

**PREVENTION OF SEXUAL HARASSMENT
POLICY
FOR
DTL ANCILLARIES LIMITED**

The aim of this policy is to ensure that sexual harassment does not occur and, where it does occur, to ensure that adequate procedures are readily available to deal with the problem and prevent its recurrence



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1. INTRODUCTION

- 1.1 DTL Ancillaries Ltd. (“**DTL**”) is very scrupulous about the working environment at any of its offices. DTL strives to provide a professional work environment free of sexual harassment, exploitation and intimidation. DTL also believes that all Employees (as defined hereinafter) have the right to be treated with dignity and respect.
- 1.2 In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules framed thereunder, DTL has framed this Policy on the Prevention of Sexual Harassment (this “**Policy**”).
- 1.3 The objective of this Policy is to provide the women Employees of DTL a workplace, free from harassment/discrimination and ensure that every Employee is treated with dignity and respect. The Policy also endeavors to set expectations regarding workplace behaviour, and provide Employees with a framework for reporting concerns.

2 THE LAW

- 2.1 The Supreme Court of India laid down certain guidelines (“**Anti-Harassment Guidelines**”) in its judgment in the case of Vishaka v State of Rajasthan (1997) 7 SCC 323 (‘**Vishaka Judgment**’) to formulate effective measures to check the evil of sexual harassment of working women at all work places. The Vishaka Judgment illustratively laid down what would constitute sexual harassment at workplace and in that regard, specified the duties of the employer. These duties *inter alia* include taking initiatives towards prevention of sexual harassment of the women employees at workplace and creating awareness of their rights in context of such sexual harassment. Rightly described as a landmark judgment by the National Alliance of Women, the Vishaka Judgment laid down the foundation stone for juridical thought and process for preventing sexual harassment of women at workplace.
- 2.2 The Parliament of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the “**Act**”) to codify the spirit and intent of the Anti-Harassment Guidelines. The Act came into force in 2013, codifying the protection available to women employees against sexual harassment vide the Vishaka Judgment and laying down mechanisms for prevention of sexual harassment and redressal of Complaints, beside matters connected therewith or incidental thereto.
- 2.3 The Act is to be strictly observed in all workplaces. The Act derives its powers from Article 14, 15 and 21 of the Constitution of India and is meant to be applied by all

