

# Vishaka

Prevention, Prohibition and Redressal

Simplifies SHWW Act 2013 compliance for you.

## Delhi government sets deadline for internal panels at workplace

The Delhi government on Monday set a deadline of November 30 for all formal institutions and organisations in the city to form internal committees (ICs) which is mandated under the Sexual Harassment of Women at Workplace Act.

Updated: Sep 18, 2018 09:18 IST  
All Companies  
Hindustan Times, New Delhi

## Maneka Gandhi thanks Corporate Affairs Ministry for amending Sexual Harassment at Work Place Act

Both private and public companies would need to set up committees for any women who believe she has been harassed at work place, under the act.

Published: 14th August 2018 12:42 AM | Last Updated: 14th August 2018 12:44 AM

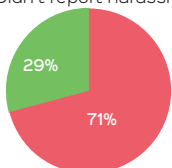
## 3,000 cos under fire for flouting rules on harassment at work

The proposed penalty will force companies to take the matters related to sexual harassment at workplace seriously

MUNISH SHARMA  
ADDITIONAL DEPUTY COMMISSIONER

### Troubling Statistics (Harassment)

Report harassment  
Didn't report harassment



### Sexual Harassment at Workplace

Sexual Harassment is very less talked about but is one of the most pressing issues not only in India but all around the world. India has stepped up and taken an initiative to eradicate sexual harassment through SHWW 2013.

### Every Entity must meet PoSH compliance if it :

- has more than ten employees?
- wants to set an example by creating a safe workplace for women?
- wants to avoid heavy penalties for non-compliance of SHWW & Company Act?

## Vishaka is the solution

Powered by the SHWW Act 2013, inspired by the DIGITAL INDIA movement, Vishaka is a digital solution that is endowed with infinite potential that aspires to be harnessed for effective compliance and creating safe workplaces for women.

**Avoid Penalty of INR 50,000 & cancellation of business license.**

### What constitutes Sexual Harassment at workplace ?



Showing Pornography



Demand Or Request For Sexual Favours



Physical Contact & Advances



Making Sexually Coloured Remarks



Unwelcome Conduct Of Sexual Nature



Blocking Movement



Vishaka simplifies and converts theory to practice.

Be a part of the revolution in work ethics and corporate code of conduct and join hands in being zero tolerant towards any form of harassment.

# Features



## SHWW Compliance

Vishaka simplifies SHWW Act 2013 for the employer enabling time boxed resolution of complaints, annual report filing to relevant authorities etc.



## Complaint Management

When faced by sexual harassment, an employee reaches out directly to the ICC.



## Internal Complaints Committee

Vishaka reinforces ICC formation with predominantly female members along with a member from a NGO ensuring unprejudiced recommendations.



## Transparency and Confidentiality

Real time updates are available only to the persons concerned, making the procedure transparent and confidential.



## Analytics

Intuitive dashboards and reports help the stakeholders in redressal of complaints and addressing gaps on awareness of the act.



## Training

Vishaka makes employees aware of the act and the implications of any breach thus acting as an effective deterrent mechanism to harassment.

Don't wait for #MeToo.



## ENFORCE LAW DIGITALLY!

Manage PoSH compliance internally from a single place.

- ✓ PoSH Policy Generation
- ✓ ICC Formation with right composition
- ✓ ICC Redressal Workflow (time boxed)
- ✓ ICC Polls, Checklist and Notes
- ✓ Employee's Individual Credentials
- ✓ Raise Complaints to ICC (Direct or Whistleblower)
- ✓ Scenario based Trainings & Assessment
- ✓ Awareness Content (Posters, notices etc)
- ✓ Annual Compliance Reports for District Officer & ROC
- ✓ Data Privacy & Security
- ✓ Safeguard your brand .

**Sign up today.**

**No Fee for current calendar year compliance.**

## BE THE CHANGE

Start of something inspiring and end of something despairing.

[www.vishaka.org](http://www.vishaka.org)



Available on the  
**App Store**



Get it on  
**Google play**