

LEGAL AWARENESS ON SEXUAL HARASSMENT OF WOMAN AT WORKPLACE 14TH DECEMBER 2024, SATURDAY



On December 14, 2024, Advocate Ms. Supreet Bimbra Delhi Legal Service Authority (DLSA) and National Legal Services Authority (NALSA) delivered an insightful seminar at Gitarattan International Business School, addressing the topic of "**Legal Awareness Activity on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**". The seminar was attended by a large gathering of Teaching & Non-Teaching Staff eager to understand the implications of the *Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013*. This event aimed to create a comprehensive understanding of workplace harassment, preventive measures, and the rights and responsibilities of all parties under the POSH Act. Such initiatives are vital in fostering a safe, equitable, and inclusive workplace culture. The speaker began by defining what constitutes sexual harassment under the Act and provided a comprehensive overview, including, definitions of workplace harassment, where Sexual Harassment, includes unwelcome acts or behaviors such as physical contact and advances, a demand or request for sexual favors, sexually colored remarks, showing pornography, or any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature. She discussed the process of filing complaints and the role of the ICC (Internal Complaints Committee) & LCC (Legal Complaints Committee).

She explained the Role of ICC where Preliminary Enquiry examines the complaint and initiates an inquiry within seven days. The ICC may suggest a conciliation process (with the complainant's consent) to resolve the issue amicably without monetary compensation. The ICC submits its findings and recommendations to the employer within 90 days of the inquiry.

The seminar delved into the legal structure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, where she gave an outlining of LCC stands for Local Complaints Committee, which is a body established to address complaints of sexual harassment at the workplace. The LCC is a key component of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, also known as the POSH Act means the committee constituted to investigate complaints of sexual harassment, at branches with staff of more than 10 employees, in the manner prescribed under the law.

Advocate Supreet Bimbra emphasized how the Local Complaints Committee (LCC) and Internal Complaints Committee (ICC) work distinctively and how they are different from each other.

The session concluded with an interactive Q&A segment where participants raised queries about the legal nuances of the Act, scenarios where the ICC or LCC would be applicable, and the penalties for non-compliance with the Act. The legal awareness activity successfully concluded its objectives of educating participants about the *Sexual Harassment of Women at Workplace Act, 2013* and discussed the distinction between the ICC and LCC. Participants gained a clear understanding of their rights, the responsibilities of organizations, and the importance of fostering a safe and respectful workplace and also became aware of the process to file complaint in case of sexual harassment of women at workplace. The seminar ended with vote of thanks by Dr. Sonia Rajoria.

FLYER OF THE EVENT



The flyer features the logos of the Ministry of Labour and Employment, Government of India, and the Department of Labour, Government of India, at the top left. The giBS logo and name are at the top center, with accreditation details below. At the top right is the logo of the District Legal Services Authority. The main title is 'LEGAL AWARENESS ACTIVITY ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE', with 'SEXUAL HARASSMENT OF WOMEN AT WORKPLACE' in red. Below the title, it says 'In collaboration with Delhi Legal Service Authority, North National Legal Service Authority'. The date is '14th December 2024' and the time is '11:00 AM - 01:00 PM'. The venue is 'Auditorium, GIBS'. The speaker is 'Adv. Ms Supreet Bimra, District Legal Services Authority (DLSA)'. A photograph of Adv. Ms Supreet Bimra is on the right. The footer contains social media icons, the website 'www.gitarattan.edu.in', and the email 'lac.gibs@gitarattan.edu.in'.

TYPE OF EVENT	Co-Curricular
VENUE	Auditorium, Ground Floor at GIBS
TIME & DURATION	11 am To 1 pm
CONDUCTED BY	CLS-GIBS
ORGANISED FOR	Teaching & Non-Teaching Staff
NAME OF THE COORDINATOR	Dr. B.K.Yadav & Dr. Sonia Rajoria
ATTENDANCE	70 (Approx.)
RESOURCEPERSON	Advocate Supreet Bimbra Delhi Legal Service Authority (DLSA)
OBJECTIVES OF THE EVENT	<ul style="list-style-type: none"> • Educate participants about the provisions, scope, and significance of the <i>Sexual Harassment of Women at Workplace Act, 2013</i>. • Ensure understanding of what constitutes workplace harassment, including its various forms and definitions.
LEARNING OUTCOMES	<ul style="list-style-type: none"> • Gained knowledge of the Legal Framework of the <i>Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013</i>. • Recognized the roles and responsibilities of employees, employers, and designated committees like the Internal Complaints Committee

	<p>(ICC) and Local Complaints Committee (LCC).</p> <ul style="list-style-type: none"> • Participants gained a clear understanding of their rights and the responsibilities of organizations • They understood importance of fostering a safe and respectful workplace • Became aware of the different process to file complaint in case of sexual harassment of women at workplace
SHORTFALL DURING EVENT	None
LINK OF ONLINE VIDEO	https://youtu.be/dz8oyBCLWBY

PREPARED & SUBMITTED BY: DR. SONIA RAJORIA, ASSISTANT PROFESSOR, CLS-GIBS