CHAPTER-1

CHAPTER 1: INTRODUCTION

Sexual harassment is a pervasive subject so as to influences women worldwide, along with India is no exception. In recent years, the alarming frequency and intensity of sexual harassment incidents in India have bring this matter to the forefront of public attention. It is crucial to delve into this matter, not only to understand its impact on women's well-being but also to analyze its wider ramifications on social dynamics in the country. This comprehensive study aims to explore the various facets of sexual aggravation in India, its penalty for women, and the broader implications it has on society.

India's diverse cultural landscape provides a complex backdrop for accepting the fluctuation of sexual stalking. The study will examine the socio-cultural factors that contribute to the prevalence of such incidents. India's patriarchal society, with its deeply ingrained gender norms and power imbalances, often perpetuates a climate conducive to sexual harassment. Traditional beliefs, such as victim-blaming and the stigma attached to reporting incidents, further exacerbate the problem, making it challenging for women to seek justice and support.

The contact of sexual annoyance on women's well-being is profound and multifaceted. Physically, victims may experience long-lasting health issues, ranging from physical injuries to sexually transmitted infections. Emotionally, the trauma of harassment can lead to nervousness, sadness, and post-traumatic stress disarray. The constant fear and insecurity resulting from these experiences control female's mobility plus limit their contribution in public spaces, hindering their personal and professional growth.

Furthermore, sexual harassment has far-reaching consequences for women's social dynamics. It perpetuates gender inequality by reinforcing power differentials between male and female. It restricts female's freedom, leading to self-censorship and diminished self-confidence. Many women alter their behavior and appearance to avoid harassment, perpetuating a culture of victim-blaming and reinforcing gender stereotypes.

Moreover, sexual harassment creates a hostile environment that affects women's education and employment opportunities. The fear of harassment often leads to decreased school attendance and dropout rates among girls. In the workplace, it hampers women's career advancement and professional growth, as they may face discrimination, limited opportunities, and a hostile work environment. This, in turn, perpetuates gender disparities and reinforces the glass ceiling effect.

The study will also shed light on the legal and institutional frameworks in India that speak to sexual annoyance. The landmark legislation, the Sexual annoyance of Women at place of work, provides a lawful structure for address workplace annoyance. However, its execution and enforcement remain a challenge. The study will analyze the effectiveness of these laws and the role of institutions in providing a safe and supportive environment for women.

To combat sexual harassment effectively, a comprehensive approach is required. This study will explore preventive measures, including gender sensitization programs and awareness campaigns, to challenge societal attitudes and promote gender equality. It will also emphasize the importance of support systems, such as counseling services and helplines, to assist victims in their journey towards healing and recovery.

In conclusion, sexual harassment in India has far-reaching implications for women's well-being and social dynamics. Understanding the complexities of this issue is crucial for formulating effective strategies to combat it. By addressing the underlying socio-cultural factors, empowering women, and promoting gender equality, we can create a civilization somewhere women can flourish with no terror of pestering. Only through collective efforts can we build a pain, additional comprehensive India for all.

Sexual harassment remains an unsettling reality in today's society, affecting countless individuals and perpetuating gender inequality. By understanding its nature, prevalence, and impacts, we can strive for a society free from such violations. Collective efforts, including legal reforms, awareness campaigns, and workplace policies, are essential to speak to this matter effectively. It is critical for individuals to support and uplift survivors, listen to their experiences, and actively challenge the prevailing culture that perpetuates sexual harassment. Only through these concerted actions can we work towards creating an environment where every individual is treated with dignity, respect, and equality, free from the threat of sexual harassment.

1.1 SEXUAL HARASSMENT RESEARCH

This chapter provides a summary of the extensive research on sexual harassment that has been done over many years. By pulling from both the research literature and legal viewpoints to give a common framework for discussing these concerns, it seeks to establish a shared understanding of solution conditions that will be used throughout the report. The chapter also reviews various research procedures used to study this topic and places emphasis on the value of trustworthy

research methodologies in addition to examining the development of sexual harassment research. It delves into the prevalence of sexual harassment, shedding light on its occurrence and highlighting common patterns of perpetration and victimization across different industries, occupations, and social classes. The chapter concludes by identifying common characteristics of environments that foster a higher likelihood of sexual harassment.

Different Methodologies Employed To Investigate Sexual Harassment

It is crucial to use evidence-based research when addressing sexual harassment in academic science, engineering, and medicine. However, it's crucial to take into account the benefits and drawbacks of various research techniques when assessing the results. The most popular techniques are surveys and lab tests, but alternative methods including in-depth interviews, case studies, and social analyses have also produced important findings. When looking into sexual harassment, it is critical to match the research methodologies with the intended outcomes. It is important to note that since official data frequently understate the true incidence, it is preferable to determine the prevalence of sexual harassment in a population through representative surveys. These research techniques and the kind of information they provide will be covered in detail in the sections that follow.

1.2 SURVEY METHODS

Surveys that make use of well-validated techniques can be useful in determining how prevalent sexual harassment is among a certain demographic. They can also assist in determining elements that contribute to, cause, or result in sexual harassment as well as those that lessen or magnify its consequences. Surveys, for instance, can look at how harassment affects the well-being of persons targeted, how aware they are of options accessible to them, and what coping mechanisms they use. Surveys that make use of well-validated techniques can be useful in determining how prevalent sexual harassment is among a certain demographic. They can also assist in determining elements that contribute to, cause, or result in sexual harassment as well as those that lessen or magnify its consequences. Surveys, for instance, can look at how harassment affects the well-being of persons targeted, how aware they are of options accessible to them, and what coping mechanisms they use.

Although it might be challenging to conduct surveys on sexual harassment, researchers have made strides in overcoming these obstacles. People who want to study sexual harassment should follow scientific procedures as well as the moral and safe standards stated by the WHO in 2001. To prevent unethical behaviors that can potentially retraumatize respondents, surveys must be properly conducted. Inaccurate data from poorly executed surveys may also be used to cast doubt on the importance and veracity of this important and delicate topic (WHO 2001).

The first difficulty with conducting surveys on sexual harassment is that many women might not immediately classify their encounters as sexual harassment. In addition, it has been discovered that women who suffer gender harassment, a common kind of sexual harassment, are much less likely to describe their interactions as "sexual harassment" than those who receive unwelcome sexual attention or sexual coercion. The first difficulty with conducting surveys on sexual harassment is that many women might not immediately classify their encounters as sexual harassment. In addition, it has been discovered that women who suffer gender harassment, a common kind of sexual harassment, are much less likely to describe their interactions as "sexual harassment" than those who receive unwelcome sexual attention or sexual coercion.

An difficulty with how these events were identified was brought to light by early studies on rape and sexual violence. When people were simply asked if they had been raped, the results of studies done by Koss in 1992 showed that the reported numbers were shockingly low. However, the reported numbers considerably increased when participants were asked about particular actions that matched legal standards for rape. Subsequent research on sexual harassment revealed similar results. Fitzgerald and colleagues created the Sexual Experiences Questionnaire (SEQ) in 1988 as a solution to this problem, providing structured inquiries regarding particular instances of sexual harassment as opposed to using a blanket word like "sexual harassment." The SEQ is now widely recognized as the standard for evaluating sexual harassment encounters in both the workplace and educational settings. Numerous psychometric studies have proven its validity (Cortina and Berdahl, 2008). Unfortunately, some recent studies that sought to assess the incidence of sexual harassment lacked sufficient methodology, which might have resulted in underestimated prevalence rates. These studies may be unreliable for accurately determining the prevalence of sexual harassment since they lack thorough data on people who have experienced gender harassment.

Women who have personally experienced sexual harassment may be reluctant to engage in surveys on the subject or to acknowledge being a target or victim, which presents one of the problems in doing so. The stigmatization, humiliation, and trauma connected to sexual harassment are the cause of this hesitation (Greco, O'Boyle, and Walter 2015; Bumiller 1987, 1992). It is necessary to guarantee the confidentiality or anonymity of survey participants and give assurance regarding their privacy in order to handle this issue and promote honest responses. Additionally, professionals in the study of sexual harassment avoid using overt phrases like "sexual harassment" or "sexual misconduct" in the survey title to reduce non-response bias. Instead, they incorporate questions regarding sexual harassment within a larger poll that covers a range of social topics like gender equality, civility, and culture. Ilies and colleagues found that asking respondents directly about their personal experiences of sexual harassment, as opposed to simply listing behaviors associated with it, produced significantly lower estimates of the incidence of the practice in a meta-analytic study on the prevalence of sexual harassment in the United States conducted in 2003.When estimating the prevalence of a certain phenomenon, it is crucial to minimize biases caused by non-response in the survey sample. Non-response biases refer to the attitudes and characteristics of individuals that make them less likely to participate in the survey. For instance, some people may be hesitant to answer questions about their experiences with sexual harassment, leading to a non-response bias. Although low response rates do not necessarily indicate low levels of non-response bias, caution should be exercised when interpreting findings from surveys with low response rates, as they may limit the representativeness of the sample and the conclusions that can be drawn. It is also important for researchers and academic institutions to be careful when deriving prevalence estimates from non-probability samples, such as opt-in internet surveys, due to potential problems with their validity and generalizability (as discussed by Yeager, Krosnick, and Javitz in 2009).

Collecting accurate information about sexual harassment is a challenge for surveys, particularly in capturing the experiences of non-majority individuals in workplaces or on campuses. Women of color and sexual and gender minority women have often been underrepresented in survey responses, leading to unreliable prevalence rates for these specific populations. Recent research is addressing this issue by adopting an intersectional approach to studying sexual harassment and making efforts to oversample these underrepresented groups when conducting surveys.

Convenience sampling and snowball sampling are effective methods for recruiting hard-to-reach or underrepresented populations, such as individuals who are not open about their sexual orientation at work or minority groups without readily available lists. While these sampling techniques may not provide representative samples, they can still provide valuable insights. A recent study on the experiences of women of color in astronomy and planetary science serves as a good example. The researchers used convenience sampling to identify participants and discovered that women of color were more likely to encounter sexist remarks from supervisors or peers and feel unsafe at work due to their gender. This study demonstrates how survey data can be used to examine the connections between important variables like race, gender, sexual harassment, and feelings of safety, allowing researchers to identify the groups most vulnerable to harassment and When examining and comparing the occurrence of sexual harassment, it is crucial to consider and analyze separate prevalence rates for women and men instead of relying on a combined rate for both genders. Combining the rates would underestimate the true prevalence as women are significantly more prone to experiencing sexual harassment compared to men (USMSPB 1995; Magley, Waldo, et al. 1999; Ilies et al. 2003; Kabat-Farr and Cortina 2014).

When estimating and comparing prevalence rates, it is important to consider the time period that respondents are asked about. Some studies allow respondents to report experiences without a specific time limit, while others restrict it to the past 12 or 24 months. The duration of the time period can influence the prevalence rates and should be taken into account.

If a longer time period is used, the rates may be skewed and not accurately reflect the current incidence of the behavior being studied. Longer time periods can lead to higher incidence rates because more women would have had the opportunity to experience such behavior over a longer period. However, as time passes, people's memories can fade, and only the experiences that had a lasting impact may be recalled. This means that everyday instances of sexist comments or ambient harassment may be forgotten or not reported.

Moreover, longer time periods also increase the risk that the reported incidents might have occurred in a previous environment, rather than the current one being investigated. It is crucial to consider these factors when interpreting and comparing prevalence rates in different studies.

A major challenge in obtaining accurate prevalence numbers of sexual harassment is the lack of standardized methods for measuring and defining it across academic studies and different fields or workplaces. Unfortunately, institutions often choose surveys or questions without considering best practices in sexual harassment research or consulting with experts in the field. This leads to inconsistent methodologies and measurement approaches being used, resulting in unreliable prevalence numbers and making it difficult to compare data across institutions.

One significant concern when comparing prevalence rates is the variation in how sexual harassment is defined in the surveys and during the analysis of the responses. For example, a meta-analysis of sexual harassment surveys found that when women were asked if they had experienced "sexual harassment," the prevalence rate was 24 percent. However, when they were asked about experiencing harassing behaviors that meet the definition of sexual harassment, the prevalence rate increased to 58 percent. This indicates that the method of directly asking individuals about their perception of harassment provides a different estimate compared to assessing the occurrence of potentially harassing incidents within an organization.

Importantly, these differences in prevalence rates were not due to variations in work environments or sampling methods, as demonstrated by the research (Ilies et al. 2003). Therefore, it is crucial to consider these methodological differences and the specific definitions used when interpreting and comparing prevalence data on sexual harassment.

To ensure accurate information on the prevalence of sexual harassment, this report relies on surveys that adhere to sound practices in both sexual harassment research and survey methodologies. These surveys make a point of clearly stating the time periods and definitions used to gather data.

Sexual harassment remains a pervasive issue in our society, affecting individuals from diverse backgrounds and across various industries. It involves unwelcome sexual advances, comments, or behavior that creates an intimidating, hostile, or offensive environment. This type of harassment undermines personal dignity and equality. The purpose of this essay is to examine the nature, prevalence, and consequences of sexual harassment, while also highlighting the actions being taken to address and combat this pressing social problem.

Sexual harassment encompasses a broad spectrum of behaviors that can occur in workplaces, educational institutions, public spaces, or even within personal relationships. It can manifest in

verbal, physical, or visual forms, including unwelcome advances, derogatory comments, explicit imagery, inappropriate touching, and more. The key element is the presence of a power dynamic, where the harasser holds influence over the target, leading to a sense of vulnerability and fear.

Sexual harassment is alarmingly prevalent, affecting people regardless of gender, age, or social status. Numerous studies have revealed its extensive reach, with many victims choosing not to report due to fear, shame, or a not have of confidence in the integrity organization. The consequences are far-reaching, as victims often experience psychological trauma, anxiety, depression, reduced self-esteem, and a decline in overall well-being. Additionally, sexual harassment can adversely affect professional growth and career opportunities, leading to reduced productivity, absenteeism, and even job loss.

Recognizing the gravity of this issue, organizations, institutions, and governments are implementing measures to combat sexual harassment. Enhanced legal frameworks have been introduced, defining sexual harassment more explicitly and establishing mechanisms for reporting and redressal. Awareness campaigns and educational initiatives are being conducted to foster a culture of respect, consent, and gender equality. Employers are encouraged to establish comprehensive policies, provide training on prevention and intervention, and create safe spaces for reporting incidents without fear of retaliation.

Sexual harassment is a enveloping subject that affects those crosswise various settings, including workplaces, educational institutions, public spaces, and online platforms. It is an outline of gender-based aggression that involves unnecessary sexual advances, observations, or performance that makes an antagonistic, intimidating, otherwise unpleasant situation for the victim. The research aims to explore the causes, consequences, prevalence, and potential solutions to sexual harassment, shedding light on its impact on individuals and society as a whole.

Prevalence and Forms of Sexual Harassment:

Sexual stalking can take on different forms, encompassing spoken, non-spoken, and mental actions. Verbal harassment involves the unwanted utterance of comments, jokes, or advances of a sexual nature. Non-verbal harassment includes gestures, leering, or the display of sexually explicit materials. Physical harassment encompasses unwelcome physical contact, spanning from touching to sexual assault. Extensive research has shown that sexual harassment is remarkably

prevalent and impacts individuals of all genders, although women tend to experience it disproportionately.

Causes and Contributing Factors:

Sexual harassment is rooted in power imbalances and gender inequality. It is often a reflection of societal norms, attitudes, and prejudices. Contributing factors include gender stereotypes, objectification of women, lack of awareness, ineffective policies, and inadequate enforcement of existing regulations. Organizational factors, such as a toxic work culture, hierarchical structures, and lack of accountability, can also perpetuate sexual harassment.

Psychological and Emotional Impact:

Sexual harassment has significant psychological and emotional impacts on its victims, causing profound consequences. It can evoke emotions such as fear, humiliation, shame, and self-blame. Individuals who have experienced sexual harassment often face heightened levels of anxiety, depression, and may develop post-traumatic stress disorder (PTSD), leading to a decline in their overall well-being. The trauma resulting from these experiences can also adversely affect victims' personal relationships, hinder their professional growth, and diminish their overall quality of life.

Societal Impact and Economic Costs:

Sexual harassment has far-reaching societal consequences. It perpetuates gender inequality, reinforces harmful stereotypes, and undermines equal opportunities for individuals. Victims may face obstacles in their career advancement, leading to reduced productivity and economic losses for both individuals and organizations. Moreover, sexual harassment contributes to a hostile work environment, resulting in decreased job satisfaction, increased turnover rates, and damaged organizational reputation.

Legal Framework and Policies:

Many countries have enacted laws and established policies to address sexual harassment. These measures aim to provide legal protection, define prohibited behaviors, and establish procedures for reporting and addressing complaints. However, implementation gaps, lack of awareness, and social stigma often hinder effective enforcement and utilization of these legal provisions.

Preventive Measures and Intervention Strategies:

Preventing sexual harassment requires a multi-faceted approach. It involves creating awareness through education and training programs, fostering a culture of respect and gender equality, and implementing robust anti-harassment policies. Organizations should encourage reporting mechanisms, protect whistleblowers, and hold perpetrators accountable. Additionally, bystander intervention programs can empower individuals to recognize and intervene in instances of harassment.

Support and Healing:

Support systems play a crucial role in assisting victims of sexual harassment in dealing with their experiences. These systems, including counseling services, helplines, and support groups, provide a secure and supportive environment for survivors to openly share their stories, receive emotional support, and access professional help. It is important for employers to prioritize the establishment of inclusive environments that foster healing, recovery, and empowerment for individuals affected by sexual harassment. Sexual harassment is a deeply entrenched societal issue that requires concerted efforts from individuals, organizations, and policymakers to eradicate. By understanding its prevalence, causes, and consequences, we can work towards creating a culture that respects and values all individuals, fostering safe and inclusive spaces for everyone. Through comprehensive prevention strategies, supportive measures, and effective legal frameworks, we can strive towards a society free from the scourge of sexual harassment.

1.3 DEFINITIONS

Initially, sexual harassment cases primarily involved instances where women faced consequences such as job loss for rejecting sexual advances from their employers. This particular type of sexual harassment was later defined as quid pro quo sexual harassment, where job or educational opportunities were conditioned on engaging in some form of sexual activity. Such coercive behavior was deemed a violation of Title VII of the 1964 Civil Rights Act. Over time, it was acknowledged in employment law that pervasive sexist behavior from colleagues could also create a hostile work environment, leading to illegal discrimination. These two fundamental forms of sexual harassment, quid pro quo and hostile environment harassment, were outlined in guidelines issued by the Equal Employment Opportunity Commission in 1980.

Behaviors such as using crude or objectifying language towards women, displaying pornographic images in the workplace or educational setting, and making demeaning or derogatory remarks about women, including anti-female jokes, can create a hostile environment. Hostile environment harassment also includes unwelcome sexual advances, such as exposing one's genitals, engaging in unwanted touching or kissing, and pressuring someone for dates, even if there is no explicit exchange of benefits involved (as established in legal cases like Bundy v. Jackson 1981 and Meritor Savings Bank v. Vinson 1986).

Quid pro quo harassment and hostile environment harassment are two distinct forms of sexual harassment, with important differences between them. In quid pro quo harassment, there is usually a one-on-one relationship where the perpetrator holds power over the target's employment or education, using rewards or punishments as leverage. On the other hand, hostile environment harassment can involve multiple perpetrators and targets. In this form, coworkers may engage in a pattern of hostile sexist behavior towards several targets over a prolonged period.

For behavior to be considered illegal sexual harassment in a hostile environment, it needs to be pervasive or severe enough to have a negative impact on the work or educational environment. Therefore, isolated or single instances of such behavior are typically only recognized as harassment when they are deemed to be sufficiently severe. Legal experts and judges commonly rely on the definitions of quid pro quo and hostile environment harassment to identify and address cases of sexual harassment.

Discriminatory behavior encompasses illegal sexual harassment and extends to various categories protected by law. These categories include race, ethnicity, religious creed, age, sex, gender identity, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities, veteran status, prior conviction of a crime, gender identity or expression, or membership in other protected classes defined by state or federal regulations. The focus of this report is sexual harassment, which falls under this broader category of discrimination. It is important to note that sexual harassment does not have to involve sexual activity or be driven by sexual desire. Gender harassment, a term used to highlight this fact, emphasizes that harmful or illegal sexual harassment is based on gender and is considered discriminatory in nature.

Both legal doctrine and social science research acknowledge that gender encompasses not only an individual's biological sex but also includes gender-based stereotypes and expectations. These stereotypes can encompass aspects such as heterosexuality and the adherence to specific gender roles. Gender-based harassment, including sexual harassment, can occur when these cultural gender stereotypes are violated.

For instance, a man might experience gender-based harassment by being called names like "sissy" or being mocked for feeling uncomfortable with pornography. These actions violate stereotypes that dictate men should be strong, heterosexual, and sexually confident. On the other hand, a woman could face gender-based harassment for pursuing a job traditionally dominated by men or working in a male-dominated field. In such cases, gender harassment might involve deliberate acts of sabotage, such as damaging the woman's tools or equipment, or making demeaning comments suggesting that she is not intelligent enough for scientific work.

In the subsequent sections of this report, we will delve into a more detailed examination of gender harassment.

Researchers in the field of gender-related behavior have devised more detailed terminology to accurately measure and understand sexual harassment. This approach aims to capture the various behaviors that constitute sexual harassment and explore how individuals who experience it perceive and interpret those behaviors. The classification system involves categorizing sexual harassment into three distinct yet interconnected categories: sexual coercion, unwanted sexual attention, and gender harassment. This framework provides a more nuanced understanding of the different forms of sexual harassment and allows researchers to examine their unique impacts on targets.

Sexual harassment refers to any type of unwelcome sexual behavior that is offensive, humiliating, or intimidating. Importantly, it is against the law and should not be tolerated. It involves acts of intimidation, bullying, or coercion of a sexual nature, as well as the offering of inappropriate rewards in exchange for sexual favors. Unfortunately, there is a lack of understanding and awareness about the impact of sexual harassment on mental health within society. [11]

It is important to note that in certain contexts or situations, sexual harassment can be illegal. It encompasses a wide range of behaviors, starting from seemingly minor transgressions and

annoyances to more severe forms such as sexual abuse or sexual assault. The seriousness of sexual harassment should never be undermined, and efforts should be made to create a safe and respectful environment for all individuals.

Sexual harassment is considered illegal employment discrimination in numerous countries and is recognized as a form of abuse that encompasses both sexual and psychological elements, often involving bullying. In the corporate world, preventing sexual harassment and safeguarding employees from such incidents have become crucial priorities for legal decision-making. However, there is a contrasting view among scholars who lament the prevalent silence surrounding sexual harassment in educational settings. They argue that educators and administrators often deny the existence of this problem within their schools and fail to acknowledge their legal and ethical obligations in addressing and confronting it.

Early history of the use of the term: sexual harassment was used in 1973 by Dr. Mary Rowe in a report to the then President and Chancellor of MIT about various forms of gender issues . Rowe has stated that she believes she was not the first to use the term, since sexual harassment was being discussed in women's groups in Massachusetts in the early 1970, but that MIT may have been the first or one of the first large organizations to discuss the topic (in the MIT Academic Council), and to develop relevant policies and procedures. MIT at the time also recognized the injuries caused by racial harassment and the harassment of women of color which may be both racial and sexual. The President of MIT also stated that harassment (and favoritism) is antithetical to the mission of a university as well as intolerable for individuals.

In the book In Our Times: Memoir of a Revolution (1999) journalist Susan Brown miller quotes the Cornell activists who in 1975 thought they had coined the term sexual harassment: Eight of us were sitting in an office brainstorming about what we were going to write on posters for our speak-out.

11. ftp.legalserviceindia.com

We were referring to it as sexual intimidation, sexual coercion, sexual exploitation on the job. None of those names seemed quite right. We wanted something that embraced a whole range of subtitle and un-subtitle persistent behaviors. Somebody came up with harassment. Sexual harassment instantly we agreed that what it was illegal employment discrimination.

These activists, Lin Farley, Susan Meyer, and Karen Sauvigne went on to form Working Womens Institute which, along with the Alliance against Sexual Coercion, founded in 1976 by Freada Klein, Lynn Wehrli, and Elizabeth Cohn-Stuntz, were among the pioneer organizations to bring sexual harassment to public attention in the late 1970. [11]

Sexual coercion refers to situations where individuals face unwanted sexual advances and where their employment or educational opportunities are made dependent on their willingness to engage in sexual activities.

Unwanted sexual attention also entails sexual advances, but it does not add professional rewards or threats to force compliance. In this category are expressions of romantic or sexual interest that are unwelcome, unreciprocated, and offensive to the target; examples include unwanted touching, hugging, stroking, and persistent requests for dates or sexual behavior despite discouragement, and can include assault (Cortina, Koss, and Cook 2018; Fitzgerald, Gelfand, and Drasgow 1995; Fitzgerald, Swan, and Magley 1997).[1]

Gender harassment is by far the most common type of sexual harassment. It refers to ''a broad range of verbal and nonverbal behaviors not aimed at sexual cooperation but that convey insulting, hostile, and degrading attitudes about'' members of one gender (Fitzgerald, Gelfand, and Drasgow 1995, 430). Gender harassment is further defined as two types: *sexist hostility* and *crude harassment*. Examples of the sexist hostility form of gender harassment for women include demeaning jokes or comments about women, comments that women do not belong in leadership positions or are not smart enough to succeed in a scientific career, and sabotaging women.

11. ftp.legalserviceindia.com

The crude harassment form of gender harassment is defined as the use of sexually crude terms that denigrate people based on their gender (e.g., using insults such as "slut" to refer to a female coworker or "pussy" to refer to a male coworker; Fitzgerald, Gelfand, and Drasgow 1995).

Both women and men can and do experience all three forms of sexual harassment, but some subgroups face higher rates than others. For example, women who are lesbian or bisexual (Cortina et al. 1998; Konik and Cortina 2008), women who endorse gender-egalitarian beliefs (Dall'Ara and Maass 1999; Siebler, Sabelus, and Bohner 2008), and women who are stereotypically masculine in behavior, appearance, or personality (Berdahl 2007b; Leskinen, Rabelo, and Cortina 2015) experience sexual harassment at higher rates than other women. Likewise, men who are gay, transgender, petite, or in some way perceived as "not man enough" encounter more harassment than other men (Berdahl 2007b; Fitzgerald and Cortina 2017; Rabelo and Cortina 2014). [1]

Interestingly, the motivation underlying sexual coercion and unwanted sexual attention behaviors appears different from the motivation underlying gender harassment. Whereas the first two categories suggest sexual advances (the goal being sexual exploitation of women), the third category is expressing hostility toward women (the goals being insult, humiliation, or ostracism) (Holland and Cortina 2016). In other words, sexual coercion and unwanted sexual attention can be viewed as "come-ons," while gender harassment is, for all intents and purposes, a "put-down" (Fitzgerald, Gelfand, and Drasgow 1995; Leskinen, Cortina, and Kabat 2011).

However, it is important to note that these come-on behaviors are not necessarily about attraction to women; more often than not, they are instead motivated by the desire to devalue women or punish those who violate gender norms (Berdahl 2007b; Cortina and Berdahl 2008).

Some researchers further define the verbal insults associated with gender harassment, along with accompanying nonverbal affronts, as *micro aggressions.* This term refers to "brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative" messages (Sue et al. 2007, 271) to or about historically stigmatized groups. This term can also be broken down into three categories: micro assaults, micro insults, and micro invalidations (Sue et al. 2007).

(1)   www.ncbi.nlm.nih.gov

There is some concern that micro aggression remains a poorly defined construct, with porous boundaries. Additionally, the use of the term *micro* is misleading, as it implies all these experiences are minor or imperceptible acts. Yet some micro aggressions, such as referring to people by using offensive names, are obviously offensive and can be deeply damaging. Similarly the root word *aggression* is also misleading, as most experts reserve this term for behavior that carries intent to harm (Lilienfeld 2017). For these reasons, our committee chose to focus on *incivility*, a term in greater use in the workplace aggression literature.

Incivility refers to "low-intensity deviant behavior with ambiguous intent to harm the target, in violation of workplace norms for mutual respect. Uncivil behaviors are characteristically rude and discourteous, displaying a lack of regard for others" (Andersson and Pearson 1999, 457). Lim and Cortina's 2005 study on two female populations in public-sector organizations (Ns = 833 and 1,425) revealed that sexual harassment often takes place against a backdrop of incivility, or in other words, in an environment of generalized disrespect. The authors argue that, based on their findings, the same perpetrator "may instigate multiple forms of mistreatment—both sexualized and generalized—in efforts to debase women and reinforce or raise their own social advantage" (492).

Lim and Cortina point out that if sexual harassment is tolerated in an organization or not seen as a deviant behavior, incidents of general incivility would be expected to be even less likely to receive attention from management. Based on these findings, it could be argued that generalized incivility should be a red flag for leadership or management in work and education environments, because when gender harassment occurs, it is virtually always in environments with high rates of uncivil conduct (Cortina et al. 2002; Lim and Cortina 2005).

Note that sexual harassment is often *ambient*, meaning it is "not clearly targeted at any individual or group of individuals" (Parker 2008, 947) in the work or education environment or behavior that goes beyond the direct target of the harassment (Glomb et al. 1997).

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

Ambient sexual harassment is determined by a general "frequency of sexually harassing behavior experienced by others" and can include all types of sexually harassing behavior (309).

For example, it can include pornography being displayed in a common area or sexually abusive language being used publicly in the work or education environment (Parker 2008). Ambient unwanted sexual attention and sexual coercion refer to observed instances of unwanted sexual pursuit, targeted at a fellow employee. In other words, one need not be personally targeted to feel the effects of sexual harassment (much like second-hand smoke).

Despite refined definitions and terms to describe sexual harassment and gender discrimination, documenting the degree of these behaviors in work and education environments remains challenging. This is in part because individuals experiencing these behaviors rarely label them as such. Numerous studies have demonstrated that more than half of working women report experiencing sexually harassing behavior at work, but less than 20 percent of those women actually describe the experience as "sexual harassment" (Ellis, Barak, and Pinto 1991; Ilies et al. 2003; Magley, Hulin, et al. 1999; Magley and Shupe 2005).

Considering these sources, the report uses the following definition of sexual harassment:

Sexual harassment (a form of discrimination) is composed of three categories of behavior: (1) *gender harassment* (verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status about members of one gender),

Considering these sources, the report uses the following definition of sexual harassment:

Sexual harassment (a form of discrimination) is composed of three categories of behavior: (1) *gender harassment* (verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status about members of one gender), (2) *unwanted sexual attention* (verbal or physical unwelcome sexual advances, which can include assault), and (3) *sexual coercion* (when favorable professional or educational treatment is conditioned on sexual activity). Harassing behavior can be either *direct* (targeted at an individual) or *ambient* (a general level of sexual harassment in an environment).

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

1.4 EXPERIMENTAL METHODS

Another way that information has been gathered about sexual harassment has been through laboratory experiments, in which researchers examine the occurrence of sexually harassing behaviors by manipulating variables under controlled conditions. The advantage of this approach is that researchers can directly observe sexually harassing behavior. This approach, however, does not provide information on the prevalence of sexual harassment.

Some of the behaviors that have been directly observed in experiments include the following:

- Unsolicited sexual touching by someone in a supervisory role (Pryor, LaVite, and Stoller 1993);

- Unsolicited touching from peers (Pryor 1987);

- Nonverbal dominance behaviors (Murphy, Driscoll, and Kelly 1999);

- Sending unsolicited pornographic materials electronically (Dall'Ara and Maass 1999; Maass et al. 2003);

- Sending sexist jokes electronically (Galdi, Maass, and Cadinu 2014);

- Sending sexual come-ons electronically (Diehl, Rees, and Bohner 2012);

- Asking sexist questions in an interview (Hitlan et al. 2009); and

- Sexualized behavior, such as staring at a woman's body, during an interview (Rudman and Borgida 1995).

Laboratory experiments can help uncover situational factors that encourage or discourage potential perpetrators from engaging in sexually harassing behavior. For instance, experiments show that sexual harassment is less likely to occur if those behaviors are not accepted by authority figures (Pryor, LaVite, and Stoller 1993). Another experiment found that men exposed to sexist television portrayals of women were more likely to send sexist jokes to women in an online interaction (Galdi, Maass, and Cadinu 2014).

Laboratory experiments can also provide a snapshot of how women might respond in a sexually harassing situation. For example, research by Woodzicka and LaFrance (2001) reveals the difference between how women think they would respond and how they do respond. In the first

 (2) www.nap.edu

study, college women were asked to imagine how they would respond to being asked sexist questions during a job interview. In the second study, women participated in what they thought to be an actual job interview where such questions were asked. Results showed a disconnect between what women thought they would do (get angry, confront, and complain) and what they actually did (become fearful, neither confront nor complain).

On the other hand, there are also limitations to laboratory experiments. While they can reveal responses to actual behaviors, those reactions occur in an artificial laboratory setting (not a real professional or educational setting, with people who have real relationships, interdependencies, status hierarchies, etc.). Participants in experiments are often college students who have limited work experience and diversity (primarily white, middle class, under the age of 20). Also, experiments provide a snapshot of only one moment of time, providing a single look at behaviors and responses. Surveys and accounts from litigants in sexual harassment cases suggest that the worst cases of sexual harassment are not isolated incidents, but something that takes place over a period of time (Cantalupo and Kidder 2017a, 2017b), which experiments cannot assess.

1.5 INTERVIEWS, CASE STUDIES, AND OTHER QUALITATIVE METHODS

Qualitative research offers a wide range of methodologies that can be useful in understanding sexual harassment, though it is best known for individual, semi-structured interviews (Bazeley 2003).

Qualitative research can also be conducted in focus groups, bringing together similar constituencies in order to facilitate conversations among participants. Several social science

disciplines also use ethnographic or auto ethnographic methods. Ethnography is a systematic way of participating and observing in particular settings or cultures to answer research questions about the intersection of culture and lived experience, where auto-ethnography invites researchers to reflect on their personal experiences, and connect those experiences to a wider research question. For instance, much of the early work on sexual harassment in the field sciences was either interviews or autoethnography, particularly among cultural anthropologists, who often conduct their field work alone (e.g., Sharp and Kremer 2006). Qualitative approaches

 (1)   www.ncbi.nlm.nih.gov
(2)   www.nap.edu

also include textual analysis of existing primary sources (e.g., studying science syllabi or job postings for gendered language), and case studies or narratives, where a single story is followed in depth. Case study data is often collected via interview, the difference being that rather than interviewing a large enough number to achieve saturation, a researcher will go for greater depth with each participant to construct a more detailed narrative (e.g., Banerjee and Pawley 2013).

Qualitative approaches are widely recognized as the method of choice for generating insight into complex phenomena, the contexts in which they occur, and their consequences (Cho, Crenshaw, and McCall 2013). Such methods are thought to be particularly well suited to providing key background information and highlighting the experiences and perceptions of targets of oppression, such as those who have experienced sexual harassment. The approach also gives a voice to perspectives that tend not to be heard or to those with experiences that have few precedents in prior research (Sofaer 1999).

1.6 SOCIO-LEGAL METHODS

Socio legal studies is an interdisciplinary field in which scholars use all the research methods described above (surveys, experiments, interviews, case studies, ethnography) to study a wide range of topics about formal laws, law-like systems of rules, and the social and political relationships that help constitute what law is (Banakar and Travers 2005).

Legal research methods are also a part of socio legal methods, and these include doctrinal analysis, legal history and doctrinal development studies, and answering questions about exactly what formal legal rules exist across jurisdictions and interrelated areas of law, where there is often ambiguity and conflict. Socio legal scholars are, of course, attentive to what formal rules and laws actually exist (with sexual harassment, it is Title VII and Title IX doctrines), but a starting approach is to presume that what law is and how it works is much more complex than doctrinal study alone can reveal.

Socio legal research methods tend to be based in the empirical, observational social sciences supported by legal research. Classic studies using these methods have documented how ordinary

   (1) www.nap.edu

people generally resolve their disputes using local customs and norms rather than formal law (Macaulay 1963; Ellickson 1991); how bringing a personal injury claim in a small community is a mark of outsider, subordinated status (Engel 1984); and how difficult it can be for people who have experienced discrimination to use legal protections, because doing so causes them to feel victimized again (Bumiller 1992). These types of socio legal studies share the strengths and limitations of ethnographic and qualitative research methods generally: on the one hand, they can capture the rich contextual detail of a particular setting, group of people, and set of relationships, but on the other hand, they are limited in time and location, and do not yield broadly generalizable claims. Nonetheless, decades of research using these methods have yielded a considerable body of research that strongly suggests that what the formal law is and what people understand it to be are often quite far apart; that using formal systems to make claims about wrongs done to them is a very difficult thing for most people to do, though it can be empowering and produce social change; and that laws and the legal system typically support existing power structures rather than fundamentally reshape them (Freeman 1978; Edelman 2016; Berrey, Nelson, and Nielsen 2017).

A socio legal research method requires study of the law at many levels of experience to approach sexual harassment, for example, because it matters just as much what women think they deserve or will likely get as what the law formally offers them. Anna-Maria Marshall's study of sexual harassment experiences among female staff members at a midwestern university in 1997–1998,

for example, combined in-depth interviewing of 25 female staff members with legal analysis at the national level, policy analysis at the university level, and a survey sent to 1,000 female employees selected at random from a university workplace to understand what counted as sexual harassment from their perspectives (Marshall 2005).

Whether something in a science, engineering, and medicine educational or workplace setting is sexual harassment is a category of experience for everyone involved, in other words, that must be assigned meaning, obligations, rights, duties, and processes.

Socio legal scholars can also bridge between the social science methodologies and the law through research on what they call the "iceberg" or the "tip-of-the-iceberg" problem. The tip-of-

(1) www.nap.edu

the-iceberg problem is the recognition by researchers that published legal disputes are a much skewed and systematically unrepresentative sample from the universe of disputes. As Peter Siegelman and John Donohue (1990) describe the problem, "Most potential disputes never get defined by the actors as such, most actual disputes don't go to court, most court cases are settled rather than adjudicated, and most adjudicated cases are not appealed" (1133). Their analysis of published and unpublished district court opinions suggests that cases that reach the stage of a published judicial opinion may concern newer areas of case law or more dramatic or unusual circumstances that help explain why these cases were not disposed of earlier and before they appear for researchers to find. Publication as a legal outcome is one of the only ways a sexual harassment case could come to be known and studied, but there are many more legally protected routes to keeping cases and their outcomes from view. Confidential settlements, nondisclosure agreements, confidential notations in an academic or employment record, and dispositions of complaints that are not written down are all outcomes that cannot be studied, tracked, counted, or assessed.

Even when legal scholars attempt to collect samples of hundreds of sexual harassment claims, such as Ann Juliano and Stewart J. Schwab's 2000 survey of every reported federal district and appellate court ruling on sexual harassment between 1986 and 1995, totaling nearly 650, they concede that these cases are not representative of the universe of incidents. Juliano and Schwab found that the most successful cases involved sexual conduct.

directed at a specific target in a mostly male workplace that the target had complained about but which the employer had failed to respond to with any formal process (Juliano and Schwab 2000, 593). Another study, Nancy Chi Cantalupo and William Kidder's (2017b) recent study of sexual harassment in the academic context, attempts to pull cases from as far down the iceberg as possible, drawing in incidents recorded in more venues than the usual publication sources for judicial opinions, including media reports, administrative civil rights investigations at the Departments of Education and Justice, published lawsuits by students, and lawsuits over reinstatement for faculty members fired for sexual harassment. Cantalupo and Kidder find more physical (as opposed to verbal) harassment conduct and more evidence of serial harassers in

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

documented complaints than survey researchers have found, for example. Even if they are not based in representative samples of cases and thus cannot be used to generalize about harassment rates, studies such as these can still yield important research conclusions about sexual harassment adjudications and judicial attitudes toward them.

1.7 PREVALENCE OF SEXUAL HARASSMENT

Studies on sexual harassment from the 1980s through today continue to show that sexual harassment of women is widespread in workplaces and that the rates of sexual harassment have not significantly decreased. Studies have also identified common characteristics of sexual harassment in different workplaces and uncovered characteristics of workplaces that are associated with higher rates of sexual harassment. This section and the next one review what research can tell us about the trends in sexual harassment rates over time and what the common characteristics are of sexual harassment and sexually harassing environments.

Wherever possible, the report cites the most recent scientific studies of a topic. That said, the empirical research into sexual harassment, using rigorous scientific methods, dates back to the 1980s. This report cites conclusions from the earlier work when those results reveal historical trends or patterns over time. It also cites results from earlier studies when there is no theoretical reason to expect findings to have changed with the passage of time. For example, the inverse relationship between sexual harassment and job satisfaction is a robust one: the more an individual is harassed on the job, the less she or he likes that job.

That basic finding has not changed over the course of 30 years, and there is no reason to expect that it will.

To access the trends in prevalence for sexual harassment, ideally we would examine longitudinal data that uses a well-validated behavior-based instrument for different workplaces and industries; unfortunately, this data is not available. The U.S. Merit System Protection Board (USMSPB) was one of the first organizations to study sexual harassment, with a focus on the federal workforce, which includes a variety of job types and workplace environments. The USMSPB surveys, conducted in 1980, 1987, 1994, and 2016, asked scientifically selected samples of federal workers about their experiences of specific forms of sexual harassment[7] at work in the

(1) **www.ncbi.nlm.nih.gov**

past 24 months. These surveys used behavioral questions; however, they did not use the SEQ, and in earlier years the survey did not ask about nonsexualized forms of gender harassment such as sexist comments, which are known to be the most common form of sexual harassment (Kabat-Farr and Cortina 2014). As a result, this is not a good source of longitudinal data covering all three forms of sexual harassment.

This survey does, however, provide an opportunity to assess a population's understanding of the term sexual harassment. The USMSPB conducted surveys that asked respondents whether they would classify certain behaviors as "sexual harassment." The results showed that from 1980 to 2016 the proportion of respondents who classify the behaviors as sexual harassment rose, demonstrating an improvement in the population's understanding of that term. The percentage of men who believe that pressuring a female coworker for sexual favors is sexual harassment rose from 65 percent in 1980 to 93 percent in 1994 and to 97 percent in 2016. Likewise, the percentage of men who perceived unwanted sexual remarks in the workplace as being sexual harassment rose from 42 percent in 1980 to 64 percent in 1994 and to 94 percent in 2016. There was also an increase seen in the perceptions of women—the percentage of women who considered a coworker's sexual remarks as sexual harassment rose from 54 percent in 1980 to 77 percent in 1994 and to 95 percent in 2016. It is also significant to note that of respondents experiencing sexual harassing behaviors in the 2016 survey, only about 11 percent took any kind of formal action, such as filing a complaint or report with their organization (USMSPB 2018). As the results just discussed demonstrate, this lack of reporting was not due to respondents inaccurately defining sexual harassment. The U.S. military is the other organization to study sexual harassment through large surveys early on and over multiple years. Starting in 1995 and going to 2012[8] the Defense Manpower Data Center (DMDC) has used an SEQ-format survey that asked about more than 20 specific sex- or gender-related behaviors experienced in the past 12 months. The data demonstrate that the prevalence of all three types of sexual harassment has been consistent. It also demonstrates that the gender-harassing form of sexual harassment (broken out into crude and offensive behavior and sexist behavior) is by far the most prevalent type of sexually harassing behavior, a finding that is consistent with research in other workplace settings

Given that there is limited longitudinal data on the prevalence of sexual harassment that uses a well-validated behavior-based instrument, the best analysis of the prevalence of sexual

harassment across workplaces and time comes from a meta-analysis by <u>Ilies and colleagues (2003)</u>. Based on more than 86,000 respondents from 55 probability samples, Illies and colleagues demonstrate that on average, 58 percent of women experience sexually harassing behaviors at work. Looking further into the different workplace sectors, the researchers found that there was some variation between sectors, with the prevalence ranging from 43 to 69 percent (this is discussed further when comparing the academic environment to other sectors). Their analysis of trends over time revealed that over the 25 years examined, women who responded to surveys with behavioral-based instruments (and which used a probability sample) reported increasingly more experiences of sexual harassment. The authors note that their data cannot investigate the reasons for this change, and that only a time-trend analysis of data obtained from the same instruments can truly answer the question of what is the trend in prevalence rates.

1.8 CHARACTERISTICS OF SEXUAL HARASSMENT AND SEXUALLY HARASSING ENVIRONMENTS

Rigorous survey research has identified common characteristics of sexual harassment. This work pushes against some of the main assumptions made on what it is, as well as how sexual harassment affects the targets, the bystanders, and the atmosphere of work and education settings.

Here the chapter describes some of the aspects of sexual harassment that are strongly supported by the literature. However, we note that the data on varying experiences of sexual harassment of women of color, sexual minorities, and gender minorities is sparse, so these characteristics are likely to reflect the experience of majority women.

Characteristics of Sexual Harassment

Women are more likely to be sexually harassed than men and to experience sexual harassment at higher frequencies (<u>USMSPB 1995</u>; <u>Magley, Hulin et al. 1999</u>; <u>Ilies et al. 2003</u>; <u>Kabat-Farr and Cortina 2014</u>). The 2012 DMDC survey results shown in <u>Table 2-2</u> demonstrate that across all three types of sexual harassment, female personnel, compared with their male counterparts, were more likely to have experienced at least one instance of sexually harassing conduct over the prior

   (1) www.ncbi.nlm.nih.gov
   (2) www.nap.edu

12 months. Likewise, in the 1994 USMSPB study of federal workers, it found more women (44 percent) than men (19 percent) describing experiences of any of seven types of sexually harassing behavior in the past 2 years at work (USMSPB 1995). In a more recent study using the SEQ, Rosenthal, Smidt, and Freyd (2016) surveyed 525 graduate students regarding their exposure to sexual harassment while in graduate school. Female students were 1.64 times more likely to have experienced sexually harassing behavior from faculty or staff (38 percent) compared with male students (23 percent). Though the occasional survey reports no significant gender difference (e.g., Konik and Cortina 2008) in a specific group, many studies have found women encountering more sexually harassing conduct than men encounter.

The overwhelming majority of sexual harassment involves some form of gender harassment (the put-downs of sexual harassment that include sexist hostility and crude behavior). Unwanted sexual attention is the next most common form of sexual harassment, and only a small minority of women experience sexual coercion. For instance, Schneider, Swan, and Fitzgerald (1997) analyzed data from two samples of women: factory workers and university faculty/staff. In both samples, gender harassment was by far the most common experience: 54–60 percent of women described some encounter with gender harassment, either with or without unwanted sexual attention.

In contrast, sexual coercion was rare, described by approximately 4 percent of women in each sample. Moreover, sexual coercion never took place without unwanted sexual attention and gender harassment. When analyzing the sexual harassment of graduate students, Rosenthal, Smidt, and Freyd (2016) found that 59 percent of harassment incidents involved some form of gender harassment, while only 5 percent included unwanted touching, and less than 4 percent entailed sexual coercion. In another study, Leskinen, Cortina, and Kabat (2011) analyzed survey data from two samples of women who work in highly male-dominated sectors: the military and the law. Focusing only on data from women who had encountered at least one sexually harassing behavior in the prior year, they found that 9 of every 10 people who experienced sexual harassment had encountered gender harassment with little or no unwanted sexual attention or coercion. While a recent national survey of 615 working men found that of the 25 percent of

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

male respondents that admitted they had done at least one sexually harassing behavior in the last year, the most common form was gender harassment and the least common was sexual coercion (Patel, Griggs, and Miller 2017).

That gender harassment is the most common type of sexual harassment is an unexpected finding in terms of what constitutes sexual harassment because unwanted sexual advances and sexual coercion are the most commonly reported both in official Title IX/Human Resources documentation (Cantalupo and Kidder 2017a, 2017b) and in the media. This is in part why the misguided idea that sexual harassment is about sex has persisted.

In the vast majority of incidents of sexual harassment of women, men are the perpetrators. For instance, in the 1994 USMSPB study, 93 percent of sexually harassed women reported their perpetrators to be male (USMSPB 1995). The DMDC's 1995 study turned up remarkably similar results, with 92 percent of sexually harassed women describing male perpetrators (Magley, Waldo et al. 1999). In Rosenthal, Smidt, and Freyd's (2016) study of the sexual harassment of graduate students, among those who had been sexually harassed by faculty/staff, 86 percent of women described their harassers as male. Even when men are the *targets* of sexually harassing conduct, more often than not the perpetrator is also male (see also Kabat-Farr and Cortina 2014; Magley, Waldo et al. 1999).

Women are frequently harassed by coworkers and other employees (for students, it is fellow peers); superiors are not the most common perpetrators10 (USMSPB 1995, 2018; AAUW 2005; Schneider, Pryor, and Fitzgerald 2011; Rosenthal, Smidt, and Freyd 2016). For example, in Rosenthal, Smidt, and Freyd's (2016) study of graduate students, 38 percent of female participants self-reported that they had experienced sexual harassment from faculty or staff, while 58 percent described sexual harassment from other students. In a study by Huerta and colleagues (2006), student targets of sexual harassment described the harassing experience that bothered them the most. Fully three-quarters of these targets indicated the perpetrator of this "most bothersome" incident to be a peer (fellow student), whereas only one-quarter had perpetrators who were higher-status individuals (staff, faculty, or administrators).

(1) **www.ncbi.nlm.nih.gov**
(2) **www.nap.edu**

Targets of sexual harassment often face repeated sexually harassing behaviors rather than one single incident. Rosenthal, Smidt, and Freyd's 2016 study of graduate students, in which 38 percent of women had encountered sexual harassment from faculty/staff and 58 percent had faced sexual harassment from students, only a small fraction (one-third or less) of these women described their harassment experience as being limited to a single incident. This confirms earlier research using data from the 1987 USMSPB survey, in which researchers found that "75 percent of those experiencing sexual teasing and jokes reported that it was not a one-time occurrence, and 54 percent of those pressured for sexual favors reported that it had occurred more than once (USMSPB 1988). For most women, the harassment lasted more than a week, and often as long as 6 months" (Schneider, Swan, and Fitzgerald 1997, 402).

Characteristics of Sexually Harassing Environments

By far, the greatest predictors of the occurrence of sexual harassment are organizational. Individual-level factors (e.g., sexist attitudes, beliefs that rationalize or justify harassment, etc.) that might make someone decide to harass a work colleague, student, or peer are surely important. However, a person that has proclivities for sexual harassment will have those behaviors greatly inhibited when exposed to role models who behave in a professional way as compared with role models who behave in a harassing way or when in an environment

that does not support harassing behaviors and/or has strong consequences for these behaviors. Thus, this section considers some of the organizational and environmental variables that increase the risk of sexual harassment perpetration.

Women working in environments where men outnumber women, leadership is male-dominated, and/or jobs or occupations are considered atypical for women experience more frequent incidents of sexual harassment (USMSPB 1995; Fitzgerald et al. 1997; Berdahl 2007b; Willness, Steel, and Lee 2007; Schneider, Pryor, and Fitzgerald 2011). In particular, the more male-dominated the work environment, the more women experience the gender harassment form of sexual harassment. For example, in one study looking at the effect of workplace gender balance, the researchers analyzed data from women employees of the federal courts. When comparing

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

women who work in gender-balanced workgroups (i.e., equal numbers of men and women in the workgroup) with those who work with almost all men, the researchers reported women in the latter category were 1.68 times more likely to encounter gender harassment (Kabat-Farr and Cortina 2014).

The historical and cultural context of a work or education environment is of high relevance to the study of sexual harassment as well, since environments that are no longer male dominated in gender ratio may still be male dominated in their work practices, culture, or behavioral expectations.

The perceived absence of organizational sanctions increases the risk of sexual harassment perpetration. Perceptions of organizational tolerance for sexual harassment (also referred to as organizational climate for sexual harassment), are broken down into three categories: the perceived risk to targets for complaining, a perceived lack of sanctions against offenders, and the perception that one's complaints will not be taken seriously (Hulin, Fitzgerald, and Drasgow 1996). Research has shown that perceptions of an organization's tolerance for all three forms of sexually harassing behavior are significantly related to both direct and ambient sexual harassment. In environments that are perceived as more tolerant or permissive of sexual harassment, women are more likely to be directly harassed (Fitzgerald et al. 1997; Williams, Fitzgerald, and Drasgow 1999) and to witness harassment of others

(Glomb et al. 1997). In fact, one meta-analysis that combined data from 41 studies with a total sample size of nearly 70,000 respondents found perception of organizational tolerance to be the most potent predictor of sexual harassment in work organizations (Willness, Steel, and Lee 2007). In a recent national survey of 615 working men (Patel, Griggs, and Miller 2017), sexually harassing behavior was more commonly reported "among men who say their company does not have guidelines against harassment, hotlines to report it or punishment for perpetrators, or who say their managers don't care."

Social situations in which sexist views and sexually harassing behavior are modeled can enable, facilitate, or even encourage sexually harassing behaviors, while, conversely, positive role

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

models can inhibit sexually harassing behavior (Dekker and Barling 1998; Perry, Schmidtke, and Kulik 1998; Pryor, LaVite, and Stoller 1993). In one study, college men who had professed a willingness to sexually coerce were found to be more likely to sexually exploit a female trainee when they were exposed to an authority figure who acted in a sexually exploitive way (Pryor, LaVite, and Stoller 1993). Hitlan and colleagues (2009) found that viewing a sexist film enhanced the tendency among the less sexist men to perform acts of gender harassment. In another experiment, men who viewed sexist TV clips were more likely to send women unsolicited sexist jokes and more likely to profess a willingness to engage in sexual coercion than men who watched programs portraying young, successful women in domains such as science, culture, and business (Maass, Cadinu, and Galdi 2013). Conversely, experiments show that sexual harassment is less likely to occur if those behaviors are not accepted by authority figures (Pryor, LaVite, and Stoller 1993). So, while social situations do not necessarily function as triggers for existing predilections to sexually harass, they can act as a force encouraging or discouraging men to sexually harass, demonstrating the power of practiced social norms (e.g., the social norms communicated by the actions of the people in an environment rather than their words or the words from official policy for an organization).

Other factors that research suggests increase the chances of sexual harassment perpetration are significant power differentials within hierarchical organizations and organizational tolerance of alcohol use.

Hierarchical work environments like the military,where there is a large power differential between organizational levels and an expectation is not to question those higher up, tend to have higher rates of sexual harassment than organizations that have less power differential between the organizational levels, like the private sector and government (Ilies et al. 2003; Schneider, Pryor, and Fitzgerald 2011). Environments that allow drinking during work breaks and have permissive norms related to drinking are positively associated with higher levels of gender harassment of women (Bacharach, Bamberger, and McKinney 2007). Culturally, these are, again, patterns more common in currently or historically male-dominated workplaces.[1]

Sexual assault in India primarily affects women. Reports of how many women are affected by

  (1) www.ncbi.nlm.nih.gov
  (2) www.nap.edu

sexual violence in India vary widely. The most reliable source, the NFHS, states that 8.5 percent of women report being victims to sexual violence at least once in their lifetime. Worldwide, there is a wide gap between reported prevalence and actual prevalence; reported numbers are almost always an underestimation of actual prevalence. Evidence suggests only 1 percent of victims of sexual violence report the crime to the police. Thus, 8.5% should be considered only a small fraction of actual victims. Even as a modest estimate, an 8.5% prevalence of sexual violence affects an estimated 27.5 million women.

Although underreporting sexual assault is a problem throughout the world, the cultural and societal makeup of India creates some distinct challenges that keep a large majority of victims from reporting crimes. Though not an exhaustive list, the following are major reasons for underreporting in India:

- Males hold a disproportionate amount of the power in families[28] and communities; this power structure is both expected and accepted by the majority of females.
- Strong cultural attitudes of victim blaming often condemn the victim instead of the perpetrator.
- Because a family's honor is tied to the daughter's purity, rape shames the entire family, making victims and their families reluctant to speak out about incidences of sexual assault.
- Attackers prey upon victims from lower socioeconomic classes and are thus not held accountable for their actions.
- Police officers sometimes do not take reports seriously[38] and, in some cases, are even the perpetrators themselves[39]
- The criminal justice system has a low conviction rate and takes excessive amounts of time to process sexual assault cases, sometimes dragging them out over multiple years.
- Marital rape is not recognized as a crime in India.

Reported rape cases in India rose from 24,206 in 2011 to 34,661 in 2015–an increase of over 10,000. Some attribute this rise to increased reporting because of increased media coverage, decreasing social stigma, and encouraging reporting. Others, however, believe that incidents are

    (1) www.ncbi.nlm.nih.gov
    (2) www.nap.edu

actually increasing in number–concluding that increased reporting does not account for the entire 10,000 case increase.

Sexual violence frequently first occurs early in a woman's life (from ages 15—19).45 Marginalized women are the most vulnerable to sexual violence; Women who are living in poverty, are living in rural areas, have little to no education, or are divorced or have been deserted by their husbands have the highest rates of sexual assault in their respective age groups. By social class, women in the scheduled caste report the highest incidence of sexual violence, while women in the scheduled tribe have highest incidence for any ethnic group in India. Experts suggest that both of these marginalized populations are especially vulnerable because of their circumstances; they often live in impoverished, secluded communities, use exposed latrines, work alone, and travel alone. Additionally, with little to no knowledge of rights, limited access to attorneys, and no money for court fees, they typically lack the resources to exact punishment for the perpetrators. Eastern regions in India tend to have high poverty rates, and also have the highest incidence of sexual assault; one study indicated a prevalence rate as high as 25 percent. Among married women, sexual violence is most commonly perpetrated by the current husband. By contrast, among never-married women, offenses are most commonly made by relatives other than the father or stepfather. For women as a whole, 95.5 percent of offenders were known by the victim. [2]

1.9 SEXUAL HARASSMENT AMONG WOMEN OF COLOR AND SEXUAL- AND GENDER-MINORITY WOMEN

What is known about women's experiences is that those who have multiple marginalities—for instance women of color and sexual- and gender-minority women—experience certain kinds of harassment at greater rates than other women (e.g., Buchanan, Settles, and Woods 2008; Clancy et al. 2017; Cortina 2004; Cortina et al. 1998; Konik and Cortina 2008; Rabelo and Cortina 2014). Additionally, the cultural context in which people from different racial and ethnic

1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

backgrounds operate, as well as when they are numerically less represented in a workplace, can have effects on how they experience sexual harassment (Cortina et al. 2002; Welsh et al. 2006). Thus, there is a wide spectrum of vulnerabilities, experiences, and consequences for women of color and gender minorities who are sexually harassed in the workplace.

As a field of study and as an analytical lens, intersectionality provides a framework to make visible the mutually constitutive relationship among race, ethnicity, sexuality, class, and other social positions that affect targets' experiences of harassment (Collins 2015). It is rooted in Black feminism and Critical Race Theory and also makes visible intersecting axes of oppression that contribute to power hierarchies within a social structure related to race, ethnicity, gender, sexuality, and class. Addressing the legacy of exclusions of black women, legal scholar Kimberlé Williams Crenshaw used the concept of inter-sectionality to highlight the intersection of race and gender discrimination and how treating them as exclusive, and not intertwined, rendered the discrimination and multiple marginalities faced by black women invisible to antidiscrimination law (Crenshaw 1989, 1991). More recently, Crenshaw described inter-sectionality as a work in progress to denote the movement in and broadening of its use across disciplines and to a wider range of social locations (Carbado 2013; Crenshaw 2014).

Some scholars have applied an intersectional lens to examine the sexual harassment experiences of women of color, though research in this area is still very limited. It is important to prioritize the study of sexual harassment among non-cisgender (cisgender means feeling aligned with the

gender you were assigned at birth), non-straight, nonwhite women when considering the impact of sexual harassment within an organization. Recent research that has begun to look at sexual harassment through the lens of intersectionality reveals how the experiences of women of color compare with that of white women, white men, and men of color. This research demonstrates that women of color and sexual- and gender-minority women sometimes experience sexual harassment differently from other populations. Women of color often experience sexual harassment as a manifestation of both gender and race discrimination (Cortina et al. 2002; Murrell 1996), which combined can lead to higher rates of overall harassment (Berdahl and Moore 2006; Woods, Buchanan, and Settles 2009).

1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

The RTI International interviews[11] were able to glean complexities of intersectionality and sexually harassing behavior. Respondents noted that the issues of sexual- and gender-based harassment are often overpowered by how other issues such as race and sexual orientation intersect with their lived experience as women. These women noted an inability to disentangle discrimination and biases as stemming either from gender or their intersecting identities (RTI 2018).And then there's a lot of fairly overt transphobia in my institution, I think. And I don't really know what to make of it. But there's sort of . . . traditional old Southern set of gendered expectations and norms that if you don't fit them, it's pretty clear what people think, and they don't have to say a lot about it for you to know, you know what I mean? (*Non tenure-track faculty member in nursing*)

What I've concluded is that [much] of my push towards and tenacity around equality and equity actually lands on race. I think part of that is because I've been more affronted by my race than my gender, at least more overtly. Meaning, I've had people say to my face I don't want to be taking care of that black person, oh, you speak articulate for a black person. These micro-aggressions go out there statements and these innuendos. (*Non tenure-track faculty member in medicine*)

These studies demonstrate that an individual's identity can affect how sexual harassment is perpetrated.

Likewise, lesbian, gay, and bisexual women encounter forms of harassment that reflect a combination of sexism and heterosexism (Konik and Cortina 2008; Rabelo and Cortina 2014). Nonbinary individuals, on the other hand, must negotiate their identities within the constructs of the gender binary that is still prevalent today (Dietert and Dentice 2009). A study by Irwin (2002) examined workplace discrimination in the education sector in Australia among gay men, lesbians, and transgender individuals. Irwin found that greater than 60 percent of teachers, academics, and educators who identified as lesbian, gay, or transgender have experienced homophobic behavior and/or harassment, and have been discriminated against in the workplace. The study also found that 16 percent of the individuals who identified as lesbian, gay, or transgender have been sexually harassed, and one participant was sexually assaulted.

The research on sexual minorities has shown that this population experiences more sexual harassment than heterosexual individuals. In a study of 629 employees in higher education,

nearly 76.9 percent of sexual minorities (of both genders) experienced gender harassment, whereas only 30 percent of heterosexuals (of both genders) experienced gender harassment (Konik and Cortina 2008). This trend continued for the other forms of sexual harassment (unwanted sexual attention and sexual coercion): 39.7 percent of sexual minorities experienced these types, whereas only 15.5 percent of heterosexuals experienced these types. In another study the prevalence and impact of heterosexist harassment, which is insensitive verbal and symbolic (but nonassaultive) behaviors that convey animosity toward no heterosexuality, was examined among students. The study specifically looked at how experiences of this type of harassment affected sexual minorities and heterosexuals differently and found that sexual minorities were more likely to experience heterosexist harassment than heterosexuals (58 percent and 39 percent, respectively), and when sexual minorities experienced the harassment, they were equally likely to experience it directed at them as in an ambient form (53 percent and 47 percent, respectively) (Silverschanz et al. 2008).

(1) www.ncbi.nlm.nih.gov
(2) www.nap.edu

CHAPTER-2

CHAPTER 2: PROBLEMS RELATED TO SEXUAL HARASSMENT IN INDIA

Sexual harassment remains a widespread problem in India, impacting individuals of various genders, ages, and social strata. This form of gender-based violence infringes upon the fundamental rights and dignity of people. Despite the existence of legal measures and awareness initiatives, sexual harassment persists as a major issue in the country. This article delves into some of the primary challenges associated with sexual harassment in India.

Addressing the issues of sexual harassment requires a multi-pronged approach that encompasses various strategies. These include improving education, raising awareness through campaigns, implementing legal reforms, and fostering cultural change. It is crucial to prioritize comprehensive sex education, promote gender equality, and challenge backward social norms. Strengthening the enforcement of existing laws is vital to establish a safe and supportive environment for victims to come forward.

Furthermore, enhancing public infrastructure to create safe spaces and encouraging online platforms to proactively address online harassment are important measures. To effectively combat sexual harassment, the government, civil society organizations, educational institutions, and the general public must all contribute. By confronting these challenges directly, India can strive to build a society that is free from sexual harassment and upholds the rights and dignity of all individuals.

Arise in the number of sexual harassment cases in India's top companies indicates the urgency for many organizations to address culture and conduct issues in creating a safer workplace environment. As workforce sentiment is changing dynamics following Covid, the increase of sexual harassment cases raises concerns about safety of employees as many offices have gradually opened up. Nearly a decade after the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013; sexual harassment cases continue to threaten women's safety and the dignity of her harassment personal growth[3]

(3)www.legalserviceindia.com

2.1 OBJECTIVE OF PROBLEMS RELATED TO SEXUAL HARASSMENT IN INDIA

Lack of Awareness: A major obstacle in dealing with sexual harassment is the limited knowledge among the general public. Numerous individuals are uninformed about the definition of sexual harassment, its detrimental effects on victims, and the legal options they have. This lack of awareness sustains a culture of silence and impunity, creating barriers for victims who wish to speak up and pursue justice.

Victim blaming and Stigma: In Indian society, there is a prevailing culture of victim blaming and stigmatization surrounding survivors of sexual harassment. Victims often face skepticism, disbelief, and character assassination when they share their experiences. This discourages many victims from reporting incidents, further exacerbating the problem and allowing perpetrators to escape accountability.

Ineffective Legal System: Although India has legislation in place to address sexual harassment, such as the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the implementation and enforcement of these laws are often weak. Victims may face numerous barriers when seeking legal redress, including lengthy legal procedures, lack of resources, and societal pressure.

Patriarchal Mindset:

Lack of Safe Spaces: Safe public spaces are essential for preventing sexual harassment, but their scarcity in India poses a significant problem. Many public places, including streets, public transportation, and workplaces, are not adequately monitored or equipped with security measures. This lack of safety makes individuals, particularly women, vulnerable to harassment and assault.

Limited Reporting and Conviction Rates: The underreporting of sexual irritation incidents is a important face up to in India. Victims often fear retaliation, social stigma, or lack of support when reporting harassment. Additionally, the low conviction rates for sexual offenses create a sense of impunity for perpetrators, further discouraging victims from seeking justice.

Online Harassment: With the increasing use of social media and digital platforms, online sexual harassment has emerged as a concerning problem in India. Cyber's talking, revenge porn,

and online trolling contribute to a hostile online environment, which disproportionately affects women and girls. The lack of comprehensive legislation and resources to tackle online harassment poses a significant challenge in addressing this issue.

Addressing these problems requires a multi-faceted approach involving education, awareness campaigns, legal reforms, and cultural change. It is crucial to prioritize comprehensive sex education, promote gender equality, and challenge regressive social norms. The implementation and enforcement of existing laws must be strengthened, ensuring a safe and supportive environment for victims to come forward. Additionally, public infrastructure should be improved to create safe spaces, and online platforms need to obtain practical actions to check as well as speak to online annoyance.

Efforts from all stakeholders, including the government, civil society organizations, educational institutions, and the general public, are necessary to combat sexual harassment effectively. By addressing these challenges head-on, India can work towards creating a society to is gratis starting sexual pestering and compliments the human rights and self-respect of all persons.

Arise in the number of sexual harassment cases in India's top companies indicates the urgency for many organizations to address culture and conduct issues in creating a safer workplace environment. As workforce sentiment is changing dynamics following Covid, the increase of sexual harassment cases raises concerns about safety of employees as many offices have gradually opened up. Nearly a decade after the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013; sexual harassment cases continue to threaten women's safety and the dignity of her harassment personal growth.

The total number of sexual harassment complaints at workplaces climbed by 27 percent in the financial year ending March 2022 compared to the previous year, according to data analysis compiled by anti-sexual harassment advisory Complykaro.com based on company annual reports. The analysis has considered only companies in the BSE 100 index which account for over 65 percent of total market capitalization of listed firms in India[5]

(5)www.forbesindia.com

Data showed that these companies registered 759 cases in FY22 compared to 595 reported in FY21. The number of cases has not surpassed pre-Covid levels. In FY20, these companies reported an aggregate of 999 sexual harassment cases amid the #MeToo movement gaining momentum, leading to employee activism in India. Typically, in such waves, employees feel empowered and confident to break their silence when it comes to reporting misconduct issues at the workplace with the female staff in the office many times by many ways.

"Work-from-home had resulted in considerable reduction in sexual harassment complaints, but they have again begun to rise due to the opening of offices. The higher cases are due to the partial lifting of lockdowns compared to last year," says Vishal Kedia, POSH expert and founder, Complykaro Services.

As India Inc switched to remote and hybrid models of work during the lockdown, complaints in companies under review declined in FY21, while employee policies strategized to create a more encompassing mechanism to address and report similar issues in this problem.

Priyanka Sinha, partner at law firm A&P Partners, attributes increasing attentiveness and surveillance by companies in implementing the Sexual Harassment of Women at Workplace, Act 2013, to higher number of cases registered in FY22. "As workplace culture and conduct have now taken centre stage in most organizations' employee policies, they are scaling up to increase and widen the surveillance for ensuring a safe and secure work environment. Employees are encouraged to raise concerns about harassment, and ensure complaints are addressed respectfully and responsibly," says Sinha.

However, she is concerned that there are rising cases of misreporting. "We have observed harassment cases filed with intention of causing malice to the 'so-called' abuser. There are several instances where we have found the cases to be falsely implicated for not getting favors etc.

According to Sinha, the internal complaints committee (ICC) has the responsibility of doing the due diligence to ensure there is no misreporting or no person is wrongly implicated.[5]

 (5)www.forbesindia.com

"After all, such cases also bear an economic cost to the company," she asserts. Workplace sexual harassment imposes a range of costs that impact individuals, including victims, perpetrators   and   employers.

2.2 THE DICHOTOMY

Except one, no company received more than 50 sexual harassment complaints in FY22, according to the data. It also showed that among the 100 companies, 11 have not reported a single sexual harassment complaint for at least last three fiscal years.

Analysis of the data indicates a dichotomy or stark contrast as the number of complaints received in government companies which private peers in comparison. Among 14 public sector undertaking (PSU) companies in the BSE 100, 12 reported complaints, mostly with one or two cases. Among PSUs, the State Bank of India with 43 complaints has the highest number of reported cases in FY22. However, that's a decline from 45 in the previous year. Next among PSUs is Bank of Baroda which reported 25 cases in FY22 compared to 16 in the year-ago period, followed by Indian Oil Corporation—nine in FY22, from four in the previous year.

Among sectors, banking, financial services and insurance (BFSI) and Information technology (IT) and IT-enabled services (ITeS) accounted for 69.5 percent of all sexual harassment complaints in FY22. Out of the total, BFSI accounted for 44 percent or 334 cases in FY22, showing an increase compared to pre-Covid levels (276 in FY21 and 330 in FY20).

IT/ITES accounted for 25.43 percent (193) of the total cases in FY22. The number of complaints in the IT/ITES space is still 46.25 percent lower compared to pre-Covid levels though it inched up from '59 percent lower' during the complete shut down a year ago in FY20.

BFSI and IT/ITES have a higher workforce compared to other sectors. Besides, experts feel employees in both the sectors are more aware of their rights and privileges.

The Annual Review of the State of Sexual Harassment in India, a report by the Women's Indian Chamber of Commerce and Industry's Council of Ethics, said that most women who faced sexual harassment decided against reporting the incident to appropriate authorities.

 (5)www.forbesindia.com

The report released in May said that over 50 percent of respondents experienced sexual harassment at least once at the workplace of the people who faced such incidents, 55.2 percent decided not to file complaint harassment at least once at the workplace.

The informal sector, which includes street vendors, rag pickers, domestic workers, those working from home, contractual workers and self-employed people, complained of various sexual harassment incidents such as receiving sexually suggestive remarks about appearance, clothing or body parts; sexual questions; demands or request for sexual favors; lewd jokes or sexual anecdotes, offensive comments about sexual orientation or gender identity.[3]

2.3 FORMS OF HARASSMENT RELATIONSHIPS INCLUDE:

- The victim does not have to be the person directly harassed but can be anyone who finds the behavior offensive and is affected by it.
- While adverse effects on the victim are common, this does not have to be the case for the behavior to be unlawful.
- The victim can be any gender. The harasser can be any gender.
- The harasser does not have to be of the opposite sex.
- The harasser may be completely unaware that his or her behavior is offensive or constitutes sexual harassment or may be completely unaware that his or her actions could be unlawful.[6]

2.4 CONSEQUENCES

Misunderstanding between Female: It can result from a situation where one thinks he/she is making themselves clear, but is not understood the way they intended. The misunderstanding can either be reasonable or unreasonable. An example of unreasonable is when a man holds a certain stereotypical view of a woman such that he did not understand the woman's explicit message to stop.[7]

(5)www.forbesindia.com
(6)ftp.legalserviceindia.com
(7) en.wikipedia.thelinks.com.pl

Varied behaviors: One of the difficulties in understanding sexual harassment is that it involves a range of behavior and is often difficult for the recipient to describe to themselves, and to others, exactly what they are experiencing. Moreover, behavior and motives vary between individual harassers.

Behavioral classes: Dzeich et al has divided harassers into two broad classes:

Public harassers are flagrant in their seductive or sexist attitudes towards colleagues, subordinates, students, etc.

Private harassers carefully cultivate a restrained and respectable image on the surface, but when alone with their target, their demeanor changes.

Langelan describes three different classes of harassers:

Predatory harasser: who gets sexual thrills from humiliating others? This harasser may become involved in sexual extortion, and may frequently harass just to see how targets respond. Those who dont resist may even become targets for rape.

Dominance harasser: the most common type, who engages in harassing behaviour as an ego boost, strategic or territorial harassers who seek to maintain privilege in jobs or physical locations, for example a man's harassing female employees in a predominantly male occupation.[7]

 (7) en.wikipedia.thelinks.com.pl

WHAT IS HARASSMENT?

- **TYPES OF HARASSMENT.**
- Sexual Harassment.
- Civil Harassment.
- Criminal Harassment.
- Cyberbullying.
- Discriminatory Harassment.
- Personal Harassment.
- Psychological Harassment.

CHAPTER-3

CHAPTER 3: EXAMINATION OF SEXUAL HARASSMENT IN INDIA

3.1 EXAMINATION OF SEXUAL HARASSMENT IN INDIA

Sexual harassment is a widespread problem that impacts individuals globally, and India is no different. With its vast population and diverse society, India faces numerous instances of sexual harassment, presenting significant hurdles for victims, communities, and the country as a whole. This essay delves into the frequency, underlying factors, ramifications, and initiatives aimed at addressing sexual harassment in India.

Sexual harassment is a pervasive issue in societies worldwide, and India is unfortunately no exception. For decades, the country has struggled with this problem, as numerous incidents have shed light on the pressing need for effective measures to combat sexual harassment. This essay seeks to analyze the prevalence, causes, consequences, and the steps taken to address this grave concern in India.

Sexual harassment remains a pressing and widely recognized issue in India, drawing attention not only within the nation but also on an international scale. This problem runs deep, permeating various sectors of society and impacting women of all ages, social classes, and backgrounds. The purpose of this essay is to analyze the widespread prevalence and far-reaching consequences of sexual harassment in India. Additionally, it will delve into the measures implemented to address and combat this pervasive problem.

India has a long history of grappling with gender inequality, and patriarchal norms have deeply entrenched themselves within its society. As a result, a culture has been fostered where women are often perceived as subservient to men, leading to the marginalization and dismissal of their voices and experiences. Unfortunately, this backdrop has created an environment that facilitates the prevalence of sexual harassment, as power dynamics overwhelmingly favor the harasser.

The prevalence of sexual harassment in India is alarmingly high, as highlighted by a 2018 study commissioned by the Indian government. Shockingly, the study revealed that more than 30% of women in India have encountered some form of sexual harassment. This includes a range of

unwelcome physical contact, verbal harassment, stalking, and online harassment. These distressing statistics underscore the urgent need for societal change and concerted efforts to address this pervasive issue.

It is crucial to acknowledge that progress has been made in recent years to combat sexual harassment and promote gender equality in India. Increased awareness campaigns, legal reforms, and advocacy initiatives have played a vital role in empowering women and challenging the deeply rooted patriarchal norms. However, much work remains to be done to eradicate sexual harassment completely and create a society where women can live free from fear and discrimination.

Efforts are underway to foster a culture of respect, consent, and gender equality in India. Education and awareness programs are being implemented to challenge regressive attitudes and promote respectful behavior. Organizations and individuals are working tirelessly to provide safe spaces and support systems for survivors of sexual harassment. Additionally, the legal framework is being strengthened to ensure swift justice for victims and stricter punishments for perpetrators.

While the path ahead is challenging, there is hope for a more inclusive and equitable future in India. By continuing to address the root causes of gender inequality, promoting education and awareness, and supporting survivors, India can progress towards a society where all individuals are treated with dignity and respect, regardless of gender.

Sexual harassment has severe and far-reaching consequences for its victims, causing physical and psychological harm. It commonly leads to anxiety, depression, and even post-traumatic stress disorder, impairing the victim's overall well-being. Moreover, survivors often experience social isolation, discrimination, and setbacks in their careers as a result of the harassment they endure. These long-term effects can significantly hinder their ability to lead a fulfilling life.

In recent years, there has been an increasing recognition of the urgency to address sexual harassment in India. The global #MeToo movement also reached India, empowering women to share their experiences and hold their harassers accountable. This movement helped expose the magnitude of the issue and challenged the prevailing culture of silence.

Legally, India has taken significant steps to combat sexual harassment. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, commonly referred to as the POSH Act, provides a framework for handling complaints of sexual harassment in the workplace. It mandates the establishment of internal complaints committees and requires employers to promptly address such complaints. This legislation is a crucial milestone in creating safer work environments for women.

However, effectively implementing these laws remains a challenge. Many organizations lack the necessary infrastructure and awareness to handle complaints of sexual harassment effectively. Additionally, the legal process can be lengthy and burdensome, often dissuading victims from pursuing legal action. It is essential to prioritize greater sensitivity and efficiency in handling cases of sexual harassment to ensure that justice is served and survivors are supported appropriately.

Addressing sexual harassment requires a focus on education and awareness. It is crucial for schools and colleges to incorporate comprehensive sex education programs that go beyond teaching about consent and respectful relationships. These programs should empower students to recognize and confront sexual harassment. Additionally, public awareness campaigns should be launched both online and offline to challenge societal attitudes and shift the blame from victims to perpetrators.

Civil society and non-governmental organizations (NGOs) play a vital role in advocating for survivors of sexual harassment. These organizations provide support services, legal assistance, and counseling to victims, creating safe spaces for them to seek help and share their experiences. They also engage in policy advocacy, pushing for reforms and better implementation of existing laws.

Sexual harassment remains a deeply rooted problem in India, affecting women across different sectors of society. The prevalence of sexual harassment is alarmingly high, with severe consequences for its victims. While legal measures and awareness campaigns have made some progress, there is still a long way to go in creating a society where women can live without fear of harassment.

Sexual harassment is a pervasive issue that daily impacts millions of women in India. Despite various efforts to combat it, the problem persists due to deeply ingrained societal norms, gender

inequalities, and a lack of strict laws and effective enforcement. This examination of sexual harassment in modern India aims to bring attention to the magnitude of the problem, its underlying causes, and potential solutions.

In recent years, India has witnessed a growing awareness and discussions surrounding sexual harassment, much like many other countries. The impact of the global #MeToo movement was particularly significant in India, shedding light on numerous high-profile cases and exposing the prevalent issue of sexual harassment in industries such as media, film, and politics.

One of the primary factors contributing to the persistence of sexual harassment in India is the deeply ingrained patriarchal mindset. For centuries, Indian society has been marked by gender inequality, with women expected to be subservient to men. This power imbalance creates an environment where sexual harassment thrives, as some men feel entitled to objectify and exploit women without facing consequences.

Another contributing factor is the lack of comprehensive sex education in schools. The absence of open discussions about consent, boundaries, and healthy relationships leaves young people ill-prepared to understand and navigate the complexities of sexuality. This lack of knowledge perpetuates harmful attitudes and behaviors, making it easier for sexual harassment to occur.

The Indian legal system has also faced criticism for its handling of sexual harassment cases. While laws exist to protect victims, their implementation and enforcement often fall short. The legal process can be lengthy and intimidating for survivors, who often face stigma and victim-blaming when they come forward. These challenges discourage many from reporting incidents, allowing perpetrators to escape punishment.

It is crucial for India to address these underlying issues in order to combat sexual harassment effectively. This involves challenging and changing patriarchal attitudes, implementing comprehensive sex education programs, and improving the legal system to ensure survivors receive justice and support. By addressing these factors, India can work towards creating a safer and more equitable society for all.

Sexual harassment in the workplace is a serious issue in India that requires a comprehensive approach to address. One of the main challenges is the lack of awareness and sensitivity surrounding this problem. Many organizations do not have proper systems in place to handle

complaints, and victims often face retaliation or dismissal when they come forward. As a result, a culture of silence and fear persists, discouraging victims from seeking justice.

To effectively combat sexual harassment, a multi-faceted strategy is needed. First and foremost, there needs to be a significant shift in societal attitudes towards women. This can be achieved through education and awareness campaigns that challenge gender stereotypes and promote gender equality. It is crucial for schools to implement comprehensive sex education programs that empower young people with knowledge and skills to develop healthy relationships.

Furthermore, the legal system must undergo reforms to ensure prompt and effective justice for victims of sexual harassment. This includes streamlining the legal process, providing support and protection to survivors, and imposing stricter penalties on offenders. Efforts should also be made to sensitize law enforcement agencies, judges, and lawyers about the complexities and impact of sexual harassment.

Organizations and workplaces play a vital role in preventing and addressing sexual harassment. They should adopt zero-tolerance policies towards such behavior and create safe spaces for reporting and addressing complaints. This requires establishing robust grievance redressal mechanisms, providing comprehensive training on sexual harassment prevention and intervention, and holding perpetrators accountable for their actions.

By implementing these measures, we can work towards creating a safer and more respectful environment for everyone in the workplace, and ultimately contribute to a society where sexual harassment is not tolerated.

The media has a significant role to play in transforming societal attitudes by bringing attention to the experiences of survivors and promoting discussions on sexual harassment. Through responsible reporting, the media can challenge victim-blaming narratives, promote empathy, and enhance understanding.

To conclude, sexual harassment remains a pressing issue in modern India, demanding immediate attention. It is imperative to address the underlying causes of gender inequality, prioritize comprehensive sex education, reform the legal system, and foster safe work environments. These steps are crucial in creating a society where sexual harassment is eradicated, and every individual, regardless of gender, can live without the fear of being harassed. Achieving this goal

requires collective efforts from all segments of society, propelling India toward a future that ensures a harassment-free existence for all.

3.2 FACTORS OF EXAMINATION OF SEXUAL HARASSMENT IN INDIA

Sexual harassment is a pervasive issue in India, affecting individuals from diverse social, economic, and cultural backgrounds. It is deeply ingrained in societal norms and power dynamics, leading to its normalization. In 2018, a study conducted by the Thomson Reuters Foundation ranked India as the most dangerous country for women, shedding light on the gravity of the problem. Various forms of sexual harassment, including verbal abuse, catcalling, stalking, groping, voyeurism, and workplace harassment, are prevalent in the country.

The prevalence of sexual harassment cuts across different sectors of society, impacting women in workplaces, educational institutions, public spaces, and even within families. Unfortunately, many incidents go unreported due to social stigma, fear of retaliation, and a lack of trust in the justice system. According to surveys conducted by the Indian National Crime Records Bureau, cases of sexual harassment have been increasing over time.

Several factors contribute to the prevalence of sexual harassment in India, and understanding these causes is essential for effective intervention. Patriarchal attitudes, gender inequality, and the objectification of women perpetuate a culture that enables harassment. Deep-seated societal norms and stereotypes reinforce power imbalances, making it difficult for victims to come forward and seek justice. Furthermore, insufficient sex education, lack of awareness, and limited legal protection exacerbate the problem. The power dynamics inherent in Indian society, where men often hold positions of authority and influence, further contribute to the perpetuation of sexual harassment.

The consequences of sexual harassment are far-reaching, impacting not only the victims but also their families and society as a whole. Survivors often experience psychological trauma, anxiety, depression, and a loss of self-esteem. The effects of harassment can disrupt their personal and professional lives, hindering their well-being and advancement. Additionally, sexual harassment contributes to a culture of fear and insecurity for women, restricting their freedom and participation in various aspects of society.

Addressing sexual harassment requires a comprehensive approach that challenges patriarchal norms, promotes gender equality, and enhances awareness and education. It is crucial to create safe spaces where victims can come forward without fear of judgment or reprisal. Implementing and enforcing robust laws against sexual harassment, coupled with effective support systems and counseling services, can provide survivors with the necessary tools to seek justice and heal. Society as a whole must actively work towards creating a culture of respect, consent, and gender equality to eliminate the prevalence of sexual harassment in India.

Sexual harassment has profound and harmful consequences for individuals and society at large. It inflicts emotional trauma, anxiety, depression, and post-traumatic stress disorder (PTSD) on its victims. The impact on their personal and professional lives can be devastating, leading to diminished self-esteem, missed job opportunities, and social withdrawal. Moreover, sexual harassment undermines gender equality, erodes trust in institutions, and hampers overall societal development and progress.

India has implemented legal measures to combat sexual harassment. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, mandates a safe working environment and establishes internal complaints committees in organizations. The Indian Penal Code (IPC) also criminalizes various forms of sexual harassment, including eve-teasing, stalking, and voyeurism. However, enforcing and implementing these laws remain significant challenges.

Addressing sexual harassment requires a comprehensive approach that encompasses attitudinal changes and the empowerment of women. Educational institutions and workplaces play a vital role in fostering safe and respectful environments through awareness campaigns, sensitization programs, and mandatory training on gender equality and consent. Promoting bystander intervention and empowering women through skill-building, economic opportunities, and leadership roles are equally important.

Numerous challenges impede progress in combating sexual harassment in India. Victims face societal stigma, victim-blaming, and a lack of faith in the justice system. Additionally, underreporting and delayed legal processes undermine accountability and discourage survivors from seeking justice. Overcoming these challenges necessitates comprehensive reforms,

including stronger legal enforcement, improved support mechanisms, and a transformation of societal attitudes towards gender roles and equality.

Sexual harassment remains a pressing issue in India, impacting countless women and hindering progress towards gender equality. While legislative measures, awareness campaigns, and education initiatives have been undertaken, more needs to be done to eradicate this problem entirely. Addressing the root causes of sexual harassment, transforming societal attitudes, strengthening institutional mechanisms, and providing support to survivors are crucial steps towards creating a safer and more inclusive society for all. Only through collective efforts can India move towards a future free from the scourge of sexual harassment.

Recognizing the pressing need to address sexual harassment, India has taken several measures to combat this issue. A significant stride was made with the introduction of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act in 2013. This law made it mandatory for organizations to establish Internal Complaints Committees (ICC) and outlined procedures for handling complaints. However, effectively implementing and enforcing these laws continues to pose challenges.

In recent years, there has been a notable increase in public awareness and advocacy campaigns aimed at breaking the silence surrounding sexual harassment. The #MeToo movement gained traction in India, providing a platform for survivors to share their experiences and expose perpetrators. This social media movement sparked vital conversations about consent, accountability, and the urgent need for systemic change.

3.3 CAUSES AND CONTRIBUTING OF SEXUAL HARASSMENT IN INDIA

Education and awareness programs play a vital role in preventing sexual harassment. Schools and colleges are now integrating comprehensive sex education into their curriculum to foster gender equality, consent, and respect from an early age. Furthermore, bystander intervention training empowers individuals to step in and support victims.

Sexual harassment in the workplace is an extension of violence that occurs in everyday life. It represents a violation of women's fundamental rights to equality, as enshrined in Articles 14 and 15, and their right to live with dignity, as protected by Article 21 of the Indian Constitution. The

issue of sexual harassment of girls is a global problem, affecting both developed and developing countries.

Cutting at some stage in religion, culture, race, caste, elegance and geographical barriers it has spread like virus within side the society. It being offensive to human dignity, human rights and gender equality among today's world, it seem like not body care about women any more .

In India a women is sexually compelled every 12 minutes. It being offensive to human dignity, human rights and gender equality has emerges from gender discriminatory attitudes and is a complex interplay of gender power and sexuality. Sexual harassment is a habitual problem throughout the globe. Different international locations have taken measures to cope with the effects of this sort of problem. Due to industrialization, globalization, development in numerous fields, characteristic of women workplace equality is changing rapidly in India.

Today girls in India are showing improvement in nearly all the fields which include training, economics, politics, media, art, region, and culture, company sectors, technological knowledge and technology etc., As the feature of girls gas shifted from own family art work to enterprise world, offences in the direction of girls are also accelerated day with the resource of the usage of day. Sexual harassment is currently decided as a reflect picture of male predominance over women. Most of the times, men use their very own family situations and monetary crisis. In case if any ladies show rejection they may loses their job or it can have an impact on their job.

3.4 DEFINITION

Section: 2(n) of the POSH Act describes sexual harassment as unwelcome acts or behavior whether or not or now no longer immediately or through manner of way of implication namely:

- Physical contact or advances
- A name for or request for sexual favors,
- Making sexually colored remarks,
- Showing pornography a few different unwelcome physical,
- Verbal or non-verbal conduct of sexual nature.

The Act Moreover Gives The Events Under Which An Act May Also Moreover Amount To Sexual Harassment. These Are:

- Implied or particular promise of preferential treatment in her employment or
- Implied or unique risk of adverse treatment in her employment or
- Implied or precise threat about her present or future employment popularity or
- Interference collectively alongside her artwork or growing an intimidating or offensive or unfavorable artwork environment

- Humiliating treatment likely to have an impact on her health or safety[4]

3.5 DEFINITION OF WORKPLACE

An administrative center is defined as any place visited the employee springing up out of or at a few degree within side the course of employment, collectively with transportation provided the agency for project this kind of journey. As in keeping with this definition of place of work covers every the organized and un-organized sectors. It moreover includes all locations of work whether or not or now no longer owned with the resource of the use of Indian or distant places corporation having course of employment organized and un-organized a administrative middle in India. [4]

3.6 WORKPLACE INCLUDES

As in keeping with section: 2(n) (o) of the act describes place of job as:

- Government organizations at the side of government company, companies and co-operative societies
- Private region agencies, venture, society, trust, NGO or service providers etc.,
- Imparting services which may be enterprise, vocational, instructional, sports, professional, entertainment, industrial, health related or monetary activities, etc.,
- Hospitals, nursing homes,
- Sports institutes, a dwelling vicinity or house etc. [4]

3.7 UNORGANIZED SECTOR

Business enterprise owned via a character or self-employed worker engaged within side the production or sale of merchandise or supplying services of any kind. Organization which employs much less than 10 personnel is unorganized sector.

3.8 TWO TYPES OF FORMS ON SEXUAL HARASSMENT

Quid-Pro-Quo: (This for that)

Someone in a position of power demands a sexual favor in exchange for a benefit or for not imposing a negative consequence.

Hostile Work Environment :(includes except Quid-pro-quo)

Unwelcome conduct of a sexual nature or based on sex or gender so severe or pervasive that it affects terms and conditions of employment so as to create a hostile or abusive work environment. [4]

3.9 DEVELOPMENT OF LAW ON SEXUAL HARASSMENT IN INDIA

Landmark judgment case Vishaka and ors Vs. State Of Rajasthan And Ors. AIR 1997 SC 3011

The Vishaka judgment workplace sexual harassment in India, come to be for the very first time recognized with the resource of the use of the supreme court of India in its landmark judgment. Vishaka and one of a kind women filed public interest litigation in competition to state of Rajasthan and Union of India to enforce the important fundamental rights of working women under Articles 14, 19 and 21 of the constitution of India.

The petition turn out to be filed after Bhanwari Devi, a social worker in rajasthan have become brutally gang raped for stopping a child marriage. The supreme court of India created legally binding hints basing it on the right to equality and dignity accorded under the Indian Constitution further to the UN Convention on the Elimination of all forms of Discrimination in the direction of Women (CEDAW).

India finally enacted its law on prevention of sexual harassment against female employees at the workplace. The sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 has been made effective on 23 April 2013 by way of publication in the Gazette of India. The judgment was given by a 3 judge bench which held that the fundamental rights provided under Article 14, 15, 19(1)(g) and Article 21 of the constitution of India are violated by the act of sexual harassment. [4]

3.10 VISHAKA GUIDELINES

It can be the duty of the agency or unique responsible oldsters in workplaces or one of kind institutions to prevent or deter the price of acts of sexual harassment and to provide the techniques for the choice, settlement or prosecution of acts of sexual harassment via taking all steps required.

Sexual Harassment includes such unwelcome sexually determined behavior as:

1. Physical contact and advances
2. A name for or request for sexual favor.
3. Sexually colored remarks.
4. Showing pornography.
5. Any distinct unwelcome physical, verbal or non-verbal conduct of sexual nature. [4]

3.11 SALIENT FEATURES OF THE ACT FROM GUIDELINES

1. Effective from April 23, 2013 the Act is applicable to the whole of India.
2. The sexual harassment of women at workplace (prevention, prohibition and redressal) Act, 2013 makes it illegal to sexually harassment of women in the workplace.
3. This Act is only for women who are sexually harassed.
4. A workplace can be any office, whether government or private.
5. This Act defines sexual harassment at the work place and creates a mechanism for redressal of complaints. [4]

3.12 PROCESS OF FILING COMPLAINTS

A criticism of sexual harassment can be filed inner a time limit of 3 months. This may be extended to another 3 months if the girl can display that grave events avoided her from doing the same. The act has a provision for conciliation. The ICC/LCC can take steps to settle the hassle a number of the aggrieved woman and the respondent, however this option is probably used best at the request of the female in world is not preference of anyone in today's generation.

The committee is wanted to complete the inquiry internal a time period of 90 days. On very last contact of the inquiry, the file might be sent to the agency or the district officer due to the fact the case may be mandated to take movement on the document within 60 days. In case the allegation in competition to the respondent has now no longer been proved then the committee can write to the enterprise/district officer that no movement desires to be taken within side the matter. [4]

(4)www.legalserviceindia.com

5 FINDINGS,
CONCLUSIONS,
And Recommendations - An
Overview of Major Cases for
Sexual Harassment Prevention

CHAPTER-4

CHAPTER 4 : FORMS OF SEXUAL HARASSMENT AND THEIR IMPACT

4.1 SEXUAL HARASSMENT

Sexual harassment is a significant problem that exists in various social, cultural, and professional contexts. It involves unwelcome sexual advances, requests for sexual favors, or other forms of verbal or physical conduct with a sexual nature. These behaviors create an environment that is hostile, intimidating, and offensive. The effects of sexual harassment are far-reaching and can harm both individuals and society as a whole. In this chapter, we will delve into the different types of sexual harassment, examine their negative consequences on victims, and highlight the broader Sexual harassment refers to unwelcome actions, whether through words or physical behavior, that is of a sexual nature. Such behaviors contribute to an atmosphere that is hostile, intimidating, and offensive, making individuals feel uncomfortable and violated.

4.2 TRADITIONAL FORMS OF SEXUAL HARASSMENT

Sexual Harassment has traditionally been divided into two well-known forms:

1. Quid pro Quo
2. Hostile work environment

"**Quid Pro Quo**" literally means "this for that". Applying this to sexual harassment, it means seeking sexual favors or advances in exchange for work benefits such as promises of promotion, higher pay, academic advancements etc. This type of sexual harassment mostly holds a woman to ransom as her refusal to comply with a 'request' can be met with retaliatory action such as dismissal, demotion, memos, tarnished work record and difficult work conditions.[9]

Quid pro quo harassment refers to a situation where a person's employment, educational prospects, or other advantages are made dependent on their compliance with unwanted sexual advances, demands for sexual favors, or engaging in any kind of sexual behavior. This form of harassment involves explicit or implicit threats of adverse consequences if the victim does not comply. Examples include a supervisor demanding sexual favors in exchange for promotion or a professor conditioning academic success on sexual involvement.

(9) vikaspedia.in

"**Hostile work environment**" is a less clear yet more pervasive form of sexual harassment. It commonly involves conditions of work or behaviour towards a female worker, which make it unbearable for her to be there. While the worker is never promised or denied anything in this context, unwelcome sexual harassment occurs simply because she is a woman. Understanding Instances of Sexual Harassment A number of surveys revealed that a number of unwelcome actions by fellow colleagues are causing harassment among women workers. Hostile environment harassment refers to conduct that creates an intimidating, hostile, or offensive atmosphere based on a person's gender or sexuality. It can involve persistent unwanted sexual advances, explicit or implicit sexual comments, derogatory jokes, offensive images, or any other behavior that interferes with an individual's ability to work or learn effectively. Such harassment can occur in workplaces, educational institutions, public spaces, or online platforms.[10]

 Prominent of them are:

1. Derogatory comments of sexual nature or based on gender
2. Presence of sexual visual material or pornographic material such as posters, cartoons, drawings, calendars, pinups, pictures, computer programs of sexual nature
3. Written material that is sexual in nature, such as notes or e - mail containing sexual comments
4. Comments about clothing, personal behavior, or a person's body
5. Patting, stroking grabbing or pinching one's body
6. Obscene phone calls
7. Telling lies or spreading rumors about a person's personal or sex life
8. Rape or attempted rape and so on.[11]

4.3 OTHER FORMS OF SEXUAL HARASSMENT:

1. **Verbal Harassment:** This involves unwelcome comments, jokes, innuendos, or sexual advances made through spoken words. It can create a hostile environment, make victims feel demeaned, humiliated, or anxious, and erode their self-esteem.

 (10) www.bopter.gov.in
  (11) www.nituk.ac.in

Verbal sexual harassment involves unwelcome comments, jokes, or remarks of a sexual nature. This includes explicit inappropriate behavior such as making unwelcome sexual advances, using suggestive remarks, or making explicit comments about someone's appearance, body, or personal life. Verbal harassment can occur in person, over the phone, or through electronic communication channels, such as emails or social media platforms.

2. **Non-Verbal Harassment:** This includes gestures, leering, staring, or displaying sexually suggestive images. These actions can cause discomfort, fear, and a loss of personal space, making victims feel objectified or violated.

   Non-verbal sexual harassment refers to various actions and gestures that are sexually suggestive, offensive, or demeaning in nature. It encompasses behaviors such as leering, whistling, making obscene gestures, or displaying sexually explicit images or objects in settings like the workplace or public spaces. This form of harassment can have a profound impact on individuals, leading to distress and creating an intimidating and uncomfortable environment for the victim.

3. **Physical Harassment:** Physical sexual harassment refers to a distressing form of harassment that encompasses unwelcome physical contact of a sexual nature. It involves actions like touching, groping, fondling, or even sexual assault. These actions not only cross personal boundaries but also leave the victims deeply traumatized, fearful, and emotionally distressed. Such acts violate the rights and dignity of individuals, causing profound harm to their well-being and creating a pervasive atmosphere of fear and insecurity.

4. **Visual Harassment:** This occurs when individuals are exposed to explicit or pornographic material, whether through electronic means, display of inappropriate images, or creating a hostile environment with sexualized visual elements. Victims may feel violated, uncomfortable, or unsafe in their surroundings.

   Visual sexual harassment involves the display or distribution of sexually explicit materials, such as pornography, explicit images, or videos without consent. It can occur through unsolicited emails, text messages, or public displays in the form of posters, calendars, or magazines. Visual harassment objectifies individuals, perpetuates harmful stereotypes, and contributes to a hostile environment.

5. **Cyber Harassment**: With the rise of technology, sexual harassment has expanded to online platforms. This includes sending unsolicited explicit messages, sharing intimate photos or videos without consent (known as revenge porn), or engaging in online stalking. Cyber harassment can lead to anxiety, depression, and a fear of online spaces. With the increasing reliance on digital platforms, cyber sexual harassment has become a significant concern. It includes unsolicited sexual advances, explicit messages, revenge porn, sexting, or online stalking. Cyber harassment creates a sense of powerlessness for victims, as the anonymity of the internet can embolden perpetrators and make it difficult to identify and hold them accountable.

4.4 IMPACT AND CONSEQUENCES

While it was being increasingly found difficult to find any legal remedy against such sexual overtures, nobody could deny the ill effects they cause on overall work atmosphere and productivity of any organization. The menace was causing innumerable incidents of harassment also in the unorganized sectors. There are various forms of sexual harassment, each with its own impact on the individuals involve. Here are some common forms: [11]

Sexual harassment has a profound and enduring impact on individuals. Its consequences can deeply affect a person's mental, emotional, and physical health, often manifesting as anxiety, depression, PTSD, and even thoughts of self-harm. Such experiences can disrupt daily functioning, causing a decline in productivity, withdrawal from social interactions, and a loss of self-assurance. Beyond the individual level, sexual harassment contributes to a climate of inequality, reinforcing gender-based discrimination and fostering a hostile environment in workplaces or social settings. Its effects are far-reaching, affecting not just the victims but also all those involved.

Any workplace coming under the grip of this growing evil had cumulative effects on the whole organization; its impact on individual women was multiple and added up to losses for the organization as a whole.[11]

(11) www.nituk.ac.in

Whenever sexual harassment had become so unpleasant and make a worker's life miserable, she would seek redressal under the extant law such as Section 354 (outraging of modesty) or Section 509 (insulting of modesty) of the Indian Penal Code, 1890.

She would also seek alternative employment. The employer would on its part, incur significant costs in defending its image and in finding suitable replacements for both the errant and the harassed members of its workforce. Generally, therefore, it had been in the interest of employers that the working environment provides that the workers are treated with dignity.

Looking from the angle of human resources, sexual harassment causes a range of ill effects like:

1. Self - blame and guilt
2. Insomnia or other sleep disturbances
3. Depression
4. Anxiety, fear, decreased interest in work
5. Restlessness, uncertainty about future
6. Physical or emotional withdrawal from friends, family and co-workers and so on[9]

4.5 IMPACT OF SEXUAL HARASSMENT:

1. **Psychological and Emotional Consequences:** Sexual harassment has devastating effects on its victims, causing profound psychological and emotional harm. Those who experience it often endure anxiety, depression, and post-traumatic stress disorder (PTSD). Their self-esteem may suffer, and they can develop a deep sense of mistrust towards others. The emotional toll is immense, with victims grappling with feelings of shame, guilt, and powerlessness. These consequences can have a severe impact on their mental well-being and overall quality of life, leading to social isolation and strained personal relationships.

(9) vikaspedia.in

2. **Professional Consequences:** Sexual harassment in the workplace can hinder victims' career growth and professional development. It creates a hostile environment that undermines job satisfaction and productivity. Victims may experience decreased job performance, absenteeism, or even leave their positions altogether due to the stress and humiliation caused by harassment. This results in financial instability and limits career opportunities.

   Sexual harassment can have detrimental effects on victims' professional lives. They may experience decreased job satisfaction, hindered career progression, and diminished performance due to the stress and trauma caused by the harassment. Victims may feel compelled to change jobs, drop out of educational programs, or abandon career aspirations altogether, leading to financial instability and long-term setbacks.

3. **Social and Interpersonal Impact:** Sexual harassment affects victims' social relationships and interactions. They may experience difficulties in establishing and maintaining trust with others, leading to social isolation and a sense of alienation. Victims may also face challenges in forming intimate relationships due to a fear of further exploitation or vulnerability.

4. **Societal Consequences:** The impact of sexual harassment extends beyond individual victims, affecting society as a whole. It perpetuates gender inequality, reinforcing power imbalances and harmful stereotypes. It undermines workplace morale, collaboration, and diversity, hindering progress and innovation. By tolerating or dismissing sexual harassment, society fails to create an inclusive and safe environment for everyone.

5. **Organizational Impact**: Sexual harassment not only affects individual victims but also has ramifications for organizations. Workplaces or institutions that tolerate or fail to address harassment may experience decreased productivity, high turnover rates, damaged reputation, and legal liabilities. Creating a safe and inclusive environment is crucial for fostering a healthy organizational culture.

4.6 PROMULGATION OF THE LAW

In the mid-1990s, the Indian Courts did not initially recognize the concept of sexual harassment in the workplace. However, there were a few notable exceptions. One such case was Rupan Deol Bajaj vs. Kanwar Pal Singh Gill (1995), where the Court acknowledged sexual harassment as a crime falling under Section 354 of the Indian Penal Code. They interpreted "outraging the modesty of a woman" to include "outraging the dignity of a woman." Later, in 1997, the Supreme Court delivered a landmark judgment in the Vishaka vs State of Rajasthan and Ors case, defining sexual harassment at the workplace. Furthermore, in the Apparel Export Council Vs. A. K. Copra case, the Supreme Court clarified that physical contact is not a necessary element of sexual harassment.

Recognizing the pervasive issue of sexual harassment and the need to protect victims, many countries have enacted legislation and implemented policies to prevent, intervene in, and address this problem. Sexual harassment affects individuals across various sectors of society, and governments worldwide have realized the importance of having comprehensive laws in place. This essay examines the significance of enacting specific laws to combat sexual harassment. It emphasizes the potential impact of such laws in creating safer environments, empowering victims, and fostering a culture of accountability and respect.

Sexual harassment is a widespread problem that affects individuals in different social and professional contexts. It can have severe psychological, emotional, and career-related impacts on victims, leading to a hostile work environment, reduced productivity, and long-term trauma. Recognizing the urgency to address this issue, governments worldwide have enacted laws to combat sexual harassment and provide legal remedies for victims.

The enactment of laws pertaining to sexual harassment serves multiple purposes. Firstly, it establishes a clear and unambiguous definition of sexual harassment, ensuring that people comprehend what behaviors are considered unacceptable. This definition typically includes unwelcome sexual advances, requests for sexual favors, and other forms of verbal, non-verbal, or physical conduct with a sexual nature that creates a hostile or intimidating environment. By explicitly defining these behaviors, the law helps establish a standard for acceptable conduct.

Another crucial aspect of enacting laws against sexual harassment is the establishment of legal consequences for perpetrators. These laws generally define different forms of sexual harassment

and outline penalties for those found guilty. These penalties can include fines, imprisonment, or other appropriate sanctions. By imposing legal consequences, the law acts as a deterrent, dissuading potential offenders and highlighting society's commitment to safeguard individuals from sexual harassment.

Furthermore, laws on sexual harassment provide victims with legal recourse and protection. They empower individuals who have experienced sexual harassment to seek justice through legal channels. This can include filing complaints, pursuing investigations, and obtaining compensation for the harm they have endured. Legal protections help victims regain a sense of control and encourage them to come forward without fear of retaliation.

In addition to these benefits, laws related to sexual harassment also foster a cultural shift by raising awareness and promoting accountability. They send a strong message that sexual harassment is unacceptable and will not be tolerated. By creating a legal framework to address this issue, societies encourage a shift in attitudes and behaviors, promoting a safer and more respectful environment for everyone.

In summary, the enactment of laws addressing sexual harassment plays a vital role in combating this pervasive issue. It establishes clear definitions, imposes legal consequences, provides victims with recourse, and fosters a culture of accountability. These laws are crucial in ensuring the well-being, dignity, and rights of individuals, and in building a society that is free from sexual harassment.

Laws play a crucial role in addressing sexual harassment by providing a legal framework for victims to seek justice and find redress for the harm they have experienced. They establish procedures and mechanisms that empower victims to file complaints, initiate investigations, and take legal action against their harassers. By offering a formal process that upholds victims' rights and holds perpetrators accountable, laws give victims access to the justice they deserve.

Additionally, laws on sexual harassment promote the creation of safer environments within organizations and institutions. Employers are typically required to adopt policies and procedures that prevent and address sexual harassment in the workplace. These measures can include awareness campaigns, training programs, and the establishment of reporting mechanisms. By fostering a culture of zero tolerance for sexual harassment, organizations can cultivate a respectful and inclusive environment that benefits all employees.

The existence of laws on sexual harassment also reflects societal attitudes toward gender equality and human rights. It recognizes the importance of ensuring equal opportunities for all individuals, irrespective of their gender, and acknowledges that sexual harassment undermines these principles. Laws send a strong message that sexual harassment will not be tolerated and that society is united in protecting the rights and dignity of every individual.

Furthermore, the implementation of laws provides a platform for advocacy and raising awareness. It encourages public discourse on the issue, breaking the silence surrounding sexual harassment and promoting a broader understanding of its impact. Through public awareness campaigns, educational initiatives, and media coverage, laws on sexual harassment can contribute to changing societal norms and attitudes, ultimately working toward preventing such behavior.

Effective implementation and enforcement of laws are crucial for addressing the issue of sexual harassment. It requires collaboration between governments, organizations, and civil society to ensure that laws are enforced and victims are supported throughout the legal process. This involves various measures such as training law enforcement personnel, providing resources for victim support services, and establishing monitoring and evaluation systems to assess the impact of the laws and identify areas for improvement.

The promulgation of laws on sexual harassment plays a vital role in tackling this pervasive issue. These laws establish clear definitions, impose legal consequences, and provide avenues for justice, creating a safer environment and upholding societal values. They also contribute to raising awareness about the importance of respecting the rights and dignity of all individuals.

However, the effectiveness of these laws relies on the commitment of all stakeholders involved. Governments, organizations, and civil society must work together to ensure proper implementation and enforcement. By doing so, they can strive towards a future that is free from sexual harassment.

Legislation targeting sexual harassment plays a crucial role in society for several reasons. Firstly, it establishes a legal framework that clearly outlines and prohibits such behavior, ensuring that victims have legal options to seek justice. This empowers victims to come forward, report incidents, and pursue legal action without the fear of facing retaliation. Secondly, these laws set guidelines and standards for acceptable behavior, increasing awareness about what constitutes

sexual harassment and promoting a culture of respect and consent. By defining the boundaries of acceptable conduct, legislation helps shape societal norms and expectations. Thirdly, these laws enable institutions and organizations to implement preventive measures such as training programs and policies aimed at addressing and preventing sexual harassment.

To be effective, laws addressing sexual harassment should include several key components. Firstly, they need to provide a comprehensive and inclusive definition of sexual harassment, encompassing various contexts and forms of harassment. This ensures that no form of harassment is overlooked or dismissed. Additionally, these laws should clearly state that sexual harassment is unlawful, leaving no room for ambiguity or confusion. They should also outline clear and accessible procedures for reporting incidents and accessing available remedies. These remedies may include compensation for damages suffered, disciplinary actions against perpetrators, and provision of support services for victims.

Moreover, effective laws should emphasize the importance of maintaining confidentiality throughout the reporting and investigation process. This ensures that victims feel safe and protected while sharing their experiences. Furthermore, the legislation should provide safeguards against retaliation, ensuring that individuals who come forward are not subjected to negative consequences for speaking out against harassment. Lastly, it is important for laws to promote cooperation and coordination among law enforcement agencies, employers, and victims to effectively address and combat sexual harassment. This collaboration enhances the chances of holding perpetrators accountable and providing necessary support to victims.

Legislation aimed at combating sexual harassment has gained recognition and importance worldwide. Many countries have implemented laws specifically targeting this issue, taking inspiration from various international and national examples. For instance, the United States' Title VII of the Civil Rights Act, India's Sexual Harassment of Women at Workplace Act, and the European Union's Gender Equality Directive have provided valuable models for other nations seeking to establish similar legislation.

International conventions such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Istanbul Convention have also played a significant role in offering guidance and setting standards for countries to comprehensively address sexual harassment.

Enacting laws that directly address sexual harassment is a crucial step toward creating safer spaces and protecting the rights and dignity of individuals. These laws provide a legal framework for defining and addressing sexual harassment, empowering victims to seek justice, and promoting a culture of respect and accountability. By implementing effective legislation, societies can strive to eradicate sexual harassment, foster inclusive environments, and build a better future for everyone.

Typically, these laws define sexual harassment, establish reporting mechanisms, prescribe penalties for offenders, and mandate preventive measures. Their promulgation serves several important purposes:

Raising Awareness and Encouraging Reporting: Laws against sexual harassment send a strong message that such behavior is both unacceptable and illegal. They contribute to raising public awareness about the issue, educating people about their rights, and providing victims with a legal framework to seek justice. When individuals are aware of their rights and the potential consequences for perpetrators, they are more likely to come forward and report incidents of sexual harassment.

Providing Support and Protection: Sexual harassment laws often require employers and institutions to establish mechanisms for reporting and addressing complaints. This ensures that victims have access to support systems and protection from retaliation. By mandating employers to create safe spaces and implement preventive measures, these laws help prevent future incidents and create a more inclusive and respectful environment.

Holding Perpetrators Accountable: Legislation against sexual harassment establishes penalties and consequences for offenders, deterring potential perpetrators and providing a sense of justice for victims. This legal accountability is essential in addressing the power imbalances often present in cases of sexual harassment and promoting a culture of respect and equality.

In summary, enacting laws that specifically target sexual harassment is a vital step in creating a society free from such misconduct. These laws not only define and address sexual harassment but also empower victims, raise awareness, and promote a culture of accountability. By implementing effective legislation, countries can work towards eradicating sexual harassment, fostering inclusive environments, and ensuring a brighter future for all individuals.
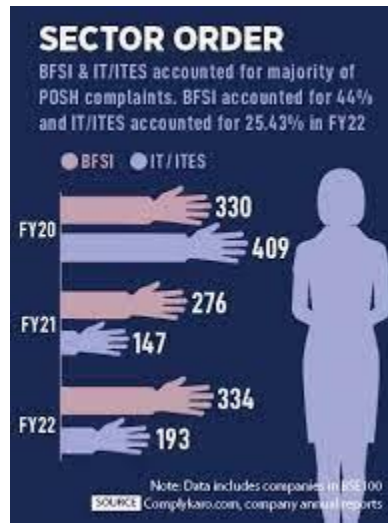
Section 354 of the Indian Penal Code (IPC) deals with the offense of assaulting or using criminal force against a woman with the intention to outrage her modesty. It states that if a person assaults or uses criminal force against a woman, knowing that it is likely to outrage her modesty or intending to do so, they shall be punished with imprisonment for a term of not less than one year and may be extended up to five years, along with a fine.

Section 509 of the IPC addresses the act of insulting the modesty of a woman. It states that any person who intentionally insults the modesty of a woman by uttering words, making sounds or gestures, exhibiting objects, or intruding upon her privacy, shall be punished with simple imprisonment for a term that can extend up to three years, along with a fine.

In the landmark judgment of Vishaka & Others vs State of Rajasthan, the Supreme Court of India defined sexual harassment at the workplace and advocated for measures to address and prevent it. The court recognized sexual harassment as a violation of human rights and highlighted the legal gap in addressing the concerns of sexually harassed women.

Sexual harassment, as defined in the judgment, includes unwelcome sexually determined behavior, whether expressed directly or implied, such as physical contact and advances, demands or requests for sexual favors, sexually colored remarks, showing pornography, and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature. The judgment emphasizes that if such acts are committed in circumstances where the victim reasonably apprehends that it could affect her employment or work, it can be humiliating and may pose health and safety problems.

These provisions and the Supreme Court's judgment aim to safeguard the dignity, safety, and well-being of women by addressing and preventing sexual harassment in various contexts, including the workplace.

SECTOR ORDER

BFSI & IT/ITES accounted for majority of POSH complaints. BFSI accounted for 44% and IT/ITES accounted for 25.43% in FY22

● BFSI ● IT/ITES

FY20 — 330
409

FY21 — 276
147

FY22 — 334
193

Note: Data includes companies in BSE100
SOURCE: Complykaro.com, company annual reports

CHAPTER-5

CHAPTER 5: PREVENTION OF SEXUAL ABUSE IN INDIA

5.1 INTRODUCTION: PREVENTION AND SOLUTION

In India, the Constitution recognizes that sexual harassment violates a woman's fundamental right to gender equality under Article 14 and her right to live with dignity under Article 21. While there is no specific law addressing sexual harassment in the workplace, various provisions in other legislations provide protection against such acts.

For instance, Section 294 of the Indian Penal Code criminalizes obscene acts and songs that cause annoyance to others in public places. This offense can lead to imprisonment for up to three months or a fine, or both. Similarly, Section 354 deals with assault or the use of criminal force on a woman with the intention of outraging her modesty, punishable by up to two years of imprisonment or a fine, or both. Section 376 addresses the crime of rape, carrying a penalty of life imprisonment or a term of 10 years along with a fine.

Another relevant provision is Section 510, which prohibits the utterance of words or gestures intended to insult the modesty of a woman. Violating this provision can result in imprisonment for one year or a fine, or both. Although not commonly used in cases of sexual harassment, the Indecent Representation of Women (Prohibition) Act of 1987 can be invoked in situations where an individual harasses another using indecent representations of women. The act provides for a minimum sentence of two years.

Furthermore, the act also holds companies accountable under Section 7 (Offences by Companies) if they engage in the display of pornography or indecent representation of women on their premises. In such cases, the company can be found guilty of offenses under this act, carrying a minimum sentence of two years.

Apart from criminal provisions, victims of sexual harassment can also file civil suits seeking damages under tort laws. These suits are based on the principle that the victim has suffered harm and is entitled to compensation.

In India, while there is no specific law solely dedicated to addressing sexual harassment in the workplace, there are various legal provisions that can be utilized to protect women and hold offenders accountable. The Supreme Court has issued guidelines that apply to employers, responsible individuals, and institutions to prevent sexual harassment and provide procedures for complaint resolution. These guidelines cover women who receive regular salaries, honorariums, or work in a voluntary capacity in the government, private, or organized sectors.

To prevent sexual harassment, several steps should be taken. Employers should explicitly prohibit sexual harassment and ensure that this prohibition is notified and circulated. Government and public sector organizations should include the prohibition of sexual harassment in their rules and regulations. Private employers should incorporate the prohibition of sexual harassment into their standing orders under the Industrial Employment (Standing Orders) Act, 1946. Moreover, appropriate work conditions should be provided for women to create a safe and respectful environment.

Regarding the filing of complaints, employers must establish a Complaints Committee, which should be headed by a woman and have at least half of its members as women. This committee should also include an NGO or organization familiar with sexual harassment. The complaints procedure should be time-bound, and the confidentiality of the process must be maintained. The complainant and witnesses should not face victimization or discrimination when dealing with complaints. The Committee should submit an annual report to the relevant government department and provide updates on the actions taken, if any.

These measures aim to address the mental anguish, physical harassment, and loss of income and employment caused by sexual harassment at the workplace. While specific legislation solely dedicated to sexual harassment is yet to be enacted in India, these guidelines provide a framework for preventing and addressing such incidents, ensuring the safety and dignity of women in the workplace.

Miscellaneous Provisions:

It is essential to ensure that guidelines regarding the rights of female employees are prominently communicated to create awareness among them.

Employers should provide assistance to individuals who experience sexual harassment from external parties or third parties.

Discussions on sexual harassment should be held in worker's meetings, employer-employee meetings, and other appropriate forums.

Both the Central and State governments must take measures, including legislation, to ensure that private employers adhere to these guidelines.

Bill to Prevent Sexual Harassment: The proposed bill includes provisions that empower women who are dissatisfied with the conclusions of a committee to approach the District Magistrate or file an appeal in court. The bill introduces a new clause mandating that every workplace, regardless of whether it is organized or unorganized, must establish a forum to address such complaints. Another new clause defines "aggrieved women," thereby extending the law's coverage to include students, research scholars, patients, and women in the unorganized sector.

In the case of the unorganized sector, complaints will be handled by the District Collector. The unorganized sector refers to workplaces owned by individuals or small groups with less than 10 employees. The proposed law requires the establishment of a mandatory local complaint committee at the district level to investigate sexual harassment complaints specifically from women working in the unorganized sector, such as domestic workers and laborers who face significant challenges in their lives and society.

In the organized sector, internal complaint committees must be established, failure of which would result in penalties, including deregistration of institutions or a fine of Rs 50,000 for the first offense. The district officer will be responsible for ensuring that all organized sector workplaces have these committees. For subsequent offenses, the punishment will be twice as severe as the previous offense.

5.2 IMPORTANCE OF ENGAGING COMMUNITIES IN PRIMARY PREVENTION OF SEXUAL VIOLENCE

Shifting the onus of responsibility for ending sexual assault from individual organizations to the community at-large is a key component to primary prevention in the public health model. Engaging the community in this work has numerous benefits like:

Buy-in: When community members feel engaged in a process, know their voices are heard, and that their ideas are being incorporated into the planning of strategies, they will have greater buy-in to the process and will be more invested in the success of the strategies.[9]

Sustainability: True community-based initiatives build leaders to do the work at-hand. This, combined with buy-in, makes the initiative more sustainable. Individuals are given skills to continue the work and feel invested and encouraged to do so.

Resource sharing: Community members bring vast knowledge, expertise, and resources to the table. These are not all formal resources (e.g., money, organizational leadership), since community members bring their knowledge of how the community works, in addition to other skills and resources. Such resources are critical in designing prevention efforts that will be appropriate for (and therefore more successful in) a given community. In the long run, engaging community members will save time and effort, even though it may seem time consuming in the beginning.

Necessity: It will take the entire community to address the complexity of the issue of sexual violence and its causes. Many of the factors that contribute to this issue are ingrained in the fabric of the community's culture; therefore it will take a united effort to make an overall impact on sexual violence. [9]

5.3 STEPS IN ENGAGING THE COMMUNITY TO PREVENT SEXUAL VIOLENCE

Sexual violence is everyone's issue; everyone is impacted by it in some way. Community mobilization focuses on giving ownership of the issue and its solutions to the community.
Sexual violence shifts from the advocates/ staff working in the area of sexual abuse to the entire community. These steps are just one set of tools that can help communities who are beginning the process of planning for community-based primary prevention of sexual violence. There are many meaningful ways to engage community members in this process; this is not the only way but one of the ways.

5.4 IDENTIFYING COMMUNITY PARTNERS

There are a variety of ways to identify potential community partners. One important point to keep in mind is that for primary prevention initiatives, the partners will probably need to be diverse, representing different cultures, socio-economic status, perspectives and voices.

After identifying community partners, there is a need to recruit them and frame the issue for the working group. It is important for the community partners to attend to the framing of the issue to ensure that all the partners are on the same page. For example, we are aware that a lot of people do not react well to the term "sexual assault", either because it's an uncomfortable topic or because all they hear is "sex". We also know that there are still a lot of misconceptions about sexual assault and prevention of sexual assault. For example, in our society most sexual assault "prevention" programs are really risk reduction efforts like self-defence or watch your drink campaigns. However, comprehensive primary prevention of sexual violence involves dealing with the root causes and risk factors related to sexual violence, and therefore deals with a broader scope and impacts many other aspects of the community.

After developing a collective understanding the group should come up with a mission and vision. The members who have volunteered to work should be clearly explained their roles and help the team to come up with an action plan. This will bring us to the second step. [9]

5.5 STRUCTURE AND KEEPING EFFORTS COMMUNITY BASED

We all know that there are a lot of challenges related to engaging communities in sexual violence prevention. It will take a constant, concerted effort (at least in the beginning) to maintain interest and dedication. The initial stages of the workgroup process are critical to the eventual success of a community group, and relationship building is a key part of the initial stages. There are many different models of working with community groups and coalitions, and usually the concentration of power and participation of the members varies with each model. The relationships building are contingent on the model one adopts. The members should adopt a model that will help in building strong relationships and ensure that work pressure do not fall only on few shoulders.

Effective prevention and response to sexual violence requires the development of a community-based system or network of key organizations and actors, working in coordination to provide services to survivors, bring perpetrators to justice, and engage in comprehensive community mobilization to prevent sexual violence. The main goal of coordinated community response is to engage a wide range of essential institutions and individuals (e.g. healthcare providers, police, prosecutors, judges, legal services, shelters and protection services, schools, faith-based organizations, and advocacy organizations) in a community wide strategy to ensure that the community plans and executes a holistic prevention plan. The approach involves developing a

shared understanding of sexual and gender-based violence and related laws, identifying the roles of each partner in the process, and trying to establish coordinated procedures or protocols across agencies.

One of the most effective ways to eliminate sexual and gender-based violence is to mobilize and engage entire communities in recognizing, responding to, and preventing these crimes. Key components of coordinated community response include an interdisciplinary team to coordinate and facilitate the network, changes to local institutions to ensure minimum standards and systems for data collection, ongoing communication and monitoring of prevention and response efforts, and community mobilization activities to change social norms that contribute to violence. Developing and implementing coordinated community prevention and response programs that incorporate each of these goals can be complex. One of the ways to involve communities is taking a bottom up approach, clear and effective communication on pertinent issues and democratic decision making.[9]

The prevalence of violence against women and girls has reached alarming proportions, resembling a pandemic in the current context, particularly in South Asian countries marked by deeply ingrained patriarchal norms and structural inequalities. Despite the presence of numerous programs and strategies aimed at addressing this issue, a significant number of women continue to endure intimate partner violence, with recent data from the National Family Health Survey (NFHS) 5th round in 2021 revealing that over 30% of women are affected. Additionally, the National Crime Records Bureau (NCRB) report indicates a disturbing increase in the rate of crimes against women, rising from 56.5 incidents per 1 lakh population in 2020 to 64.5 incidents per 1 lakh population in 2021.

5.6 CAUSAL RELATION AND CONNECTING DOTS

Violence against women and girls (VAWG) has significant and long-lasting consequences at both national and global levels, resulting in economic losses and the perpetuation of poverty across generations. Despite ongoing multi-faceted efforts to eradicate VAWG, progress has been uneven, with varying levels of success in addressing domestic and family violence, sexual and gender-based violence, and harmful practices. The persistence of deep-rooted cultural, economic, and social factors hampers significant reductions in VAWG rates and prevents its effective eradication.

The global fight against gender-based violence is focused on addressing various forms of harm, such as domestic and family violence, sexual and gender-based violence, and harmful practices. However, progress in this area is unevenly distributed both within countries and worldwide. Despite efforts to combat these issues, the decline in violence is not significant enough to effectively eliminate these harmful practices. Recognizing the urgent need to take action, the international community has emphasized the goal of achieving gender equality and empowering all women and girls by 2030, as part of the Sustainable Development Goals (SDG 5).

In the specific context of India, the daily lives of women continue to be affected by internalized patriarchy, misogyny, and violence. Recent data from sources such as the National Family Health Survey (NFHS) and the National Crime Records Bureau (NCRB) highlight the grim reality of domestic violence in India, despite the presence of strict laws for women's protection. Women face not only domestic and intimate partner violence but also an increase in violence in public spaces, including sexual harassment, as well as early and forced marriages due to entrenched patriarchal norms and power imbalances in society. These atrocious acts of violence have severe physical and mental impacts on survivors, who often face blame and stigma, unfairly burdening them with the responsibility for the violence they have experienced.

Shifting the Narratives

The current situation can be attributed to a combination of socio-economic factors and structural inequality that stems from patriarchal systems. Deep-rooted regressive social norms and cultural practices have created a framework that rationalizes and perpetuates violence against women and girls, essentially granting men and boys a sense of power and control.

To address this issue effectively, it is crucial to shift the narratives that uphold and justify violence against women and girls. By challenging the dominant masculine hegemony and dismantling the notion that violence is an acceptable means of exerting control over women's and girls' lives, we can make significant progress towards achieving the Sustainable Development Goal (SDG) and promoting the overall well-being and development of women and girls.

By reframing the narratives, we can create a more positive and inclusive outlook that empowers women and girls. This entails promoting gender equality, fostering respectful relationships, and cultivating a culture of non-violence and mutual respect. It involves dismantling harmful stereotypes, encouraging men and boys to actively challenge traditional gender roles, and fostering environments that support the full realization of women's and girls' rights.

Shifting the narratives requires comprehensive efforts at various levels, including education, policy reform, and community engagement. It involves promoting gender-responsive laws and policies, providing accessible and quality education that challenges gender stereotypes, and raising awareness through campaigns that emphasize gender equality and the importance of respectful relationships.

By collectively working towards shifting the narratives and dismantling the patriarchal structures that perpetuate violence against women and girls, we can create a society that respects and upholds the rights and dignity of all individuals, regardless of their gender. This transformation will not only contribute to achieving the SDG goal but will also pave the way for the holistic development and empowerment of women and girls, fostering a more just and equitable world for all.

5.7 NEED

The current state of society, along with inadequate infrastructure and loopholes in our legal system, contributes to an unsafe environment for women and girls. Unfortunately, when cases of sexual or any form of violence occur, the survivor often faces humiliation instead of the perpetrators. To address this issue, we must shift the responsibility from the survivor to various stakeholders including society, the community, and the judicial system. It is crucial to focus on preventing such atrocities from happening in the first place.

In order to prevent violence against women and girls, it is essential to strengthen both the legal and community systems that support survivors. Civil society organizations (CSOs) and non-governmental organizations (NGOs) play a vital role in implementing primary prevention strategies. These strategies involve community-based approaches, such as mobilizing and activating communities, promoting dialogues, and raising awareness. Recently, UN Women India organized a three-day workshop in Delhi from 2nd to 4th November, providing a platform

for key stakeholders and CSOs working on violence against women and girls. The workshop aimed to facilitate learning, reflection, and the exchange of ideas regarding effective strategies and programs to prevent violence against women and girls in India.

One organization working on addressing violence against women and girls is Oxfam India. Their program called 'MEANS' (Mobilising and Engaging All for Normative Shifts) focuses on changing societal narratives and leveraging existing institutional systems and mechanisms to effectively prevent violence against women and girls. This initiative creates opportunities to engage self-help groups (SHGs), local authorities, and influential leaders in critical reflection on norms that perpetuate gender inequality. By targeting actions at the individual, family, and community levels, primary prevention efforts can be initiated and fostered.

Overall, it is imperative to prioritize the prevention of violence against women and girls by involving various stakeholders, strengthening legal and community systems, and promoting primary prevention strategies. By actively working together, we can create a safer and more equal society for all.

5.8 ENDING VIOLENCE AGAINST WOMEN IS EVERYONE'S BUSINESS

Here are just ten ways you can make a difference, safely and impact fully.

1. Listen to and believe survivors

When a woman shares her story of violence, she takes the first step to breaking the cycle of abuse.

It's on all of us to give her the safe space she needs to speak up and be heard.

It's important to remember that when discussing cases of sexual violence, a victim's sobriety, clothes, and sexuality are irrelevant.

The perpetrator is the sole reason for assault and must bear the responsibility alone. Call out victim-blaming and counter the idea that it's on women to avoid situations that might be seen as "dangerous" by traditional standards.

Survivors of violence are speaking out more than ever before, and everyone has a role to play to ensure they can have justice.

2. Teach the next generation and learn from them

The examples we set for the younger generation shape the way they think about gender, respect and human rights. Start conversations about gender roles early on, and challenge the traditional features and characteristics assigned to men and women. Point out the stereotypes that children constantly encounter, whether in the media, on the street or at the school, and let them know that it's OK to be different. Encourage a culture of acceptance.

Talk about consent, bodily autonomy and accountability to boys and girls, and also listen to what they have to say about their experience of the world. By empowering young advocates with information, and educating them about women's rights, we can build a better future for all.

3. Call for responses and services fit for purpose
Services for survivors are essential services.

This means that shelters, hotlines, counseling and all support for survivors of gender-based violence need to be available for those in need, even during the corona virus pandemic.

Every year, the 16 Days of Activism campaign calls for united, global action to end all forms of violence against women and girls.

This year the United Nations, together with our partners, are demanding four critical actions, summarized by our 2020 campaign theme: FUND, RESPOND, PREVENT, COLLECT.

Join us in calling on governments to bridge funding gaps to address violence against women and girls, ensure essential services for survivors of violence are maintained during this crisis, implement prevention measures, and invest in collecting the data necessary to adapt and improve life-saving services for women and girls.[12]

4. Understand consent
Freely given, enthusiastic consent is mandatory, every time.

Rather than listening for a "no," make sure there is an active "yes," from all involved. Adopt enthusiastic consent in your life and talk about it.

Phrases like "she was asking for it" or "boys will be boys" attempt to blur the lines around sexual consent, placing blame on victims, and excusing perpetrators from the crimes they have committed.

While those that use these lines may have fuzzy understandings of consent, the definition is crystal clear. When it comes to consent, there are no *blurred lines*.

5. Learn the signs of abuse and how you can help

There are many forms of abuse and all of them can have serious physical and emotional effects. If you're concerned about a friend who may be experiencing violence or feels unsafe around someone, review these signs and learn about the ways to help them find safety and support.

If you think someone is abusing you, help is available. You are not alone. If you'd like to talk with a trained advocate at a helpline, we compiled this list of resources around the world.

6. Start a conversation

Violence against women and girls is a human rights violation that's been perpetuated for decades.

It's pervasive, but it's not inevitable, unless we stay silent.

Show your solidarity with survivors and where you stand in the fight for women's rights by oranging your social media profile for the 16 Days of Activism – you can download banners for Facebook and Twitter here.

On Instagram, you can use UN Women's face filter to spread the word and encourage your community to do the same.

Use #orangetheworld, #16Days and #GenerationEquality to start your own conversation about gender-based violence, or share some of the content from our social media package.[13]

7. Stand against rape culture

Rape culture is the social environment that allows sexual violence to be normalized and justified, fueled by the persistent gender inequalities and attitudes about gender and sexuality. Naming it is the first step to dismantling rape culture.

Every day we have the opportunity to examine our behaviours and beliefs for biases that permit rape culture to continue. Think about how you define masculinity and femininity, and how your own biases and stereotypes influence you.

(12) www.unwomen.org

 (13) www.tbsnews.net

From the attitudes we have about gender identities to the policies we support in our communities, we can all take action to stand against rape culture.

8. Fund women's organizations

Donate to local organizations that empower women, amplify their voices, support survivors, and promote acceptance of all gender identities and sexualities.

UN Women works with women's organizations everywhere to end violence against women, assist survivors, and secure equal rights for women and girls everywhere. Donate now at https://donate.unwomen.org/en.[12]

9. Hold each other accountable

Violence can take many forms, including sexual harassment in the workplace and in public spaces.

Take a stand by calling it out when you see it: catcalling, inappropriate sexual comments and sexist jokes are never okay.

Create a safer environment for everyone by challenging your peers to reflect on their own behaviour and speaking up when someone crosses the line, or by enlisting the help of others if you don't feel safe.

As always, listen to survivors and make sure they have the support they need. [12]

10. Know the data and demand more of it

To effectively combat gender-based violence, we need to understand the issue.

Relevant data collection is key to implementing successful prevention measures and providing survivors with the right support.

As gender-based violence has spiked during COVID-19, the gaps in gender sensitive data collection have become more glaring than ever. Call on your government to invest in the collection of data on gender-based violence.

Find out at https://data.unwomen.org/ how UN Women works to bring about a radical shift in how gender statistics are used, created and promoted. **(12)**

Sexual abuse is a grave problem that demands comprehensive measures to effectively prevent and address it. In the specific context of India, where sexual abuse remains a significant concern, various strategies can be adopted to prevent such incidents and safeguard individuals. It is crucial to approach the prevention of sexual abuse in a multifaceted manner, involving multiple stakeholders such as the government, law enforcement agencies, educational institutions, communities, and individuals.

Preventing sexual abuse requires a comprehensive approach that encompasses education, awareness, legal measures, and support systems. In India, where sexual abuse is a pressing issue, the following strategies can be implemented to address and prevent such abuse:

1. **Education and Awareness:** It is essential to implement comprehensive sex education programs in schools and colleges, focusing on consent, boundaries, respect, and healthy relationships. These programs should also educate children and adults about identifying and reporting abuse.
2. **Strengthening Laws:** The legal framework should be strengthened to ensure strict punishment for offenders and quick dispensation of justice. Amendments can be made to existing laws to provide better protection to survivors and streamline the legal process.
3. **Sensitizing Law Enforcement:** Specialized training programs should be conducted for law enforcement personnel to sensitively handle cases of sexual abuse. This includes proper collection and preservation of evidence, victim-friendly interviewing techniques, and support for survivors throughout the legal process.

(12) www.tbsnews.net

4. **Creating Safe Spaces:** Safe spaces should be established within communities, schools, workplaces, and public areas, where individuals feel secure and can report any incidents of abuse without fear of judgment or retaliation.

5. **Empowering Women and Girls:** Promoting gender equality and women's empowerment can contribute to preventing sexual abuse. This can be achieved through initiatives that focus on education, skill development, economic opportunities, and challenging societal norms that perpetuate gender-based violence.

6. **Support Systems and Rehabilitation:** Robust support systems should be in place to provide counseling, medical assistance, and rehabilitation services to survivors of sexual abuse. Helplines, crisis centers, and shelters should be accessible and well-publicized.

7. **Encouraging Reporting:** Encourage survivors and witnesses to report incidents of sexual abuse without fear of stigma or reprisal. Public awareness campaigns should emphasize the importance of reporting and provide information about available support services.

8. **Collaboration and Coordination:** It is crucial to foster collaboration among various stakeholders, including government agencies, NGOs, educational institutions, and community organizations. Sharing resources, expertise, and best practices can lead to a more effective and coordinated response to sexual abuse.

By implementing these strategies and involving all relevant stakeholders, it is possible to make significant progress in preventing and addressing sexual abuse in India. It requires a collective effort and sustained commitment to create a society where everyone can live free from the threat of sexual abuse.

Preventing sexual abuse necessitates a comprehensive approach that involves multiple entities, such as the government, non-governmental organizations, schools and universities, and local communities. By employing these strategies and fostering a societal norm of absolute intolerance towards sexual abuse, India can make substantial strides in preventing such occurrences and guaranteeing a safer society for all individuals. The prevention of sexual abuse is a challenging and ongoing process that requires consistent dedication, allocation of resources, and a collaborative endeavor from all sectors of society to establish an environment of safety and well-being for everyone.

CHAPTER-6

CHAPTER 6 : FOCUS AREA OF STUDY: VIOLENCE AGAINST THE WOMEN

6.1 INTRODUCTION

Violence against women is a deep-rooted and widespread problem that persists across societies globally. It encompasses various harmful acts such as physical, sexual, and emotional abuse, as well as harassment and discrimination. This type of gender-based violence has far-reaching consequences, negatively affecting women's physical and mental well-being, restricting their opportunities, and hindering societal progress. It is essential to comprehend the complex nature of violence against women and develop effective approaches to address it. By investigating its causes, impacts, and possible solutions, we can strive to establish a safer and more just world for everyone.

It is estimated that 1 in 3 women have been subjected to physical and/or physical intimate partner violence or non-partner sexual violence in their lifetime. 15 million adolescent girls worldwide have experienced forced sex at some point in their life. In Asia and the Pacific, as many as 75% of women over 18 have experienced sexual harassment, and women are less likely to report sexual abuse as they fear retaliation, rejection, victim-blaming and stigmatization Violence against women and girls is a major impediment to women's empowerment, gender equality and the realization of the Sustainable Development Goals. Violence against women and girls (VAWG) devastates lives, fractures families and communities, and stalls development. [14]

Violence against women is an enduring problem that exists in societies across the globe. It encompasses a range of harmful behaviors, such as physical, sexual, emotional, and economic abuse. Given its widespread occurrence and the profound impact it has on women's lives, it is a matter of great importance for researchers, policymakers, and activists to study and address this issue. By focusing on this urgent matter, these individuals aim to gain insights into its origins, understand the far-reaching effects it has, and devise successful approaches to prevent and respond to violence against women.

(14) asiapacific.unwomen.org

6.2 SIGNIFICANCE OF THE ISSUE

Violence against women is a grave violation of basic human rights and a clear indication of the existing gender disparities in society. It is not confined to any particular group, affecting women of diverse backgrounds, irrespective of their age, race, ethnicity, or economic status. This pervasive issue not only inflicts physical and emotional harm on women but also curtails their autonomy, restricting their ability to thrive socially and economically. The repercussions of such violence reach far beyond individual suffering, reverberating throughout society and impacting various aspects like the economy and public health. Consequently, it is imperative to address this pressing problem to foster a fair and inclusive society for all.

6.3 SCOPE OF VIOLENCE AGAINST WOMEN

Violence against women refers to a broad spectrum of harmful behaviors and acts that specifically target women. This includes physical forms of violence like domestic abuse, sexual assault, and female genital mutilation. Apart from physical harm, women also face emotional abuse, such as verbal degradation, humiliation, and threats, which can have severe impacts on their mental well-being and self-confidence. Economic violence is another aspect, where women experience financial control and exploitation, limiting their economic independence and perpetuating their vulnerability. Additionally, the rise of online harassment and cyberbullying has introduced a new form of violence against women, occurring in the digital realm and further exacerbating the scope of this issue.

Key Research Areas:

a. Causes and Risk Factors: Understanding the underlying causes and risk factors of violence against women is crucial for developing effective prevention strategies. Research investigates factors such as patriarchal norms, gender inequality, socialization processes, and cultural beliefs that perpetuate violence against women. Examining these factors helps identify interventions that challenge harmful attitudes and promote gender equality.

b. Consequences: The impact of violence against women is multifaceted and extends to physical, psychological, and social domains. Research explores the short-term and long-term consequences for survivors, including mental health issues, substance abuse, reproductive health

problems, and decreased quality of life. Understanding the ripple effects of violence aids in designing comprehensive support services and interventions.

c. Prevention and Intervention: Research in this area focuses on identifying effective prevention and intervention strategies. This includes evaluating programs and initiatives aimed at raising awareness, changing attitudes, empowering women, and holding perpetrators accountable. The development of policies and legislation to protect women's rights and ensure their safety is another vital aspect of this research area.

d. Intersectionality: Recognizing the intersectionality of violence against women is crucial for adopting an inclusive approach. It involves studying how various aspects like race, ethnicity, social class, and sexuality intersect with gender, influencing experiences of violence and access to support services. By comprehending these intersecting factors, we can develop customized interventions that are culturally sensitive and address the unique needs of individuals affected by violence.

e. Technology and Online Violence: With the rise of digital communication, understanding and addressing online violence against women has become crucial. Research explores the unique challenges faced by women in the online sphere, including cyberstalking, harassment, and non-consensual sharing of intimate images. Developing strategies to combat online violence and ensure digital safety is a growing area of interest.

6.4 CAUSES OF ADDRESSING GENDER-BASED VIOLENCE

In order to develop targeted interventions, it is essential to comprehend the underlying reasons for violence against women. These causes are intricate and interconnected, originating from deeply embedded social, cultural, and economic factors. Patriarchal norms and gender inequalities are significant contributors, as they perpetuate power imbalances and reinforce harmful stereotypes that normalize violence. Socioeconomic factors, such as poverty, limited access to education, and economic dependency, also contribute to women's vulnerability. Additionally, practices rooted in harmful traditions, inadequate legal frameworks, and the prevalence of harmful media portrayals of women further exacerbate the issue. By examining these causes, it becomes possible to identify key areas for intervention and policy changes.

Violence against women is an enduring and deeply ingrained problem in societies worldwide. It encompasses various forms of abuse, including physical, sexual, emotional, and economic violence. Understanding the causes of this violence is crucial for developing effective prevention strategies and providing support to survivors. This essay delves into the complex causes of violence against women, shedding light on societal, cultural, and individual factors that contribute to this alarming phenomenon.

6.5 FACTOR OF VIOLENCE AGAINST WOMEN

Societal Factors

Societal factors play a significant role in perpetuating violence against women. Patriarchy, a social system that assigns power and privilege to men, is a key factor contributing to gender-based violence. Patriarchal norms and values uphold male dominance, control, and entitlement, while undermining women's autonomy and agency. Gender inequality, discrimination, and the marginalization of women further exacerbate violence. Societal norms that condone or trivialize violence against women create a permissive environment for perpetrators to act with impunity.

Cultural Factors

Attitudes and behaviors related to violence against women are significantly influenced by cultural factors. Cultural beliefs and practices that reinforce gender stereotypes and traditional gender roles play a role in perpetuating such violence. Certain cultural practices, such as honor-based violence, dowry-related violence, and female genital mutilation, result in women being subjected to violence. Cultural norms that prioritize family honor, male honor, and the control of female sexuality can lead to the acceptance or justification of violence against women

Individual Factors

Violence against women can be influenced by various factors at the individual level. Psychological factors play a significant role, as perpetrators may resort to violence to establish dominance and control. Feelings of power imbalances, anger, hostility, and a sense of entitlement can drive individuals to exert control over women through violent means. Additionally, unresolved trauma, substance abuse, and mental health problems can further

elevate the risk of perpetrating violence. Furthermore, individual attitudes and beliefs that normalize or devalue women contribute to the likelihood of engaging in abusive behavior. These attitudes may condone violence or view women as inferior, thus enabling and justifying acts of abuse.

Inter sectionalist

Inter sectionalist acknowledges that women's encounters with violence are influenced by a combination of various intersecting aspects of their identities, including but not limited to race, ethnicity, socioeconomic status, disability, and sexual orientation. Women who belong to marginalized communities experience a compounding effect of violence as a result of overlapping forms of discrimination and societal disparities. It is imperative to grasp the distinct obstacles confronted by these women in order to effectively and inclusively tackle the issue of violence. By recognizing the interconnected nature of oppression, we can ensure a comprehensive approach to addressing violence that encompasses the experiences of all women.

6.6 CONSEQUENCES OF VIOLENCE AGAINST WOMEN

Violence against women has broad implications that reach far beyond the immediate victims, impeding the progress of societies and hindering the achievement of gender equality and social justice. The physical effects of such violence, which include injuries and sexually transmitted infections, have both immediate and long-term consequences for women's health and overall well-being. Additionally, the psychological impact can result in mental health disorders, trauma, and decreased self-esteem. The economic ramifications are significant as well, as violence restricts women's economic participation, reduces productivity, and perpetuates cycles of poverty. Furthermore, violence against women has negative effects on families, communities, and future generations, contributing to social instability and eroding trust within societies.

Violence against women is a pervasive and deeply ingrained problem that affects individuals, families, communities, and societies worldwide. It takes various forms, such as physical, sexual, psychological, and economic abuse. The consequences of this violence are profound, far-reaching, and enduring, affecting multiple aspects of women's lives. This essay will delve into the consequences of violence against women, focusing on the extensive effects it has on

individuals, families, and society as a whole. By doing so, it aims to shed light on the widespread impact of this issue.

Psychological Consequences: The psychological effects of violence against women are profound and long-lasting. One of the major outcomes is the emotional trauma experienced by survivors, which manifests in various ways such as depression, anxiety, post-traumatic stress disorder (PTSD), and thoughts of self-harm. The continuous fear and stress stemming from the abuse can erode a woman's self-value, diminish her self-confidence, and make her feel powerless. As a result, these psychological consequences can significantly impact a woman's overall quality of life and impede her ability to find fulfillment.

Physical Health Consequences: Violence against women has serious effects on their physical health, encompassing both immediate injuries and long-term consequences. Physical abuse can result in visible injuries like bruises, fractures, and wounds. However, it can also lead to enduring health problems. Victims may experience persistent pain, encounter gynecological issues, contract sexually transmitted infections (STIs), and face complications related to their reproductive health. Furthermore, the stress and fear arising from violence can weaken women's immune systems, leaving them more vulnerable to various illnesses.

Social Consequences: Violence against women has severe implications for social dynamics and human connections. When women survive such violence, they often find themselves withdrawing from their social circles, be it friends, family, or the community. This withdrawal stems from a mix of shame and fear of being judged. Unfortunately, this self-imposed isolation only amplifies their feelings of loneliness and depression, exacerbating their pain and suffering. Additionally, the impact of violence extends beyond the individual, straining familial bonds and causing fractures within the fabric of communities. Consequently, trust and solidarity among community members can erode, leading to a breakdown in social cohesion.

Economic Consequences: Violence against women has profound economic implications, affecting both individuals and society as a whole. When women are subjected to violence, it hinders their access to education and job opportunities, thereby limiting their economic independence. Absenteeism, reduced productivity, and physical injuries resulting from violence can also result in women losing employment opportunities. Furthermore, economic abuse, which

involves the control of a victim's financial resources by the perpetrator, worsens these difficulties and can lead to financial dependence and poverty.

Inter-generational Consequences: Violence against women has far-reaching consequences that extend beyond immediate victims. One significant impact is the perpetuation of a cycle of abuse across generations. When children are exposed to violence within their families, they are more likely to experience emotional and behavioral problems as they grow up. Moreover, these children may internalize the violent behaviors they witness and, in turn, perpetuate violence themselves in their adult lives. Additionally, they may become more vulnerable to becoming victims of violence. This intergenerational transmission of violence highlights the critical need to address and prevent violence against women, as breaking this cycle of abuse is of utmost importance.

6.7 POTENTIAL SOLUTIONS AND INTERVENTIONS

Addressing violence against women requires a comprehensive approach that incorporates various strategies and interventions. It is crucial to enact and enforce comprehensive laws that criminalize all forms of violence against women as a key aspect of legal reforms. Additionally, it is important to strengthen judicial systems to ensure survivors receive timely and fair justice. Education plays a significant role in preventing violence by challenging gender stereotypes and promoting respectful relationships starting at a young age. Schools and community-based programs should integrate comprehensive sexuality education and curricula that are sensitive to gender issues.

Empowering women economically is vital in reducing their vulnerability to violence. This can be achieved by promoting equal employment opportunities, ensuring access to resources, and fostering financial independence. It is equally important to have social support services readily available and easily accessible for survivors. These services should include counseling, shelters, and helplines, which not only ensure their safety but also provide assistance throughout the recovery process. Engaging and mobilizing the community through campaigns is effective in raising awareness, challenging societal norms, and promoting collective responsibility to end violence against women.

Violence against women is a widespread and deeply entrenched problem that affects individuals, families, and communities across the globe. Tackling this issue requires a multifaceted approach that combines legal measures, social interventions, educational programs, and support services. By implementing these solutions and interventions, we can work towards combating violence against women effectively.

6.8 LEGISLATIVE MEASURES

- **Strengthening Laws**: Legal measures, comprehensive laws should provide protective measures like protection orders. These orders aim to safeguard women from further harm by legally prohibiting their abusers from contacting or approaching them. By granting protection orders, governments empower women to take action against their perpetrators and provide them with a sense of security and control over their lives.

- **Enhancing Law Enforcement:** Authorities should receive specialized training on handling cases of violence against women, ensuring sensitivity, empathy, and understanding. Establishing dedicated units or cells within the police force to handle such cases can improve response times and increase victim support.

- **Eliminating Legal Loopholes:** Laws should be revised to remove any discriminatory provisions that perpetuate violence against women. This includes revisiting laws related to child marriage, dowry, and marital rape, ensuring equal rights and protection for all women.

6.9 SOCIAL INTERVENTIONS

- **Changing Cultural Norms**: Awareness campaigns are crucial in spreading knowledge and promoting a deeper understanding of the negative consequences of gender-based violence. These campaigns can reach a wide audience, including both men and women, and encourage critical reflection on societal norms and behaviors. By highlighting the importance of respect, consent, and equality, these campaigns can instigate conversations and prompt individuals to reevaluate their own attitudes and actions.

- **Engaging Men and Boys:** Men and boys should be actively involved in the fight against violence against women. Education programs that promote healthy masculinity, consent, and respectful relationships can help create a culture of non-violence and gender equality.

- **Empowering Women:** Women's empowerment programs, including vocational training, access to financial resources, and leadership development, can enhance their economic independence, self-esteem, and decision-making power, reducing their vulnerability to violence.

6.10 EDUCATIONAL PROGRAMS

Comprehensive Sexuality Education: Schools should provide age-appropriate and inclusive sexuality education that addresses consent, healthy relationships, gender equality, and respectful behavior. Such education can help prevent violence and empower young people to challenge harmful norms.

Training for Professionals: Professionals working in fields like healthcare, law enforcement, and social services should receive specialized training on recognizing and responding to violence against women. This training should emphasize trauma-informed care, support services, and appropriate referral pathways.

6.11 SUPPORT SERVICES

- **Helplines and Hotlines:** Establishing toll-free helplines and hotlines can provide immediate support, information, and referral services for women experiencing violence. These services should be available 24/7 and staffed by trained professionals.
- **Safe Spaces and Shelters:** Creating safe spaces and shelters for women and children escaping violence is essential. These spaces should offer temporary accommodation, counseling, legal aid, and rehabilitation support to survivors.
- **Counseling and Rehabilitation:** Accessible and affordable counseling services, both individual and group, can help survivors heal from trauma, rebuild their lives, and regain their self-confidence. Rehabilitation programs should address the holistic needs of survivors, including physical, psychological, and economic aspects.

6.12 OUR SOLUTIONS

Violence against women is a critical problem that has far-reaching consequences for individuals, families, and communities globally. It manifests in different ways, including domestic violence, sexual assault, human trafficking, and harmful cultural practices. This essay delves into viable

solutions to tackle violence against women, with the goal of establishing a society that is safer and more equitable. By directly confronting this pervasive issue, we can uplift women, question societal expectations, and cultivate enduring transformations in our social fabric.

One effective solution to combat violence against women is the implementation of comprehensive legal frameworks and policies. Governments and lawmakers must enact stringent laws that explicitly condemn all forms of violence against women and provide adequate punishment for perpetrators. Moreover, the legal system should ensure swift and fair trials, offering accessible avenues for women to seek justice. By establishing a robust legal framework, societies can send a clear message that violence against women is unacceptable and will not be tolerated.

Education and awareness programs also play a crucial role in addressing violence against women. Schools and educational institutions should incorporate comprehensive and age-appropriate curricula that educate students about consent, healthy relationships, and gender equality. These programs should encourage critical thinking, challenge traditional gender roles, and promote respectful attitudes towards women. By equipping individuals, especially young people, with knowledge and skills to recognize and prevent violence against women, we can foster a culture of respect and equality.

Community engagement and mobilization are essential elements in combating violence against women. It is vital to establish safe spaces and support networks where survivors can share their experiences, access counseling and legal aid, and receive the necessary assistance. Non-governmental organizations and community-based groups should collaborate with local stakeholders to raise awareness, challenge harmful cultural norms, and provide services that empower women. Through collective action, communities can create a supportive environment that rejects violence and promotes gender equality.

Another crucial aspect of addressing violence against women is economic empowerment. Women often face financial dependence and economic vulnerabilities that make it difficult for them to escape abusive situations. Governments and organizations should implement initiatives that provide women with economic opportunities, such as vocational training, access to credit, and entrepreneurship programs. By empowering women economically, we enable them to assert

their independence, reduce their vulnerability to violence, and contribute to the overall development of their communities.

Lastly, it is imperative to engage men and boys as allies in the fight against violence against women. Men should be encouraged to reflect on their own attitudes and behaviors, challenge toxic masculinity, and actively promote gender equality. Educational programs and campaigns should target men and boys to raise awareness about the harmful consequences of violence against women and emphasize the importance of respectful relationships. By involving men in this collective effort, we can reshape societal norms, break the cycle of violence, and create a more inclusive society.

In conclusion, violence against women is a complex and pervasive problem that demands urgent attention. By implementing comprehensive legal frameworks, promoting education and awareness, fostering community engagement, empowering women economically, and engaging men as allies, we can make significant strides towards combating this issue. It is only through a multifaceted approach that we can create a safer and more equitable society, where all women can live free from violence and discrimination.

UN Women, along with our partners and the communities we collaborate with, possess valuable knowledge on how to put an end to violence against women and girls. Our primary focus lies in prevention, as we firmly believe that stopping violence before it occurs is the most effective approach. To achieve this, we engage with various stakeholders to educate men and boys at an early stage, emphasizing the importance of valuing respectful relationships.

Recognizing that violence against women and girls stems from gender discrimination and inequality, we provide guidance and support for behavior change initiatives. Our aim is to shift beliefs, attitudes, and actions towards fostering equal, safe, and healthy relationships. Additionally, we understand that survivors of violence often face obstacles in accessing essential services for their safety, protection, and recovery. Consequently, we strive to enhance the quality and availability of these services, tailoring them to the specific needs of survivors.

We acknowledge that inadequate law enforcement and the prevailing culture of impunity hinder women and girls from obtaining safety and justice. In response, we collaborate with governments to implement legal reforms that defend human rights and increase accountability for perpetrators. Another significant area of our work is addressing sexual harassment and sexual violence against

women and girls in public spaces worldwide. By partnering with local organizations, we work towards creating safe and empowering environments in these areas.

Moreover, we recognize the vulnerabilities faced by women migrants, including violence, trafficking, and discrimination. To address these issues, we collaborate with partners across the ASEAN region, striving to ensure that labor migration is conducted in a safe and fair manner. The COVID-19 pandemic has also exacerbated the prevalence of violence against women and girls, leading to what we refer to as a "shadow pandemic." To mitigate the impact, we collaborate with service providers and partners on the ground to ensure that women's needs are not overlooked, services continue uninterrupted, and future shocks are better anticipated.

Finally, we acknowledge that addressing violence against women and girls requires collective effort. As the founding partner of UNiTE, we actively call upon governments, civil society, the private sector, the media, and the entire UN system to join us in this endeavor. We firmly believe that by working together, we can create a future where women and girls live free from violence.

6.13 PROGRESS ON EVAW IN THE ASIA-PACIFIC REGION

- Progress on ending violence against women (EVAW) in the Asia-Pacific region has been significant. In comparison to 2010, 90% of countries in the region now have specific laws dedicated to addressing this issue, a significant increase from less than 50% previously.
- There has been notable progress in criminalizing marital rape, with approximately one-third of the countries in the region now recognizing it as a crime. This represents a positive step towards protecting women's rights within marriage.
- Nine countries in the region have established active National Action Plans focused on ending violence against women, starting from 2018. These plans provide a strategic framework for coordinated efforts and initiatives to address the issue effectively.
- In November 2015, the ASEAN Member States adopted the ASEAN Regional Plan of Action on the Elimination of Violence against Women. This demonstrates regional commitment and collaboration towards addressing the issue collectively.
- Data collection efforts have improved significantly, with 26 countries in the region having national statistics on intimate partner violence as of 2019. This data provides

crucial insights into the prevalence and nature of violence against women, helping inform policy and intervention strategies.

- Twenty-four countries in the region have conducted national prevalence studies on violence against women, highlighting the importance of understanding the extent of the problem to develop effective solutions.

- As of 2019, at least one prevalence survey on violence against women had been completed in 31 out of the 37 countries in the region. This indicates a growing recognition of the need to gather comprehensive data on the issue.

- Sexual violence by non-partners is also receiving attention, with 19 countries in the region collecting national statistics on this form of violence as of 2019. This highlights the recognition of the broader scope of violence against women beyond intimate partner relationships.

- Education and awareness play a crucial role in combating violence against women. It is essential to integrate comprehensive sex education into school curricula, covering topics such as consent, healthy relationships, and gender equality.

- Public awareness campaigns are important in challenging harmful gender stereotypes, promoting gender equality, and encouraging the reporting of incidents. Collaborations with community leaders, NGOs, and media can amplify the reach and impact of these initiatives, further advancing the cause of EVAW.

1. **Legal Reforms :**

   Legal reforms are crucial for creating a robust system that upholds justice for victims and discourages those who commit acts of violence. Governments should establish and enforce laws that make violence against women a criminal offense, with severe penalties for offenders. To ensure prompt resolution of cases, specialized courts or accelerated legal processes can be implemented, ensuring that survivors receive timely justice. These laws should also safeguard the rights of victims, offering measures like restraining orders, secure shelters, and support services. Additionally, legislation needs to address the growing concerns of online harassment, cyberstalking, and the distribution of intimate images without consent, acknowledging the digital aspect of violence against women.

2. **Support Services:**

Legal reforms are necessary to ensure that survivors of violence have access to comprehensive support services that can help them recover and prevent further victimization. This includes setting up helplines, crisis centers, and safe houses to provide immediate assistance and protection for women in distress. It is important for medical facilities to offer specialized care such as forensic examinations and mental health support. Collaboration between government agencies, non-governmental organizations (NGOs), and healthcare providers can improve the effectiveness of these services. Additionally, providing financial support and vocational training programs can empower survivors to regain control over their lives and become self-sufficient.

3. **Engaging Men and Boys :**

In order to promote gender equality and challenge patriarchal norms, it is essential to involve men and boys. This can be achieved through various initiatives such as educational programs, workshops, and campaigns that specifically target men and boys. These initiatives should focus on raising awareness about the significance of respectful relationships, consent, and empathy. Male role models, including celebrities and community leaders, can play a crucial role in advocating for gender equality and denouncing harmful behavior. Additionally, support groups for men can provide safe environments where discussions on masculinity can take place, encouraging positive norms and helping to break the cycle of violence.

4. **International :**

To effectively combat violence against women, it is crucial for governments worldwide to collaborate and cooperate. They should exchange knowledge, research, and successful strategies to address this issue. Ratifying and enforcing international agreements like the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is essential. Additionally, supporting developing nations with funding and technical assistance will empower them to tackle violence against women. Non-governmental entities such as corporations and civil society organizations can also play a role by implementing initiatives like corporate social responsibility programs and philanthropy.

6.14 CONCLUSION

 Violence against women is a critical problem that necessitates extensive research, examination, and intervention. In order to bring about lasting change, it is essential to comprehend its origins, repercussions, and potential solutions. By tackling the underlying gender inequalities, questioning harmful cultural beliefs, and establishing comprehensive support systems, we can strive for a society that recognizes and upholds women's rights. Focusing on this field of study not only safeguards and empowers individual women but also contributes to constructing inclusive and fair communities that benefit everyone. It is crucial for researchers, policymakers, and communities to collaborate in order to eliminate violence against women, taking significant strides towards a safer and more equitable world. Violence against women is a multifaceted and widespread problem that requires attention from researchers, policymakers, and society as a whole. Exploring this area of focus provides us with valuable insights into the causes, consequences, and effective interventions to address violence against women. By understanding the various forms of violence, such as physical, sexual, emotional, and economic, targeted approaches can be developed. The causes of violence against women are complex and arise from societal, cultural, and individual factors. Factors such as patriarchy, gender inequality, cultural practices, and individual attitudes all contribute to the continuation of violence. To tackle this issue, comprehensive strategies are necessary, which challenge patriarchal norms, promote gender equality, and educate individuals about healthy relationships. Engaging communities, advocating for gender-responsive policies, and providing support to survivors are vital in breaking the cycle of violence. By comprehending and addressing the root causes of violence against women, societies can work towards creating safer and more equitable environments for everyone.

Violence against women has wide-ranging and deep-rooted consequences that affect various aspects of their lives. These impacts include psychological, physical, social, and economic effects, which are long-lasting and significant. To effectively address this issue, it is crucial to understand and acknowledge these consequences. By recognizing the gravity of the problem, we can develop interventions, policies, and support systems that target prevention, survivor support, and the promotion of gender equality. Achieving a safer and fairer society necessitates a comprehensive approach that involves collective action and multiple strategies. We must combine legislative measures, social interventions, educational programs, and support services to

combat violence against women. By doing so, we can foster a society that values and respects women's rights and dignity, ultimately eliminating violence against them. The key elements of this comprehensive approach include education and awareness campaigns, legal reforms, support services, engaging men and boys, and fostering international cooperation. Together, these efforts can help create a society that does not tolerate violence against women, empowers women, and upholds gender equality.

CHAPTER-7

CHAPTER 7 :CONCLUSION AND SUGGESTIONS

7.1 INTRODUCTION

Violence against women in India is a pressing and persistent issue that stems from deeply entrenched societal norms, gender inequality, and cultural biases. Despite numerous attempts to tackle this problem, it continues to plague the nation, inflicting harm on countless women and impeding their overall development. The severity of this issue demands urgent attention and comprehensive measures to address its underlying causes. By understanding the root causes of violence against women and implementing effective interventions, India can strive towards eradicating this menace and creating a safer society for all.

Violence against women in India remains a distressing and ongoing problem, indicative of deeply rooted societal beliefs and gender disparities. Despite substantial efforts to tackle this issue, women still encounter different forms of mistreatment, prejudice, and violence. This paper concludes that the situation necessitates urgent attention and action. It is crucial to address the underlying cultural attitudes and systemic inequalities that perpetuate violence against women. Encouraging progress has been made in raising awareness, implementing legal measures, and establishing support systems, but more needs to be done. Empowering women through education, economic opportunities, and strengthening the justice system are essential steps toward combating violence against women in India. Additionally, fostering gender equality, promoting respectful relationships, and challenging harmful gender norms are vital for creating lasting change. By collectively working towards a society that respects and upholds women's rights, we can pave the way for a safer and more equitable future.

Violence against women in India is a pervasive and multifaceted issue that manifests in different forms, such as domestic violence, sexual assault, dowry-related violence, honor killings, and human trafficking. Disturbing statistics highlight the gravity of the problem, with numerous women becoming victims of these crimes every year. The deeply entrenched patriarchal nature of Indian society sustains and perpetuates this cycle of violence, making it imperative to tackle the problem holistically and comprehensively. Efforts must be directed towards raising awareness, empowering women, strengthening legal frameworks, and promoting gender equality to address this pressing issue and create a safer society for all.

7.2 CAUSES OF VIOLENCE AGAINST WOMEN

a) Gender Inequality: Deep-seated gender disparities play a significant role in fueling violence against women. When women face discrimination, unequal access to resources and opportunities, and limited decision-making power, it hampers their empowerment and perpetuates their vulnerability to violence.

b) Cultural Factors: Certain regressive cultural norms worsen the situation by contributing to violence against women. For instance, the preference for male children, dowry practices, and societal expectations that demand women's subservience all contribute to an environment where violence against women is more likely to occur.

c) Ineffective Legal Framework: Despite the presence of laws aimed at protecting women's rights, the implementation and enforcement of these laws often fall short. Women encounter various obstacles when attempting to report crimes, including social stigma, lack of trust in the justice system, and limited awareness of their legal rights. These factors hinder the effective addressing of violence against women.

7.3 STRATEGIES FOR CHANGE

Education and Awareness: It is important to promote gender equality through comprehensive education programs that teach respect, consent, and equality. Schools and communities should challenge traditional gender norms and stereotypes to foster a more inclusive society.

Empowerment and Economic Independence: Women's economic empowerment can be enhanced through skill development programs, vocational training, and improved access to resources. By providing women with the means to support themselves financially, we can break the cycle of violence and increase their autonomy.

Strengthening Legal Mechanisms: It is crucial to effectively implement existing laws and ensure stringent punishment for perpetrators of violence against women. Specialized courts, fast-track trials, and victim-friendly procedures can help expedite justice for survivors and create a sense of accountability among offenders.

Support and Rehabilitation: Establishing comprehensive support systems, including counseling services, shelters, and helplines, is vital in assisting survivors and providing them

with a safe space for recovery. These resources can help women rebuild their lives and regain their confidence after experiencing violence.

Engaging Men and Boys: In the fight against violence, it is essential to engage men and boys as allies. By challenging toxic masculinity, promoting healthy relationships, and fostering a culture of respect, we can create a collective effort towards lasting change. Men and boys need to be educated and involved in the conversation to address the root causes of violence against women.

Current Scenario: India faces deep-rooted cultural and social challenges that perpetuate the subjugation of women, leading to a culture of violence and discrimination. Various forms of violence, including domestic violence, sexual assault, dowry-related crimes, female infanticide, and trafficking, continue to impact the lives of Indian women. The National Crime Records Bureau reports a concerning increase in crimes against women, highlighting the urgency of addressing this issue.

Challenges: Numerous factors contribute to the persistence of violence against women in India. Patriarchal norms, entrenched gender biases, economic disparities, and weak law enforcement pose significant obstacles to combatting this issue. Additionally, societal stigmas, victim-blaming, and a lack of awareness often discourage women from reporting incidents of violence, exacerbating the problem. Given the complex nature of the issue, a multifaceted and holistic approach is necessary.

Progress and Initiatives: India has made positive strides in addressing violence against women. Legal reforms, such as the Criminal Law (Amendment) Act of 2013, have imposed stricter penalties for crimes against women and broadened the definition of sexual offenses. Special courts and fast-track mechanisms have been established to expedite justice for victims. Furthermore, awareness campaigns, community mobilization programs, and initiatives promoting women's empowerment have played a vital role in shifting mindsets and challenging societal norms.

Empowerment is key to sustainable solutions for ending violence against women. It involves providing women with economic independence, access to education, and resources, which enable them to assert their rights and break free from cycles of violence.

Government schemes like "Beti Bachao, Beti Padhao" (Save the Girl Child, Educate the Girl Child) and "Skill India" aim to empower women by providing them with opportunities for education and skill development.

Gender-sensitive education is crucial for promoting equality and challenging social norms that perpetuate violence against women. By fostering safe spaces and encouraging women's participation in decision-making processes, we can create an environment that supports gender equality.

Changing deeply ingrained patriarchal attitudes is essential in addressing violence against women. Engaging men and boys as allies in this battle is vital. Initiatives like the "Beti Zindabad" campaign, which raises awareness among men about women's rights, have shown promise in challenging regressive mindsets.

Community-driven efforts, supported by media, celebrities, and influencers, can play a significant role in challenging traditional beliefs and promoting gender equality. These efforts help to shift societal attitudes and norms towards more inclusive and respectful behavior.

Violence against women in India is a widespread problem that demands immediate attention and collective action. It is not only a violation of human rights but also hinders social progress and development. In order to effectively address this issue, it is essential to tackle its root causes and implement a range of strategies. These strategies should include promoting education and awareness, empowering women and promoting their economic independence, strengthening legal mechanisms, providing support and rehabilitation for survivors, and engaging men and boys in the process. By bringing together the efforts of the government, civil society organizations, communities, and individuals, we can work towards creating a safer and more equitable society where women can live free from fear and violence. Prioritizing the eradication of violence against women will not only contribute to gender equality and women's empowerment but also build a society that respects and upholds the rights and dignity of all its citizens. Together, we can create a more inclusive India where women can thrive and contribute to the nation's progress.

7.4 SUGGESTIONS

Violence against women remains a widespread problem in societies globally, including India, despite efforts to address it. Despite legal advancements and increased awareness, women in India continue to experience various forms of violence, including domestic abuse, sexual assault, stalking, and workplace harassment. These acts not only violate women's fundamental rights but also undermine their safety, dignity, and overall well-being. Combating this issue requires a multifaceted approach involving legal reforms, social awareness campaigns, education, and support systems. This paragraph emphasizes the need for comprehensive measures to effectively tackle violence against women and harassment in India.

Preventive Measures: Preventing violence against women is of utmost importance, and a key way to achieve this is through preventive measures. Educational institutions play a crucial role in creating a safer environment by implementing gender-sensitive programs that promote gender equality, consent, and respect. It is essential for these programs to start at an early age and continue throughout the educational journey, instilling a culture of gender sensitivity and respect. Moreover, public awareness campaigns should be organized to challenge harmful stereotypes, attitudes, and behaviors that contribute to violence against women. These campaigns can utilize various mediums such as television, radio, social media, and community events to effectively reach a broader audience and foster a society that rejects violence and embraces gender equality.

Empowering Women: Empowering women is of utmost importance in the fight against violence. It is vital to take proactive measures that focus on improving women's access to education, vocational training, and employment opportunities. By doing so, we can enable women to attain economic independence and self-reliance. This empowerment plays a significant role in reducing women's vulnerability to violence and equipping them with the necessary confidence and resources to assert their rights. Furthermore, it is crucial to implement leadership development programs that encourage women's active participation in decision-making processes across all levels of society. Such initiatives will foster a more inclusive and equal society, where women's voices are heard and their contributions are valued.

Strengthening Legislation: India needs to enhance its laws to protect women's rights and ensure their effective implementation. This includes imposing strict penalties for crimes against women and expanding the definition of harassment to include cyberbullying, stalking, and

psychological abuse. Special courts or fast-track courts should be established to expedite the judicial process and provide timely justice for survivors of violence.

Enhancing Law Enforcement: Law enforcement personnel should receive specialized training on handling gender-based violence cases sensitively and effectively. This training should cover trauma-informed investigation techniques, victim support, and understanding power dynamics. Dedicated helplines and crisis response units should be established to provide immediate assistance and support to survivors, ensuring their safety and well-being.

Fostering Societal Change: Eradicating violence against women requires collective efforts to transform societal attitudes and behaviors. Community engagement programs should involve men and boys in discussions around gender equality, encouraging them to become allies and advocates. Religious and community leaders can play a pivotal role in challenging regressive norms and promoting gender justice. Responsible reporting practices by media organizations should be adopted, avoiding victim-blaming narratives and highlighting stories of survivor resilience and societal change.

Legal Reforms: Effective legal reforms are crucial in combating violence against women. India has enacted laws to protect women, but stricter implementation, faster judicial processes, and increased penalties are necessary. Strengthening the judicial system's infrastructure and establishing fast-track courts dedicated to handling such cases would expedite justice and act as a deterrent.

Social Awareness Campaigns: Creating widespread awareness about women's rights and issues is essential in combating violence. Public campaigns should educate society about gender equality, consent, and the consequences of violence. These campaigns should target all segments of society and utilize various mediums such as television, radio, social media, and community engagement programs to disseminate information and foster a culture of respect, empathy, and gender sensitivity.

Education and Empowerment: Education plays a pivotal role in empowering women and promoting gender equality. Gender-sensitive education should be integrated into the curriculum at all levels, focusing on critical thinking, empathy, and respectful relationships. Vocational training programs should also be provided to enhance women's employability and financial independence, reducing their vulnerability to violence.

Support: Establishing government-funded helplines and crisis centers is crucial in providing immediate assistance and counseling to survivors of violence and harassment. These facilities should be accessible across urban and rural areas, offering trained professionals who can guide survivors through legal procedures, provide emotional support, and facilitate their rehabilitation. Collaboration with NGOs and civil society organizations can help expand the reach of support services and provide holistic care.

Engaging Men and Boys: Engaging men and boys as allies is essential in addressing violence against women. Efforts should focus on promoting gender equality and challenging harmful masculine norms and attitudes. Workshops, awareness campaigns, and community dialogues should be organized to change patriarchal mindsets and foster respectful and equitable relationships. Education programs targeting boys and young men should emphasize the importance of consent, empathy, and promoting gender equality.

BIBLIOGRAPHY

BOOKS:

➢ A Commentary On THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (No. 14 Of 2013)

➢ Women And Law: From Impoverishment To Empowerment | Lalita Dhar Parihar | EBC

➢ Sexual Harassment of Women at Workplace (Prevention Prohibition And Redressal) Act, 2013 Bare Act (Print/eBook)by EBC

ELECTRONIC SOURCES:

Websites:

➢ https://www.ncbi.nlm.nih.gov/books/NBK519455/; Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine.

➢ https://ballardbrief.byu.edu/issue-briefs/sexual-assault-against-women-in-india; Sexual Assault Against Women in India

➢ https://www.forbesindia.com/article/take-one-big-story-of-the-day/rise-in-sexual-harassment-cases-in-indias-top-companies-shows-dichotomy/80721/1; Rise in sexual harassment cases in India's top companies shows dichotomy by NASRIN SULTANA

➢ https://www.legalserviceindia.com/legal/article-1751-sexual-harassment-of-women-exploring-the-concept-with-types-effect-and-legal-provisions-for-protection-of-women.html; Mohd Aqib Aslam Sexual Harassment of Women. Exploring The Concept with Types, Effect And Legal Provisions For Protec

➢ Analysis of the existing regulations in India on Sexual Harassment at Workplace

➢ By P. Saranya | Views 6947; https://www.legalserviceindia.com/legal/article-6040-analysis-of-the-existing-regulations-in-india-on-sexual-harassment-at-workplace.html

➢ Forms of Sexual Harassment at Workplace; https://vikaspedia.in/social-welfare/women-and-child-development/women-development-1/forms-of-sexual-harassment-at-workplace

➢ Protection Against Sexual Harassment Of Women In India --- A Human Right Perspective; https://www.legalservicesindia.com/article/474/Protection-Against-Sexual-Harassment-Of-Women-In-India-----A-Human-Right-Perspective.html

- Preventing and responding to Sexual Voilence; https://vikaspedia.in/social-welfare/social-awareness/preventing-sexual-voilence-1

- Primary Prevention of Violence Against Women and Girls And the Role of Civil Society Organizations https://www.oxfamindia.org/blog/primary-prevention-violence-against-women-and-girls-and-role-civil-societyorganisations?gclid=CjwKCAjwyqWkBhBMEiwAp2yUFh5viclZPr1OhCwpt2qYuDcLdpy64_MO0QcXcfnXcnLGNxz_ipCE4hoC468QAvD_BwE

- Take action: 10 ways you can help end violence against women, even during a pandemic;https://www.unwomen.org/en/news/stories/2020/11/compilation-take-action-to-help-end-violence-against-women

- End Violence against Women   :https://asiapacific.unwomen.org/en/focus-areas/end-violence-against-women