



REPORT
ON
AN AWARENESS SESSION ON 'SEXUAL HARASSEMENT OF WOMEN
AT WORKPLACE'

Date: 8th December 2023

Venue: S M Sehgal Foundation

Event Type: Awareness Session to observe Sexual Harassment Week

Mode of Activity: Hybrid Mode

Target Group: NSS Volunteers and employees of S M Sehgal Foundation

Coordinators: Dr Neeraj Kumari and Dr Mina Kumari

Organized by: NSS, K R Mangalam University, Gurugram

Resource Person: Dr Shobhna Jeet, Chairperson, Gender Sensitization and Safety Committee

Participants: 115 including NSS volunteers and employees of S M Sehgal Foundation (offline and online)

Introduction:

As per letter received with reference number F.No.P.32/I/2023[NSS/DTE/1961-1975 from Ministry of Youth Affairs and Sports, Govt of India, Sexual Harassment at Workplace Prevention week (Prevention, Prohibition and Redressal) Act, 2013) from 4th— 9th December 2023 is observing. This session is designed to provide a comprehensive introduction to the laws and regulations governing sexual harassment in the workplace. We believe every employee should clearly understand the legal framework that addresses this crucial issue. Therefore, an awareness session on 'Sexual Harassment of Women at Workplace' was organized on 8th December 2023 in collaboration with Gender Sensitization and Safety Committee and S M Sehgal Foundation.

Objective:

The session aims to equip participants with a comprehensive understanding of sexual harassment, encompassing its various forms and the potential impact on individuals and work environments. Furthermore, it seeks to empower attendees with the knowledge and skills necessary to respond effectively to instances of sexual harassment, including familiarization with reporting procedures and available support mechanisms.

Content:

The session was started by Ms Aarti Grover, senior management of S M Sehgal Foundation where she welcomed all the dignitaries and participants (offline as well as online) and confirmed the motive of the session. The session was preceded by Dr Shobhna Jeet, Chairperson, Gender Sensitization and Safety Committee. She told the participants that Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, more commonly known as the PoSH Act, was enacted in 2013. The legislature aimed to prevent, prohibit, and provide redressal workplace sexual harassment. The intent of the law is to create a safe workplace for women without their integrity getting impacted.

She continued her session by providing the information about what is harassment, how to recognize a harassment, which all act/ words come under sexual harassment, how to respond to harassments and legal procedure. The employees were also informed that those who underwent any kind of harassment can approach the Internal Complaints Committee (ICC). She also differentiated the myths and facts about Sexual Harassment at Workplace with live examples and clear view about the Act.

Conclusion:

The participants attended the session with full zeal and enthusiasm. In the last, an interactive session was held where both men and women expressed their concern and questions about the topic. The session was concluded with vote of thanks. Dr Neeraj Kumari, NSS Coordinator expressed her gratitude to all the management team and participants of S M Sehgal Foundation.

Outcomes:

Participants gained valuable insights about what constitutes sexual harassment in the workplace. Through these sessions, employees will be able to recognize the difference between harmless banter and harmful behavior. Employees were assured that their concerns would be treated confidentially and that retaliation for reporting would not be tolerated.





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