

## **BHUTAN**

### **LABOUR AND EMPLOYMENT ACT 2007**

#### **CHAPTER II**

##### **Prohibition against sexual harassment**

**16.** An employer shall not sexually harass:

- (a) a person seeking employment with that employer; or
- (b) an employee of that employer.

**17.** An employee shall not sexually harass:

- (a) another person employed by his or her employer;
- (b) his or her employer; or
- (c) a person seeking employment with his or her employer.

**18.** For the purposes of sections 16, 17 and 19, sexual harassment includes:

- (a) making an unwelcome sexual advance or an unwelcome request for sexual favours to the other person; or
- (b) engaging in any other unwelcome conduct of a sexual nature in relation to the other person.

**19.** In sections 16 to 18 "conduct of a sexual nature" includes-

- (a) subjecting a person to any act of physical intimacy;
- (b) making any oral or written remark or statement with sexual connotations to a person or about a person in his or her presence; or
- (c) making any gesture, action or comment of a sexual nature in a person's presence.

**20.** A person who contravenes sections 16 to 19 shall be guilty of an offence which shall be a petty misdemeanour. In addition, the Court may impose fine at the rate of the Daily Minimum National Wage Rate to a maximum of 3000 days in accordance to the severity of the offence.