



ENPRO

ENDURING PROMISE



SHe-Box

Sexual Harassment Electronic Box

**GOVERNMENT OF INDIA'S ONLINE COMPLAINT
PORTAL FOR WORKPLACE SEXUAL HARASSMENT**





1. What is SHe-Box?

SHe-Box (Sexual Harassment Electronic Box) is an online complaint portal developed by the Ministry of Women & Child Development, Government of India, to support women facing sexual harassment at the workplace.

It provides a single, centralized platform where women can file complaints and track their status, in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act)

The portal works alongside the internal PoSH mechanisms of every employer; it does not replace the Internal Committee (IC) in an organisation but strengthens accountability and timely redressal.

Official Portal :- <https://shebox.wcd.gov.in/>

2. Purpose of SHe-Box

The key objectives of SHe-Box are:

- To provide women with a secure, technology-enabled way to report workplace sexual harassment from anywhere in India.
- To ensure that complaints are routed quickly to the appropriate Internal Committee (IC) or Local Committee (LC) for action.
- To act as a central repository and monitoring system so that authorities can track whether complaints are being processed in a fair and time-bound manner.

By doing this, SHe-Box supports safer, more inclusive workplaces and helps enforce the PoSH Act across both government and private sectors.

3. Who can use SHe-Box?

Any woman who believes she has faced sexual harassment at the workplace can use SHe-Box. This includes:

- Women working in government or private organisations
- Women in the organised or unorganised sector
- Regular employees, contractual workers, consultants, trainees, interns, apprentices and volunteers
- Women visiting a workplace in connection with work, even if they are not on the company's rolls



4. Key features of the SHe-Box portal

- Single-window access:- Women from any sector, anywhere in India, can file a complaint through one common portal.
- Simple registration:- A valid email ID and mobile number are sufficient to create a complaint and receive updates.
- Automatic routing:- Once a complaint is submitted, it is electronically forwarded to the relevant Internal Committee (IC) of the employer or the Local Committee (LC), depending on the case.
- Tracking and transparency:- The complainant receives a unique ID and can track the progress of her complaint online, helping to ensure that the matter is not ignored or unduly delayed.
- Compliance monitoring:- The portal also acts as a compliance-monitoring tool for authorities, creating a database of ICs and LCs and helping to check whether organisations are responding properly to complaints.

5. How to file a complaint on SHe-Box

- Visit <https://shebox.wcd.gov.in>.
- Click on the option to “Register Complaint” or similar prompt on the homepage.
- Provide basic contact details (such as name, email, mobile) and information about your employment and organisation.
- Describe the incident(s) of sexual harassment, including dates, place of occurrence, and any supporting details or documents you wish to share.
- Submit the complaint to receive a unique complaint ID.
- Use this ID to log in and track the status of your complaint and any further communication.

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