

- (8) **Workers' initiative:**
Employees should be allowed to raise issue of sexual harassment at workers meeting and in other appropriate forum and it should be affirmatively discussed in employer-employee meetings.
- (9) **Awareness:**
Awareness of the rights of female employees in this regards should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.
- (10) **Third-party harassment:**
Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person-in-charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
- (11) These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.

FORMA
(See Rule 4)

The Industrial Employment (Standing Orders) Act, 1946

To

Dated

The Certifying Officer, Mizoram

(Area)

(Place)

Under the provisions of Section 3 of the Industrial Employment (Standing Order) Act, 1946, I am enclosing five copies of the draft standing orders proposed by me for adoption in

(Place)

Name

(Postal address)

Industrial establishment owned and controlled by me with the request that these orders may be certified under the terms of the Act. I also enclose a statement in Form B giving the particulars prescribed in Rule 5 of the Mizoram Industrial Employment (Standing Orders) Rules, 2013.

(Signature)

Employer/Manager.