

The Internal Committee at IIPS: Preamble

The Parliament of India passed the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act,” in the year 2013. The Act provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected therewith or incidental thereto. The guidelines explicitly state: *“It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment by taking all steps require.”*

The International Institute for Population Sciences (IIPS), Mumbai is committed to creating and maintaining an environment which is free of all forms of gender violence, sexual harassment, and discrimination on the basis of sex/gender. In adherence to this, the IIPS has constituted the **“Internal Complaint Committee (formerly known as the Gender Amity Committee) to Prevent Sexual Harassment of Women at the Workplace”** to look after the related matters at the Institute. As per the Amendment 2016, the Internal Complaint Committee to be renamed as “Internal Committee” (<https://www.kelphr.com/pdf/amendment-on-posh-act.pdf>).