



Date of Event: 1st Dec 2022

Venue: Da Vinci Auditorium

Report on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace (PoSH).

Objective:

To determine the Legal Aspects on values and the extent to which the faculty can be attentively understand the legal acts – section and sub section of acts.

In compliance to our objective, we organised an interactive session amongst the faculty members, management team and the staff members addressed by the professional Dr. Himani Goswami– Certified PoSH Trainer

During the professional addressal on various acts, its sections and subsection, Awareness & Learning session was conducted to focus on importance of Prevention of Sexual Harassment at workplace.

- Sets of procedural guidelines for use in India in cases of sexual harassment was published in 1997 later superseded in 2013 by the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) acts under Vishakha guidelines.
- Define sexual harassment – unwanted or unwelcome sexual determined behaviour, physical & abuse contact, a demand to execute act and verbal & nonverbal act which sense and abuse shall be lodged a complaint under certain sections of act of IPC.
- It was reiterated about article 14 & 15, which reveals the law on gender equality at workplace.
- The data indicates 50% women are harassed at workplace all over the world.
- The authenticity of complains are equally adjudged before proceeding for arbitration as it has also been noticed sometimes, malicious complains are also filed which deviate from redressals and right decision.
- At the concluding remarks the professional quoted “Perception matters whether harassed or not” and “If employees are harassed, the institute is liable”.

The professional had shared NGOs working on PoSH and made interactive with each faculty member of faculty and exemplified Bhaveeri Devi Case on Child Marriage.

Event Coordinator

Dr. Malvika Chaudhary

Composed by

Dr. Alka Srivastava

Convener

Dr. Alka Srivastava