

QUARTERLY

NEWSLETTER



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● Overview of PRAMAN

PRAMAN signifies evidence, proof, or testimony:

For us, it embodies an unwavering commitment to Truth, Justice and Equality, rooted in belief and empirical expertise in legal, human resource and social justice.

Praman Legal (Law firm), in association with **Praman Foundation (Regd. NGO)** we offer the following core services:

- Expert and comprehensive legal services
- POSH Compliance and External Member Services
- Corporate Compliance and HR advisory
- Holistic social support to women, children and the elderly from marginalized and underrepresented communities

MISSION

To deliver comprehensive legal services, corporate compliance, HR advisory, community support, and foster a vibrant professional nexus that empowers individual and organizations to thrive.

VISION

To be leading force in promoting justice, equality, and empowerment through expertise and collaboration.

Our Motto: "Proof of excellence Pillar of Justice"

Read More on our website <https://pramanfoundation.com>



Advancing Workplace Safety for Women: The Launch of SHe-Box

In a significant move to enhance workplace safety for women, the Government of India has introduced SHe-Box (Sexual Harassment Electronic Box), an online platform enabling women to file complaints regarding sexual harassment at work. Developed by the Ministry of Women and Child Development, this initiative aims to simplify the process for women to raise their voices and seek assistance without the challenges often associated with offline reporting.

What Is SHe-Box?

SHe-Box is a digital portal that empowers women in both public and private sectors to report incidents of sexual harassment. The goal is to provide a unified and user-friendly platform for submitting complaints, which are then directed to the appropriate authorities for necessary action. This initiative is also part of a broader effort to implement the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, more effectively.

How to File a Complaint: Filing a complaint on SHe-Box is straightforward:

1. Visit the website and select **“Register Complaint.”**
2. Specify the type of workplace related to your complaint:
 - **Central Government Office**
 - **State Government Office**
 - **Private Sector (Companies)**
3. **Enter your personal information.** You will receive a One-Time Password (OTP) via email for verification.
4. You can also submit a complaint on behalf of someone else, providing support to those who may feel too intimidated to do so themselves.

This user-friendly approach makes SHe-Box a vital resource, particularly in scenarios where traditional reporting methods may seem daunting or out of reach.

What If the Company Isn't Listed?

If your organization hasn't registered its details on the portal, you can still file a complaint. The system allows you to submit your complaint and will strive to connect it with the relevant authority. This ensures that a company's technical non-compliance does not impede an individual's access to justice.

Why SHe-Box Matters?

Sexual harassment in the workplace is not merely a legal issue—it is a profoundly personal and often distressing experience. As more women enter diverse work environments across India, there is an increasing demand for solutions that are practical, accessible, and respectful. SHe-Box fulfills this demand by providing women with a platform to be heard and ensuring their complaints reach the right channels.

Anonymity and Confidentiality under the PoSH Act



Sexual harassment is a grave infringement on a woman's bodily autonomy and fundamental rights, often leading to emotional, psychological, and reputational damage. The Supreme Court of India has emphasized the critical nature of confidentiality in such instances. According to Section 228A of the IPC, revealing the identity of a sexual offence victim without proper authorization constitutes a criminal act. Furthermore, in-camera proceedings mandated by Section 327(2) CrPC are essential to ensuring the victim's privacy during court trials.

Under the **PoSH Act, Section 16** requires strict confidentiality concerning complaints, inquiry proceedings, and the identity of the complainant.

In the case of ***Thomas Antony v. State of Kerala***, the court pointed out the absence of a mechanism for anonymizing complainants under the PoSH Act and called for the establishment of guidelines to protect privacy while not undermining the rights of the accused.

In a similar vein, in **P v. A & Others. (Bombay High Court)**, Justice G.S. Patel provided initial guidelines to uphold the confidentiality of both the complainant and the respondent in matters related to the PoSH Act. Although specific to that case, these guidelines represented a significant advancement in ensuring anonymity and protecting the dignity of individuals involved in sexual harassment cases.



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