

# APEEJAY SCHOOL OF MANAGEMENT

23.02.19

9:30AM TO 1PM

## WORKSHOP ON PREVENTION OF SEXUAL HARASSMENT AGAINST WOMEN AT WORK PLACE

Sector 8 Institutional  
Area, Dwarka, New  
Delhi

Fundamental Rights enshrined under the Constitution of India guarantee gender equality and safety from sexual harassment to women. The Government of India promulgated the new Law – The Sexual Harassment of Woman at Work Place (Prevention, Prohibition, and Redressal) Act, 2013. The law is mandatory for all organisations in Government, public, private sector and noncompliance is punishable. Law casts a number of responsibilities on employers including creating awareness about the provisions of law and constitution of Internal Complaints Committee to deal with complaints of Sexual Harassment. 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.

### For Whom:

The program has been specially designed for

Members of Internal Complaints Committees (on sexual harassment)

Top Management Executives

Corporate executives

Faculty members

Administrators in educational Institutes

## PROGRAM CONTENT

- Evolution of law on sexual harassment in India. A backdrop regarding Vishaka Guidelines.
- Concept of Sexual Harassment
- Key provisions of the Act. Details regarding the time limit to make complaint, Burden of Proof, Appellate Remedy, Interim relief etc.
- Complaint and Enquiry Procedure, Punishment and Appeal
- Obligation of Employers under the Act. Constitution of Internal complaint committee and their Role. Submission of Annual report
- Cases on Sexual Harassment
- Key HR responsibilities and issues under the law. Misconceptions about the Law

### Methodology

Presentations with illustrative discussions and Group Exercises

FOR MORE INFO:

PROF KAMAL KISHORE (MOB 9312643346)

DR. ISHITA ADHIKARI (MOB 9810840990)

## RESOURCE PERSONS

### Prof Kamal Kishore

He is currently Dean and Professor of Finance, Corporate Governance and Laws at ASM, Dwarka, New Delhi. He has held several senior positions in corporate sector and academia for the last 40 years. He was Chief General Manager in an all India Financial Institution, Chairman of two consultancy companies and Director of more than 30 companies which included LIC Housing Finance, Hero Cycles, Welspun India, Indorama Synthetics, S. Kumar Nationwide, Ispat Industries, Essar Oil, Aditya Mills etc. Prof. Kishore is an M.Sc. MBA, LLB, PGDPM, CAIIB, and AsDBM (Manila).

### Prof. Ishita Adhikari

She is a Human Resources professional with experience of over 21 years at senior levels in the Corporate and Academia. She started her career with National University of Educational Planning and Administration and later went on to work across sectors spanning Manufacturing, Telecom and Travel and Education. In her previous last assignment Dr. Adhikari was Vice President ( Human Resources ) with Kuoni Travel India Pvt. Ltd. She has been associated with ASM, Dwarka as Associate Professor (HR) since 2012. She is a position holder in MSW from, Jamia Millia , LLB (DU), PGDM (IR & PM) from (BVP ) and a Ph.D in Management from ASU.

**Fee :** Rs 1,500 + 18% GST(Rs. 270/), Total 1,770 (includes Kit and Tea)

**Venue :** Conference Hall, Apeejay School of Management, Sector 8, Dwarka, New Delhi (near Metro Station, sector 9)

**Certificate:** Participants will be given certificate of participation.

**Registration:** Register for the Program by sending Demand Draft/ Cheque drawn in favour of Valedra Pvt Ltd. for Rs. 1,770.

**Last date of Registration** is **15th February, 2019**. Registration will be on first cum first basis.

