

### The following constitute Sexual Harassment- The list is only indicative and not exhaustive.

- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Other unwelcome physical, verbal or non verbal conduct of a sexual nature
- Eve-teasing
- Unsavoury remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings
- Forcible physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's privacy.

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**WOMEN HELPLINE NO. 181 EMERGENCY RESPONSE SUPPORT NO. 112**

Section of the BNS	Title	Punishment
Section 63	Rape against her will or consent	Definition
Section 64 (1)	Whoever except in cases provided in sub section (2) commits rape.	Rigorous imprisonment for a term of not less than 10 years may extend to life imprisonment of that person's natural life & liable to fine
Section 64 (2) (e) & (j)	Person commits rape (a) Being on the management or on staff of a hospital. (b) Being in a position of control or dominance over a woman	Rigorous imprisonment for a term of not less than 10 years may extend to life imprisonment of that person's natural life & liable to fine
Section 65 (1)	Punishment of rape in certain case Commits rape on a woman under 16 years of age.	Rigorous imprisonment for a term of not less than 20 years may extend to life imprisonment of that person's natural life & liable to fine
Section 65 (2)	Punishment of rape in certain case Commits rape on a woman under 12 years of age.	Rigorous imprisonment for a term of not less than 20 years may extend to life imprisonment of that person's natural life & liable to fine or with death
Section 66	Punishment for causing death or resulting in persistent vegetative state of victim.	Rigorous imprisonment for a term of not less than 20 years may extend to life imprisonment of that person's natural life or with death
Section 67	Sexual intercourse by husband upon his wife during separation without her consent	Imprisonment of not less than 2 years or may extend up to 7 years & shall also be liable to fine
Section 68	Sexual intercourse by a person in authority (a) In a position of authority or in a fiduciary relationship (b) Public servant (c) Superintendent or manager of a Jail/Remand Home/Children's Institution (d) On the management of a hospital or being on the staff of a hospital	Rigorous imprisonment for a term not less than 5 years may extend up to 10 years & also liable to fine
Section 69	Sexual intercourse by employing deceitful means, etc. or -by making promise to marry to a woman without any intention of fulfilling the same	Imprisonment for a term which may extend up to 10 years & shall also liable to fine
Section 70 (1)	Gang rape-where a woman is raped by one or more persons	Rigorous imprisonment for a term of not less than 20 years may extend to life imprisonment of that person's natural life & with fine
Section 70 (2)	Gang rape-woman under 18 years age by rape one or more persons constituting a group or acting in furtherance of a common intention	Imprisonment for life which means of that person's natural life and also liable to fine or with death
Section 71	Punishment for repeat offenders-whoever has been convicted of an offence punishable under Section 64, 65, 66 and 70	Imprisonment for life which means of that person's natural life or with death
Section 72 (1)	Disclosure of identity of victim of offence under section 64, 65, 66, 67, 68, 69, 70, 71	Imprisonment of not less than 2 years & shall also be liable to fine
Section 72 (2)	Whoever extends to any prints or publishes the name or any matter which may make known the identity of the victim	Imprisonment of not less than 2 years & also liable to fine
Section 73	Printing or publishing any matter relating to court proceedings without permission	Imprisonment of not less than 2 years & also liable to fine
Section 74	Assault or use of criminal force to woman with intent to outrage her modesty	Imprisonment of not less than 1 year may extend up to 5 years & also liable to fine
Section 75 (1)	Sexual Harassment (i) physical contact and advances involving unwelcome and explicit sexual overtures (ii) a demand or request for sexual favours (iii) showing pornography against the will of a woman (iv) Making sexually colored remarks	Rigorous imprisonment for a term not less than 3 years may or with fine or with both for clause (i)(ii) and (iii) type of offence  Imprisonment for a term of one year or with fine or with both for clause (iv) of sub section (1)
Section 76	Assault or use of criminal force to woman with intent to disrobe.	Imprisonment of not less than 3 years may extend up to 7 years & also liable to fine
Section 77	Voyeurism - whoever watches or captures the image of a woman in a private act in circumstances where she would usually have the expectation of not being observed, either by the perpetrator or by any other person at the behest of the perpetrator or disseminates such image	First conviction with Imprisonment of not less than 1 years may extend up to 3 years & also liable to fine.  Second or subsequent conviction with imprisonment not less than 3 years may extend up to 7 years & also liable to fine.
Section 78	Stalking -Any man who (i) Follows a woman and contacts, or attempts to contact such woman to foster personal interaction repeatedly despite a clear indication of disinterest by such woman (ii) Monitors the use by a woman of the internet, e-mail or any other form of commits the offence of stalking	First conviction with Imprisonment of not less than 3 years & also liable to fine  Second or subsequent conviction with imprisonment not less than 5 years & also liable to fine
Section 79	Word gesture or act intended to insult modesty of a woman Whoever utters any words, makes any sound or gesture, or exhibits any object in any form, intending that such word or sound shall be heard, or that such gesture or object shall be seen, by such woman, or intrudes upon the privacy of such woman.	Simple Imprisonment of not less than 3 years & also liable to fine
Section 124 (1)	Voluntarily causing grievous hurt by throwing acid on or by administering acid or causes a person to be in a permanent vegetative state	10 years imprisonment which may extend up to life imprisonment & with Fine
Section 124 (2)	Voluntarily throwing or attempting throw or attempts to administer acid	5 years imprisonment which may extend to 7 years & also liable for Fine

#### Special Act THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

Section 2(n)	Definition of "sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:— (i) physical contact and advances; or (ii) a demand or request for sexual favours; or (iii) making sexually coloured remarks; or (iv) showing pornography; or any other unwelcome physical, verbal or non-verbal conduct of sexual nature
Section 9	Complaint of Sexual Harassment to ICC or Local Committee
Section 19	Duties of employer to provide Safe and Secure Work Environment etc.,

**TOLL FREE NUMBER**

**18004256711**