

1. Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 is applicable from _____

- a) 01-04-2013
- b) 12.09-2013
- c) 01-01-2013
- d) 09-12-2013
- e) None of the above

Answer --09-12-2013

2. POSH is applicable to _____

- a) Only Govt. Organisations
- b) Only private organisation
- c) Local body and PSU, Domestic workers
- d) All of the above
- e) None of the above

Answer All the above

3. In Sexual Harassment of women at workplace(Prevention, Prohibition & Redressal) Act-2013 Work place includes

- a) Only premises, factory, office area of the employer
- b) Any workplace visited during course of employment
- c) Any transport provided by employer and used during course of employment
- d) None of the above
- e) All a,b & c

Answer All a, b & c

4. The responsibility of formation of Internal complain committee is on _____

- a) The State Govt
- b) The Central Govt.
- c) The Employee
- d) The Employer
- e) Labour Commissioner

Answer The Employer

5. According to Sec 2(f) of Sexual Harassment of women at workplace(prevention,prohibition & redressal) Act-2013 who is excluded from employee category
- a) Volunteer
 - b) Probationer
 - c) Contract labour
 - d) Trainees
 - e) None of the above

Answer None of the above

6. As per the Sexual Harassment of women at workplace(Prevention,Prohibition & Redressal) Act-2013 ,is there any penalty on employer for non-formation of Internal Complain Committee ?
- a) No penalty
 - b) Rs.10000/-
 - c) Upto Rs.100000/-
 - d) Upto Rs.50000/-
 - e) None of the above

Answer Upto Rs.50000/-

7. What is the time limit for filling a complain by aggrieved woman to Internal Committee or Local committee ?
- a) 1 months from the date of incident or last incident (in case of series of incident)
 - b) 3 months from the date of incident or last incident (in case of series of incident)
 - c) 6 months from the date of incident or last incident (in case of series of incident)
 - d) 12 months from the date of incident or last incident (in case of series of incident)
 - e) None of the above

Answer 3 months from the date of incident or last incident (in case of series of incident)

8. _____ % of members of Internal complain committee should be women
- a) 33
 - b) 50
 - c) 66
 - d) 75
 - e) All members should be women

Answer 50

9. Enquiry by Internal Complain Committee must be completed with _____ days of date of filling of complain.
- a) 90
 - b) 120
 - c) 150
 - d) 180
 - e) No such limit

Answer 90

10. Under which section of The Anti Sexual Harassment Law-2013 the "Sexual Harassment Redressal Committee (SHRC) for Women employee" will be constituted at different levels in our bank
- a) Sec.4
 - b) Sec.5
 - c) Sec.6
 - d) Sec.10
 - e) Sec.20

Answer Sec.4

11. Sexual Harassment Redressal Committee for Women employee will be constituted by bank on different levels. That levels are _____
- a) Central office
 - b) Zonal Office
 - c) Regional Office
 - d) Branch
 - e) a,b and c

Answer a,b and c

12. Who are members of SHRC at central office level ?
- a) A Social worker, preferably a woman with at least five years of experience (in the field of social work)

- b) Three (3) more officials posted in Middle/Senior Management Grade Scale III & above at Central Office
- c) Top woman executive of scale VII/VIII posted at central office
- d) At least half of the members of the SHRC should be women.
- e) All of the above

Answer All of the above

13. Who is incorrect for members of SHRC at regional office level ?

- a) A Social worker, preferably a woman with at least five years of experience(in the field of social work)
- b) Two (2) more officials posted in Grade Scale I/II/III & above at Regional Office
- c) Regional Head mandatorily
- d) At least half of the members of the SHRC should be women.
- e) The Presiding officer of RO level SHRC should be officer not below scale IV either posted at RO or Branch

Answer Regional Head mandatorily

14. Sexual Harassment Redressal Committee for Male & Transgender Employees will be constituted at _____ level

- a) Central office
- b) Zonal Office
- c) Regional Office
- d) Branch
- e) only a,b,c,

Answer only a,b,c,

15. Who will make nomination of SHRC at Central Committee ?

- a) Board of Directors
- b) MD & CEO
- c) Executive Director incharge of HR
- d) CGM(HR)
- e) GM (HR)

Answer Executive Director (in charge of HR)

16. What are the different levels of formation of committee for "Sexual Harassment Redressal of Male & Transgender Employees" in our bank ?

- a) Branch
- b) Regional office
- c) Zonal Office
- d) Central Office
- e) Different Verticals at CO

Answer Only b,c,d.

17. What is the tenure of Chairperson and members of SHRC ?

- a) 1 Years from the nomination or reconstitution,whichever earlier
- b) 2 Years from the nomination or reconstitution,whichever earlier
- c) 3 Years from the nomination or reconstitution,whichever earlier
- d) Depends on appointing authority
- e) None of the above

Answer 3 Years from the nomination or reconstitution, whichever is earlier

18. What is fee for out side member of SHRC for each meeting ?

- a) No fee is payable
- b) It is on description of RH/ZH/CGM(HR)
- c) Rs.1000/-+ actual conveyance charges
- d) Rs.5000/-+ actual conveyance charges
- e) Rs.10000/-+ actual conveyance charges

Answer Rs.5000/-+ actual conveyance charges

19. Who can remove a member or Presiding officer of SHRC at RO level ?

- a) Executive Director incharge of HR
- b) CGM(HR)
- c) GM (HR)
- d) Zonal Head
- e) Regional Head

Answer Regional Head

20. What is the periodicity of meeting of SHRC at RO ?

- a) Monthly or earlier if a complaint of serious nature warranting immediate action is received.
- b) Quaterly or earlier if a complaint of serious nature warranting immediate action is received.
- c) Half yearly or earlier if a complaint of serious nature warranting immediate action is received.
- d) It will be decided by Presiding officer without any restriction
- e) None of the above

Answer Half yearly or earlier if a complaint of serious nature warranting immediate action is received.

21. What is the time limit for sending the copy of complain to the respondent (person against whom the complain made) ?

- a) After 3 working days from date of receipt of complain
- b) After 5 working days from date of receipt of complain
- c) After 7 working days from date of receipt of complain
- d) After 15 working days from date of receipt of complain
- e) After 21 working days from date of receipt of complain

Answer After 7 working days from date of receipt of complain

22. What is the time limit for Respondent to file the reply after receipt of compliant from SHRC. ?

- a) After 3 working days from date of receipt of complain from SHRC
- b) After 7 working days from date of receipt of complain from SHRC
- c) After 10 working days from date of receipt of complain from SHRC
- d) After 15 working days from date of receipt of complain from SHRC
- e) After 21 working days from date of receipt of complain from SHRC

Answer After 10 working days from date of receipt of complain from SHRC

23. What is the maximum time line for completion of inquiry by SHRC ?

- a) 30 days from the receipt of complaint.
- b) 45 days from the receipt of complaint.
- c) 60 days from the receipt of complaint.

- d) 90 days from the receipt of complaint.
- e) 120 days from the receipt of complaint.

Answer 90 days from the receipt of complaint.

24. What is the time limit for submission of recommendation to RH/ZH/CGM(HR) to take action against the respondent?

- a) 07 working days after completion of inquiry
- b) 10 working days after completion of inquiry
- c) 15 working days after completion of inquiry
- d) 21 working days after completion of inquiry
- e) 30 working days after completion of inquiry

Answer 10 working days after completion of inquiry

25. What is the time line for taking action by Competant Authority after submission of report by SHRC ?

- a) 15 days
- b) 30 days
- c) 45 days
- d) 60 days
- e) 90 days

Answer 60 days

26. Who is the Appellate Authority ,for award staff and officer upto scale III ?

- a) Regional Head
- b) Zonal Head
- c) GM (HR)
- d) CGM(HR)
- e) Executive Director(in charge of HR)

Answer GM (HR)

27. If any party is not agreed with SHRC report .Then a appeal may be filed against the recommendations of the SHRC report within _____ days from the recommendations/date of the report.

- a) 21 days
- b) 30 days
- c) 45 days

- d) 60 days
- e) 90 days

Answer 90 days

28. Appellate Authority have to take decision on apple within _____ .

- a) 21 days working
- b) 30 days working
- c) 45 days working
- d) 60 days working
- e) 90 days working

Answer 90 days working

29. At which level the POSH cell is formed ?

- a) RO Level
- b) ZO level
- c) Central office
- d) b & C
- e) a,b and c

Answer Central office

30. What is function of POSH cell ?

- a) Preparation of minutes of SHRC meetings conducted at Central Office
- b) Preparation of minutes/statements of the meetings regarding appeal.
- c) Replying to RTI queries related to this policy
- d) POSH Cell at CO shall coordinate with other Zonal/Regional SHRC committee for the reports and compile reports as per the guidelines.
- e) All of the above

Answer All of the above