

WOMEN'S DAY CELEBRATION

SEMINAR ON UNDERSTANDING PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE (POSH) ACT



11.03. 2022

ORGANIZED BY

**SOCIAL WORKERS' ASSOCIATION FOR STAFF AND
STUDENTS (SWASS)
P.G. & RESEARCH DEPARTMENT OF SOCIAL WORK
LOYOLA COLLEGE (AUTONOMOUS) CHENNAI-34**

INVITATION



**PG & RESEARCH
DEPARTMENT OF SOCIAL WORK
SHIFT-1
LOYOLA COLLEGE, CHENNAI- 34**



You are cordially invited for

International Women's Day Celebration

**Topic: "Understanding Prevention of Sexual
Harrasment at Workplace (POSH) Act"**

**Guest
Speaker: Ms.Geetha Charusivam**
Advocate



11.03.2022

Time: 12.15pm
Venue: Seminar Hall

Introduction:

Social Workers Association for Staff and Students (SWASS) of the Department held the women's day Seminar on 11th March 2022. The topic for the seminar was Understanding Prevention of Sexual Harassment at Workplace (POSH) Act. The Resource Person for the Seminar was advocate **Geetha Charusivam**.

Participants:

The I & II Year Postgraduate students of Social Work Department (Shift 1) participated in the seminar

Proceedings of the Day:

The event started with the prayer song rendered by the department choir. Geoffrey Marshal and Deric Titus from the second year welcomed the gathering and introduced the Resource Person.

The guest speaker greeted the gathering and shared the following information with students.

- The types of harassment faced by women in the workplace and the importance of women's consent and values of their thoughts.
- The significance of ICC, the procedures and various aspects related to sexual harassment.
- Formulation of Visakha guidelines and POSH ACT

ICC (Internal Complaint Committee)

A general overview on harassments faced by a woman and the detailed functions of ICC was elaborated. The circumstances where women could file a complaint were explained well. The ICC panel committee members and their roles were described. The ensuing procedures once a complaint is filed by a victim against an abuser was detailed. The penalty of committing sexual harassment in work place was also discussed in detail.

Formulation of Visakha Guidelines

An outline of the visakha case and subsequent formulation of the guidelines against harassment was narrated. The Visakha guidelines were legally binding, defined sexual harassment and imposed three key obligations on institutions-Prohibition, Prevention, and Redressal.

The directions of Supreme Court to establish Internal Complaints Committee, which would look into matters of sexual harassment of women in the workplace was detailed. The Ministry of Women & Child Development, published a Handbook on Sexual Harassment of Women at Workplace which includes details of instances of behaviour that constitutes sexual harassment at the workplace.

Conclusion

The students were given opportunity to clarify their doubts with the Speaker. A number of students utilized the opportunities wisely and clarified their doubts. The students shared that it was an informative session to learn about **POSH ACT**. To Conclude the session, Ms. Aperna PK (First Year PG Student), proposed the Vote of Thanks.

SNAPSHOTS

