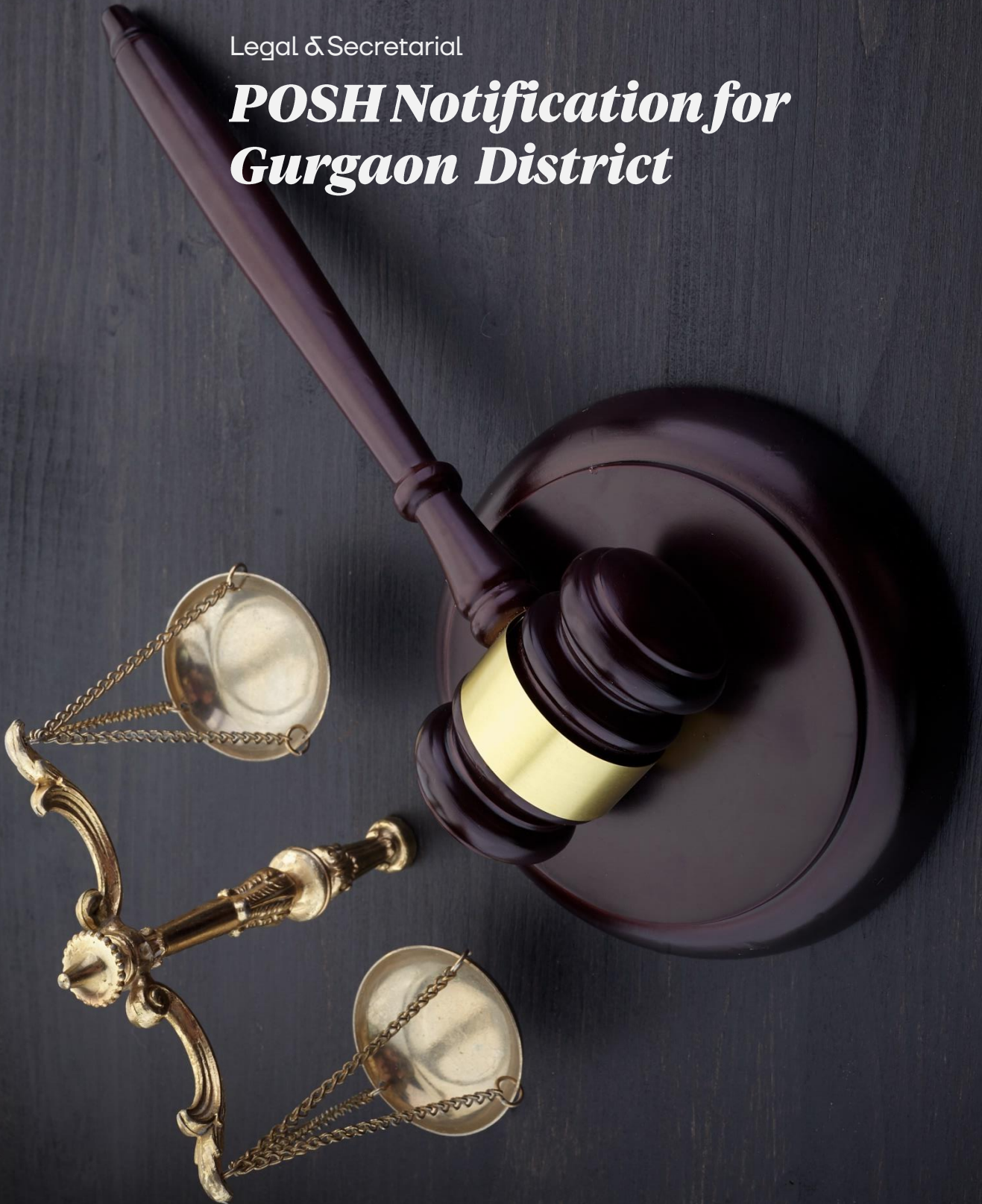




Legal & Secretarial

***POSH Notification for
Gurgaon District***



April 21, 2023

KEY TAKEAWAYS

- Last date of submission of the POSH Annual Reports for the Calendar Year 2022 notified by Government of Haryana is April 30, 2023.
- Government of Haryana has mandated the submission of Annual Report only by email.

As per Section 21 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH), it is the duty of the Internal Committee/ the Local Committee to prepare an Annual Report in each calendar year and submit the same to the employer and the District Officer.

The Government of Haryana observed that the organizations have not filed the Annual Reports pertaining to the compliance of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the **Year 1st January 2022 to 31st December 2022**.

NOTIFICATION BY THE GOVERNMENT OF HARYANA FOR GURUGRAM DISTRICT

The Government of Haryana for Gurugram District has notified the date of submission of PoSH Annual Report by the Internal Committee of both government and non-government organizations **to the District Officer by April 30, 2023. The District Office shall only accept e-mail submissions of the annual reports on the concerned email id i.e., posh-grg.rev@hry.gov.in**

PENALTY FOR NON – COMPLIANCE AS PER LAW

All government and non-governments must ensure to comply with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to avoid penalty as law, as briefly defined below:

- i) If an employer fails to constitute an ICC or does not comply with any provisions contained therein, the Act prescribes a monetary penalty of up to INR 50,000.
- ii) Repetition of the same offence could result in the punishment being doubled and / or de-registration of the entity or revocation of any statutory business licenses.
- iii) All eligible Companies must incorporate statement disclosing their compliance with the provisions relating to constitution of an ICC under Prevention of Sexual Harassment at the workplace (Prevention, Prohibition and Redressal) Act 2013, in the report by its Board of Directors, In case of default, the company shall be liable to a penalty of INR 300,000 and every officer of the company who is in default shall be liable to a penalty of INR 50,000.



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Accounts & Taxation • Human Resource • Legal & Secretarial

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