

## **MDP 14: Prevention of Sexual Harassment of Women at Workplace and Gender Sensitivity**

### **Introduction**

Fundamental Rights enshrined under the Constitution of India guarantee gender equality and safety from sexual harassment to women. **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** is the legislative framework in India that seeks to protect women from sexual harassment at their place of work. Legal compliance of the act is mandatory for any workplace and Employers have to carefully understand and implement the provisions of the law. It is important for all organizations and stakeholders to be aware of the provisions of the act and ensure its seamless compliance. Gender sensitization need to be worked upon to ensure success of such programs.

### **Objective**

There are multiple objectives of attending the workshop. Few of would include creating awareness on the issues relating to Sexual Harassment of Women at Workplace and its implications. It would be an important objective to make participants understating the key provisions of the Act. The Obligations of Employers under the Act and learning on how to set-up the administrative infrastructure under the Act would be done using different pedagogical tools. It's imperative that organizational philosophy lay strong emphasis on inculcating values of equality, inclusivity and diversity, all of which are essential for building a healthy society. Importantly the concept of Gender sensitivity would be introduced and familiarized with.

### **Program Contents**

- Evolution of law on sexual harassment in India
- Vishaka Guidelines
- Key provisions of the Act
- Obligation of Employers under the Act
- Case Studies
- Key HR responsibilities and issues under the law which Employers should know

### **Program Duration**

1 day

### **Pedagogy**

Presentations with illustrative discussions, Case Studies, Exercises

## Program Directors



**Professor Kamal Kishore** has rich experience of over four decades in corporate sector and academia. He has 32 years' experience in the corporate sector in areas of banking, finance, Law, HR and general management. Professor Kishore was Chief General Manager in a large all India Financial Institution dealing with areas of Project Finance (IFCI), Corporate Management, Vigilance, Business Policy and Development, HRM and law etc.

He has been a Director in more than 30 large companies and was also Chairman of two companies. He has been Dean and Professor with Apeejay School of Management for last 9 years.

Professor Kishore is M.Sc. LLB (Delhi Univ), MBA, PGDPM (FMS, Delhi Univ), CAIIB (Indian Institute of Banking and Finance, Mumbai), Associate of Development Bank Management (ADFIAP, Manila). His areas of Research/Teaching interests include Corporate Governance, Corporate Legal framework, Banking and Project Finance, Corporate Restructuring, Investment Management, Entrepreneurship. Delivered workshop on POSH for Valedra India Pvt. Ltd.



**Dr. Ishita Adhikari** is Associate Professor (HR) She has over 23 years of experience in corporate sector and academia. Her last held portfolio was **Vice President** - Human resources and Divisional board member for Kuoni Business Travel India Pvt. Ltd. Ms. Adhikari is currently associated with Apeejay school of Management, New Delhi for last 5 years.

Ms. Adhikari is a Ph.D in Management from Apeejay Stya University, B.Sc Electronic (Hons.) from Delhi University, **LLB** from Delhi University, **MSW** from Jamia Millia Islamia, New Delhi, PGD in **PM & IR** from Bhartiya Vidya Bhavan.. Strategic HRM, Mentoring and coaching which happens to be her area of Ph.d research, Performance Management and Leadership Development, Law. Certified TTT in soft skills, Expert in Assessment Center development. Delivered workshop on POSH for Valedra India Pvt. Lt.