

## **A CRITICAL ANALYSIS OF EFFECTIVENESS OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**

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### **ABSTRACT**

*Sexual harassment at the workplace violates women's fundamental rights to equality, dignity, and livelihood as guaranteed by Articles 19(1)(g) and 21 of the Constitution of India. The landmark Vishaka vs. State of Rajasthan judgment established guidelines to address workplace harassment, mandating preventive measures and grievance mechanisms. Subsequent developments, such as amendments to the Central Civil Services Rules, reinforced these protections. Judicial interventions like Medha Kotwal Lele vs. Union of India emphasized strict implementation of these provisions. This abstract highlights the evolution of legal safeguards in India, aiming to ensure safer workplaces and uphold women's constitutional and human rights.*

**KEY WORDS:- Sexual Harassment, violation, POSH Act**