



REGULATORY UPDATES

**POSH COMPLIANCE UPDATE: REGISTRATION ON
SEXUAL HARASSMENT ELECTRONIC BOX (SHE-BOX)
NOW COMPULSORY**

BACKGROUND

The Ministry of Women and Child Development, via public notice dated 12th June, 2025, has **mandated registration** on the Sexual Harassment Electronic Box (SHe box) for all the public sector undertakings (PSUs), private organizations, and their subordinate. This mandate aims to enable seamless complaint filing and resolution of workplace sexual harassment cases while maintaining a centralized repository of data.

INTRODUCTION OF SHE-BOX

Launched in 2017, the SHe-Box is a single-window online platform that enables women employees across both public and private sectors, irrespective of their employment status (permanent, contractual, temporary, or interns), to file complaints of workplace sexual harassment.

It encourages more women to raise their voice against inappropriate conduct. It facilitates faster complaint submission, monitoring, and redressal, while also serving as a centralized mechanism to strengthen accountability and compliance under the Prevention of Sexual Harassment (POSH) Act 2013.

JUDICIAL BACKING – LANDMARK SUPREME COURT JUDGMENT

In **Aureliano Fernandes vs. State of Goa & Ors.**, the Supreme Court passed a landmark judgment on workplace sexual harassment, reinforcing the effective implementation of the POSH Act, 2013.

The Court noted that many organizations had not properly constituted Internal Complaints Committees (ICCs) or were not following due process, leading to

gaps in compliance. To address this, the Court directed the Union and State Governments to regularly verify and monitor the implementation of the POSH framework across workplaces.

Significantly, the Court also highlighted the need for a centralized grievance redressal mechanism, which led to the Department of Women and Child Development mandating registration at the SHe-Box portal for reporting and monitoring complaints.

PURPOSE AND KEY FUNCTIONS OF THE SHE-BOX PORTAL

The core function of SHe-Box is to serve as a single-window portal where women employed in any sector, whether public, private, formal, informal, regardless their status can lodge complaints related to sexual harassment experienced at their workplace. Any women facing sexual harassment at workplace can register their complaint through this portal. Once a complaint is submitted to the She-Box, it will be directly sent to the concerned authority having jurisdiction to take action into the matter.

The new portal is a unique initiative of the Ministry of Women and Child Development to provide a publicly available centralized repository of information related to Internal Committee and Local Committee formed across the country, whether in government or private sector. The portal provides a common platform to file complaints and track the status of such complaints.

Women workers in the unorganized sector and domestic workers can easily file complaints through the She-Box portal, providing a centralized and

accessible platform to report instances of sexual harassment directed to the appropriate Local committee based on the location of workplace, if the organisation where works, does not have IC. Additionally, the portal includes multilingual feature to enhance accessibility.

For more details, refer to the notification issued by the Ministry of Women and Child Development on 12th June, 2025:

<https://wcd.delhi.gov.in/sites/default/files/WCD/circulars-orders/5022-23.pdf>

Link for She-Box portal

<https://shebox.wcd.gov.in/>

DISCLAIMER: - *The summary information herein is based on public notice issued by the Ministry of Women and Child Development dated 12th June, 2025 and information provided on Shebox portal. While the information is believed to be accurate, we make no representations or warranties, express or implied, as to the accuracy or completeness of it. Readers should conduct and rely upon their own examination and analysis and are advised to seek their own professional advice. This note is not an offer, advice or solicitation. We accept no responsibility for any errors it may contain, whether caused by negligence or otherwise or for any loss, howsoever caused or sustained, by the person who relies upon it.*

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