

Gender Equality Beyond Women: Legal Recognition of Sexual Harassment against Men at the Workplace

Neha Verma¹, Dr. Naish Zameer²

¹Research Scholar (Law), Ravindranath Tagore university, M. P.

²HOD, Department of Law, Ravindranath Tagore University, M. P.

Abstract

Sexual harassment at the workplace has traditionally been viewed as a problem affecting women due to historical discrimination, patriarchal social structures, and gender-based violence. While legal frameworks across the world have evolved to protect women from workplace harassment, the issue of sexual harassment against men remains significantly under-recognized. In India, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) specifically protects women employees, thereby excluding male victims and reinforcing the perception that men cannot be victims of workplace sexual harassment. This gender-specific approach creates a legal vacuum and undermines the constitutional principles of equality, dignity, and non-discrimination. The present research paper critically examines the legal recognition of sexual harassment against men in the workplace and advocates for gender-neutral legal reforms. The study analyses constitutional provisions, judicial interpretations, the Bharatiya Nyaya Sanhita (BNS), international practices, and socio-cultural barriers that prevent male victims from reporting workplace harassment. The paper further evaluates the limitations of existing Indian laws and argues for inclusive workplace policies and gender-neutral legislation that protect every individual irrespective of gender identity. The paper concludes that gender equality cannot be achieved by protecting only one gender. A truly inclusive legal framework must acknowledge that sexual harassment can affect men, women, and persons of diverse gender identities alike. Therefore, India must adopt gender-neutral workplace harassment laws consistent with constitutional morality, international human rights standards, and evolving workplace realities.

Keywords: Gender Equality, Sexual Harassment, Men at Workplace, Gender-Neutral Laws, POSH Act, Workplace Harassment, Constitutional Equality, Human Rights.

Introduction

Workplace sexual harassment is a serious violation of human dignity, equality, and personal liberty. Traditionally, discussions concerning workplace harassment have focused almost exclusively on women due to their historical vulnerability and systemic

discrimination in social and professional spaces. While women undoubtedly constitute a major proportion of victims, limiting the discourse solely to women creates a narrow understanding of workplace harassment and ignores the experiences of male victims.

The modern workplace has undergone substantial transformation. Men and women increasingly work together in diverse professional environments where power relations, hierarchical authority, and workplace dynamics can expose any employee to harassment regardless of gender. Despite this reality, the prevailing legal framework in India continues to treat sexual harassment primarily as a women-centric issue.

The enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was a landmark step in safeguarding women employees. However, the Act excludes men and transgender individuals from its protection. This exclusion creates a legal imbalance because male victims of workplace sexual harassment are left without a dedicated statutory remedy.

The issue of sexual harassment against men often remains hidden due to social stigma, fear of ridicule, toxic masculinity, and societal assumptions that men are always physically or emotionally dominant. Male victims frequently hesitate to report incidents because of concerns regarding reputation, disbelief, humiliation, and professional consequences. Consequently, the absence of legal recognition perpetuates silence and denies justice to affected individuals.

This paper seeks to explore whether gender equality can truly be achieved without recognizing male victims of workplace sexual harassment. It analyses the constitutional framework, statutory provisions, judicial responses, international approaches, and socio-cultural dimensions surrounding the issue. The study further advocates for the adoption of gender-neutral legal mechanisms capable of ensuring equal protection for all employees.

Historical background

The term ‘Sexual Harassment’ was defined for the first time in India in *Vishaka Vs. State of Rajasthan*. Prior to Vishaka’s guidelines in 1997, there was no remedy for sexual harassment at workplace. The historical background of gender-neutral laws in India reflects a complex interplay of social, cultural, legal, and political factors, rooted in the country’s patriarchal traditions, colonial influences, and evolving constitutional principles. In ancient India, laws were largely derived from social customs and religious texts like the *Dharmashastras* (e.g., *Manusmriti*), which were heavily patriarchal and gender-specific. These texts prescribed rigid roles for men and women, often marginalizing women and non-binary genders. However, communities like the *Hijra*

(transgender individuals) held respected roles in certain cultural and religious contexts, such as during the Vedic and Mughal periods, serving as advisors or performers in royal court. Despite patriarchal dominance, historical texts like the *Mahabharata* and *Ramayana* reference non-binary or transgender figures (e.g., Shikhandi), indicating some acknowledgment of gender diversity in ancient Indian society. Arjun in Mahabharata, at one point of time has to disguise himself as Brihanalla, a dancer. Coming to the Colonial laws, including those on marriage, inheritance, and property, reinforced gender disparities, often treated women as property and ignored non-binary genders. Rape laws under Section 375 of the IPC were framed to protect women's "honor" rather than their autonomy, assuming men as perpetrators and women as victims. The Indian Constitution (1950) laid a foundation for gender equality through Articles 14 (equality before the law), 15 (non-discrimination on grounds of sex), and 16 (equal opportunity in public employment). These provisions implicitly supported gender neutrality by emphasizing equality for all citizens, but their application was initially limited by societal biases. Protections against workplace harassment were designed to address women's vulnerabilities in a patriarchal society, reflecting a focus on gender-specific rather than neutral laws. The 172nd Law Commission Report (2000) was a pivotal moment, recommending gender-neutral laws to include male and transgender victims. This was not implemented due to resistance from feminist groups, who argued that gender-specific laws were necessary to protect women in a patriarchal society. The *National Legal Services Authority v. Union of India* (2014) judgment was a landmark, recognizing transgender individuals as a "third gender" with equal rights under the Constitution. The Transgender Persons (Protection of Rights) Act, 2019, further prohibited discrimination and provided for self-identification, marking a step toward gender-neutral protections. The Supreme Court's *Navtej Singh Johar v. Union of India* (2018) decision struck down parts of Section 377, decriminalizing consensual same-sex relations and affirming the rights of the LGBTQ+ community, indirectly supporting gender-neutral legal frameworks. While Section 112 of the *Bhartiya Nyaya Sanhita* provides gender-neutral protections against domestic violence, Section 63 (rape) remains gender-specific, excluding male victims.

Meaning and Concept of Sexual Harassment

Sexual harassment refers to unwelcome sexually coloured behaviour that violates an individual's dignity and creates an intimidating, hostile, humiliating, or offensive work environment. It may include physical contact, inappropriate remarks, sexually suggestive gestures, requests for sexual favours, sharing explicit content, verbal abuse, cyber harassment, or misuse of authority for sexual advantage.

The concept of workplace sexual harassment gained legal recognition in India through the landmark judgment of the Supreme Court in *Vishaka v. State of Rajasthan* (1997). The Court defined sexual harassment broadly and recognized it as a violation of Articles 14, 15, 19, and 21 of the Constitution.

Although the Vishaka Guidelines were framed primarily to protect women, the underlying principles of dignity, equality, and safe working conditions apply universally. Sexual harassment is fundamentally an abuse of power rather than merely a gender-specific crime. Therefore, any individual can become a victim depending upon workplace circumstances and power imbalances.

Male victims may experience harassment from female colleagues, male supervisors, clients, customers, or co-workers. Such harassment may involve:

- Unwanted touching or physical advances;
- Sexually explicit comments;
- Humiliating jokes about masculinity;
- Threats linked with sexual compliance;
- Cyberstalking and online harassment;
- Same-sex harassment;
- Abuse by persons in positions of authority.

Despite these realities, male experiences often remain invisible within legal discourse.

Constitutional Framework and Gender Equality

The Constitution of India guarantees equality, dignity, and protection of life and liberty to every individual. Several constitutional provisions support the argument for gender-neutral protection against workplace harassment.

Article 14: Equality Before Law

Article 14 guarantees equality before law and equal protection of laws. The exclusion of male victims from workplace harassment legislation creates unequal treatment because similarly situated victims are treated differently solely on the basis of gender.

A male employee facing workplace sexual harassment suffers the same emotional trauma, professional insecurity, and psychological distress as a female victim. Denying legal remedies to men violates the constitutional principle of equal protection.

Article 15: Prohibition of Discrimination

Article 15 prohibits discrimination on grounds of sex. Although Article 15(3) permits special provisions for women and children, such provisions should not result in the complete exclusion of other genders from legal protection.

Protective discrimination cannot justify legal invisibility of male victims. Gender justice should focus on inclusivity rather than exclusivity.

Article 19(1)(g): Right to Profession

Every individual has the right to practice any profession or occupation. Workplace harassment creates hostile conditions that interfere with professional freedom and workplace participation.

Male employees subjected to harassment may suffer mental stress, fear, workplace humiliation, and career stagnation, thereby affecting their constitutional freedom to work with dignity.

Article 21: Right to Life and Dignity

The Supreme Court has repeatedly interpreted Article 21 to include the right to live with dignity, mental peace, privacy, and safe working conditions.

Sexual harassment directly violates human dignity irrespective of the victim's gender. Therefore, constitutional morality requires equal legal recognition of all victims.

Sexual Harassment of Men at Workplace: Reality and Challenges

The common perception that only women can be victims of sexual harassment creates significant barriers for men who experience abuse at workplaces. Male victims often face unique psychological and social difficulties.

- **Social Stigma and Masculinity**

Traditional gender stereotypes portray men as strong, dominant, and emotionally resilient. As a result, male victims are frequently mocked or disbelieved when they report harassment.

Society often assumes that men should welcome sexual attention or be capable of defending themselves physically. Such assumptions invalidate the emotional trauma suffered by male victims.

- **Fear of Ridicule**

Men fear becoming subjects of jokes, humiliation, or social embarrassment. Reporting harassment may expose them to questions regarding masculinity or sexual orientation.

This fear discourages complaints and contributes to underreporting.

- **Professional Consequences**

Male employees may fear retaliation, demotion, workplace isolation, or damage to professional reputation if they raise allegations.

The absence of formal grievance mechanisms further discourages reporting.

Psychological Impact

Sexual harassment can cause severe mental health consequences including:

- Anxiety;
- Depression;
- Loss of confidence;
- Sleep disorders;
- Social withdrawal;
- Emotional trauma;
- Suicidal tendencies in extreme cases.

These effects are not gender-specific and therefore require equal legal attention.

Literature Review

Sexual harassment in the workplace has been extensively studied within the broader framework of gender discrimination, power dynamics, and organizational behaviour. Traditionally, the literature has focused predominantly on women as victims, reflecting both the higher reported prevalence and the historical context of gender inequality. However, emerging scholarship highlights the limitations of this gender-specific approach and calls for a more inclusive, gender-neutral understanding of workplace harassment.

Early literature conceptualizes sexual harassment primarily in two forms: *quid pro quo* harassment and *hostile work environment*, both of which have significant psychological, economic, and professional consequences for victims. These studies emphasize that harassment adversely affects productivity, mental health, and organizational efficiency, thereby making it a critical issue for both employees and employers. While these foundational works acknowledge that men can also be victims, they often treat such cases as peripheral rather than central to the discourse.

More recent systematic reviews have expanded the scope of analysis by examining workplace harassment across genders. For instance, a comprehensive review of studies

published between 2010 and 2019 demonstrates that sexual harassment is a global organizational issue influenced by hierarchical power relations, workplace culture, and gender dynamics. Importantly, this body of research recognizes that although women constitute the majority of reported victims, men also experience harassment, often in underreported and understudied contexts.

Contemporary literature increasingly focuses on the experiences of male victims, highlighting significant gaps in both research and legal frameworks. A 2024 review on violence against men in workplace contexts underscores that male victimization remains comparatively neglected despite evidence of its prevalence. The study identifies social stigma, gender stereotypes, and inadequate institutional support as key factors contributing to underreporting among men. These findings suggest that societal expectations of masculinity often discourage men from acknowledging or reporting harassment, thereby reinforcing their invisibility within legal and academic discourse.

Scholars have also explored the role of gender norms and power structures in shaping experiences of harassment. Contemporary theoretical frameworks argue that sexual harassment is less about sexual desire and more about dominance, control, and reinforcement of hierarchical power relations. This perspective is crucial in understanding why men, particularly those in subordinate positions or gender-atypical roles, may also become targets of harassment. Additionally, studies indicate that individuals working in gender-minority environments—such as men in female-dominated professions—may face increased vulnerability to harassment.

Another significant strand of literature examines the psychological and organizational impact of workplace harassment on victims irrespective of gender. Research indicates that both male and female victims experience stress, anxiety, reduced job satisfaction, and diminished work performance. However, male victims often encounter unique challenges, including disbelief, trivialization of their experiences, and lack of tailored support mechanisms. These barriers further complicate access to justice and reinforce the need for inclusive legal protections.

Despite growing recognition of male victimization, legal scholarship points to persistent gender biases in workplace harassment laws. Many legal frameworks are either explicitly gender-specific or implicitly interpreted through a female-centric lens, thereby excluding or marginalizing male experiences. This has led to increasing academic advocacy for gender-neutral legislation that recognizes harassment as a violation of individual dignity rather than a gender-specific issue.

In summary, the existing literature reveals a gradual shift from a women-centric understanding of workplace sexual harassment toward a more inclusive framework that

acknowledges male victims. However, significant gaps remain in both empirical research and legal analysis. There is a clear need for further scholarly attention to gender-neutral legal approaches that address the complexities of harassment across all genders, particularly in relation to male victimization in the workplace.

Methodology

This research adopts a doctrinal and analytical research methodology to examine the adequacy of existing workplace sexual harassment laws in addressing the experiences of male victims and to evaluate the need for gender-neutral legal frameworks.

1. Research Design

The study is primarily qualitative in nature, relying on the analysis of legal texts, judicial decisions, and scholarly literature. A doctrinal approach is employed to interpret statutory provisions and legal principles governing workplace sexual harassment, while an analytical framework is used to critically assess their scope, limitations, and gender inclusivity.

2. Sources of Data

The research is based on secondary data, collected from a wide range of authoritative sources, including:

- **Legislation and Legal Frameworks:** Examination of existing workplace sexual harassment laws, with particular attention to gender-specific provisions and their implications for male victims.
- **Judicial Pronouncements:** Analysis of relevant case law to understand how courts have interpreted and applied sexual harassment laws in cases involving male victims or gender-neutral claims.
- **Academic Literature:** Review of books, peer-reviewed journal articles, and research papers addressing sexual harassment, gender theory, and workplace discrimination.
- **Reports and Policy Documents:** Study of reports published by governmental and non-governmental organizations on workplace harassment and gender equality.

3. Comparative Approach

A comparative legal analysis is undertaken to examine how different jurisdictions have approached gender neutrality in workplace sexual harassment laws. This includes

comparing gender-specific frameworks with gender-neutral models to identify best practices and gaps in legal protection.

4. Analytical Framework

The study applies a gender-neutral and rights-based perspective, focusing on principles such as equality, non-discrimination, and human dignity. It critically evaluates whether existing laws align with these principles and adequately protect all individuals, regardless of gender.

5. Scope and Limitations

The research is limited to secondary data analysis and does not include empirical methods such as surveys or interviews. While this allows for an in-depth legal and theoretical examination, it may not fully capture lived experiences of victims. Additionally, the study focuses primarily on formal workplace settings and may not extend to informal or unregulated sectors.

6. Objective of Methodology

The methodological approach aims to:

- Identify gaps in existing sexual harassment laws concerning male victims
- Assess the effectiveness of gender-neutral legal frameworks
- Propose recommendations for more inclusive and equitable legal reforms.

Existing Legal Framework in India

- **Vishaka Guidelines (1997)**

In *Vishaka v. State of Rajasthan*, the Supreme Court recognized workplace sexual harassment as a violation of fundamental rights and laid down preventive guidelines.

The judgment represented a progressive step toward workplace safety but remained women-centric due to the social realities of the time.

- **POSH Act, 2013**

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted to provide statutory protection to women employees.

Key Features

- Definition of sexual harassment;
- Internal Complaints Committee (ICC);
- Employer obligations;
- Complaint mechanism;
- Compensation provisions.

Limitations of the Act

Despite its significance, the POSH Act suffers from major limitations:

1. Gender-Specific Protection

The Act defines an “aggrieved woman” as the victim, thereby excluding men and transgender persons.

2. Absence of Remedies for Male Victims

Male employees have no dedicated statutory forum for complaints.

3. Violation of Equality Principles

Excluding men from protection creates unequal access to justice.

4. Reinforcement of Stereotypes

The law unintentionally reinforces stereotypes that men cannot be victims.

- **Bharatiya Nyaya Sanhita (BNS) and Sexual Harassment**

The Bharatiya Nyaya Sanhita, 2023 replaced the Indian Penal Code and contains provisions relating to sexual offences and harassment.

Section 75: Sexual Harassment

Section 75 criminalizes physical contact, sexual advances, sexually coloured remarks, pornography, and demands for sexual favours.

However, the provision substantially continues the earlier women-centric approach and does not adequately recognize male victims.

Section 78: Stalking

Stalking provisions address repeated monitoring or communication against women. Male victims facing cyberstalking or workplace stalking remain

inadequately protected.

Section 79: Insult to Modesty

The concept of “modesty” has historically been associated with women, creating interpretational limitations for male victims.

Although general criminal provisions such as assault, intimidation, or criminal force may indirectly apply, they fail to specifically address workplace sexual harassment experienced by men.

Judicial Responses and Legal Developments

Indian courts have recognized workplace dignity as part of fundamental rights. However, judicial discourse relating specifically to male victims remains limited.

Vishaka v. State of Rajasthan (1997)

The Supreme Court recognized workplace sexual harassment as a constitutional issue involving equality and dignity.

Medha Kotwal Lele v. Union of India (2013)

The Court emphasized strict implementation of workplace harassment mechanisms.

Emerging Need for Judicial Expansion

Indian judiciary has increasingly adopted progressive interpretations concerning gender identity and equality. Decisions recognizing LGBTQ+ rights indicate movement toward inclusive constitutional interpretation.

Future judicial approaches may extend workplace harassment protections beyond binary gender classifications.

Gender Neutrality Bill – 2019

The Criminal Law (Amendment) Bill, 2019, introduced as a private member’s bill in the Rajya Sabha by Senior Advocate KTS Tulsi, aimed to make criminal laws, particularly those related to sexual offences, gender-neutral. The bill sought to amend the Indian Penal Code (IPC), Criminal Procedure Code (CrPC), and Indian Evidence Act which has been replaced by Bhartiya Nayaya sanhita, Bhartiya Nagrik Suraksha Sanhita and Bhartiya Sakshya Adhiniyam to make sexual offence laws gender-neutral, recognizing men, women, and transgender individuals as both potential victims and perpetrator. It proposed gender-neutral provisions for crimes like rape, sexual harassment, stalking, voyeurism,

and outraging modesty, replacing terms like "man" and "woman" with "any person." The bill remains pending, reflecting slow legislative progress due to societal resistance, concerns about misuse, and prioritization of women-centric laws amid high rates of violence against women. Critics, including feminist groups, argued it might undermine protections for women, while supporters emphasized inclusivity and equality. The Bharatiya Nyaya Sanhita Bill, 2023, later incorporated some gender-neutral provisions, but it also awaits enactment.

Results and Discussion

1. Findings of the Study

The analysis of legal frameworks, judicial interpretations, and existing literature reveals several key findings regarding the treatment of male victims in workplace sexual harassment laws:

a. Gender-Specific Nature of Existing Laws: The study finds that many workplaces sexual harassment laws, particularly in jurisdictions like India, remain explicitly gender-specific. For instance, legislation is often framed to protect women, thereby excluding men from direct legal remedies. This creates a structural gap where male victims must rely on indirect provisions such as general workplace misconduct rules or criminal law, which may not adequately address the nuances of sexual harassment.

b. Underreporting and Social Stigma: A consistent finding across the literature is the significant underreporting of sexual harassment by men. Social expectations surrounding masculinity discourage men from acknowledging victimhood, leading to silence and lack of formal complaints. This underreporting further reinforces the misconception that workplace sexual harassment is a gender-exclusive issue.

c. Lack of Institutional Mechanisms for Men: Unlike frameworks designed for women, organizational policies and redressal mechanisms often lack clear procedures for male complainants. Internal complaints committees and workplace policies may not explicitly recognize men as potential victims, resulting in limited access to support systems.

d. Judicial Ambiguity: Judicial responses to male victimization are relatively sparse and often inconsistent. Courts in some jurisdictions have adopted broader interpretations of equality and dignity, but there is no uniform legal stance that explicitly recognizes the need for gender-neutral protection.

e. Emerging Shift Toward Gender Neutrality: Despite these gaps, the research identifies a gradual shift in academic discourse and policy recommendations toward

gender-neutral laws. Some jurisdictions and organizations have begun adopting inclusive policies that recognize harassment as a violation of individual rights rather than a gender-specific harm.

Discussion

The present study highlights a fundamental shift in the understanding of workplace sexual harassment—from a traditionally women-centric issue to a broader human rights concern that can affect individuals of any gender. While historical legal frameworks were designed to address systemic discrimination and violence against women, the findings of this research demonstrate that such gender-specific approaches, though necessary in their time, are increasingly inadequate in addressing the complexities of modern workplace dynamics.

One of the central issues emerging from this analysis is the exclusion of male victims from explicit legal protection in several jurisdictions. Laws that are framed solely around the protection of women risk creating a legal vacuum for men who experience similar forms of harassment. This exclusion not only limits access to justice but also reinforces the stereotype that men cannot be victims of sexual harassment. Such assumptions are inconsistent with contemporary research, which shows that men, too, can experience unwelcome sexual conduct, coercion, and hostile work environments, often with comparable psychological and professional consequences.

The discussion also underscores the role of societal norms and constructions of masculinity in shaping the experiences of male victims. Cultural expectations often discourage men from reporting harassment due to fear of ridicule, disbelief, or damage to their professional reputation. This leads to significant underreporting, which in turn perpetuates the invisibility of the issue within both legal discourse and organizational policy. As a result, male victimization remains underrecognized, further justifying the continuation of gender-specific frameworks.

Another important dimension is the institutional inadequacy of workplace mechanisms. Many organizations have established internal complaint systems in compliance with legal requirements; however, these systems are frequently designed with a singular focus on female victims. The absence of gender-neutral language and procedures can deter male employees from seeking redressal, thereby undermining the effectiveness of such mechanisms. A more inclusive institutional approach is necessary to ensure that all employees feel protected and supported.

From a theoretical standpoint, the study reinforces the argument that sexual harassment is fundamentally an expression of power imbalance and abuse, rather than purely a

gendered phenomenon. Power hierarchies based on position, authority, or organizational structure often play a decisive role in enabling harassment. This perspective supports the case for gender-neutral laws, as it shifts the focus from the identity of the victim to the nature of the conduct itself.

However, the move toward gender neutrality must be approached with caution. A key concern raised in academic and policy debates is that neutral laws may inadvertently dilute the specific protections afforded to women, who continue to face disproportionate levels of harassment. Therefore, the challenge lies in designing legal frameworks that are inclusive without being insensitive to existing inequalities. This may involve adopting gender-neutral language while retaining provisions that acknowledge and address structural disadvantages faced by women.

Furthermore, legal reform alone is insufficient to address the issue comprehensively. The effectiveness of gender-neutral laws depends on implementation, awareness, and cultural change within organizations. Training programs, sensitization initiatives, and clear reporting mechanisms are essential to ensure that employees understand their rights and feel empowered to report misconduct. Without such supportive measures, even the most progressive legal frameworks may fail to achieve their intended impact.

In conclusion, the discussion emphasizes that adopting gender-neutral approaches to workplace sexual harassment laws is not merely a matter of legal reform but a step toward a more equitable and inclusive understanding of workplace rights. Recognizing male victims within this framework does not diminish the struggles faced by women; rather, it strengthens the overall commitment to dignity, equality, and justice for all individuals in the workplace.

Conclusion

The pursuit of gender equality cannot remain limited to the protection of women alone. While women continue to face serious workplace discrimination and harassment, the experiences of male victims must also be legally recognized. Sexual harassment is fundamentally a violation of human dignity, bodily autonomy, and workplace safety irrespective of gender.

The exclusion of men from existing workplace harassment legislation creates constitutional inconsistencies and reinforces harmful stereotypes regarding masculinity and victimhood. Male victims often suffer in silence due to fear of ridicule, professional consequences, and lack of legal remedies. A progressive democratic society must ensure equal protection for every individual. Gender-neutral workplace harassment laws do not

undermine women's rights; rather, they strengthen the broader framework of human rights and constitutional equality.

India stands at a critical stage where evolving constitutional values, workplace diversity, and international human rights standards demand inclusive legal reform. Recognizing sexual harassment against men at the workplace is not merely a legal necessity but also a moral and constitutional imperative. True gender justice lies not in selective protection but in universal dignity, equality, and access to justice for all.

References

1. Vishaka v. State of Rajasthan, AIR 1997 SC 3011.
2. Medha Kotwal Lele v. Union of India, (2013) 1 SCC 297.
3. Oncale v. Sundowner Offshore Services, Inc., 523 U.S. 75 (1998).
4. Constitution of India.
5. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
6. Bharatiya Nyaya Sanhita, 2023.
7. Equality Act, 2010 (United Kingdom).
8. Civil Rights Act, 1964 (United States).
9. MacKinnon, Catharine A., Sexual Harassment of Working Women.
10. Ministry of Women and Child Development, Government of India, Handbook on Sexual Harassment of Women at Workplace.
11. International Labour Organization Reports on Workplace Harassment.
12. United Nations Human Rights Reports on Gender Equality and Workplace Safety.