



Bal Bharati
PUBLIC SCHOOL

Sector – 21, Noida

Phone : 0120-2534064, 2538533 / e-mail : bbpsnd@yahoo.co.in

Website : [http : www/bbpsnoida.com](http://www/bbpsnoida.com)

Workshop/Seminar Feedback Form

Workshop/Seminar title: Workshop on Sexual Harassment of Women at Workplace for female support staff employees

Workshop/Seminar Date: 4.05.2019

Resource Person: Ms. Aditi Gaur, School Counselor

As an objective to educate the female staff of the school about prevention of sexual harassment of women at workplace and to be informed about the complaint redressal mechanism a workshop was held in the school for the female support staff . The workshop began by informing the support staff about the existence of an Internal Complaints Committee. They were informed that the ICC functions are to hear and address complaints regarding sexual harassment at BBPS Noida and to spread awareness about gender related issues and functioning of ICC.

The participants were informed that workplace harassment which is the belittling or threatening behavior directed at an individual worker or a group of workers it could be in the form of verbal request, verbal comments and non-verbal display. It was informed that The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work. The government has threatened to take stern action against employers who fail to comply with this law. It has given directives to the institutes/organisations to define Policies on Prevention of Sexual Harassment and to establish Internal Complaints Committee to address the issues. The onus lies on each institute/organisation of Public or Private Sector to comply with the Legal provisions of the State in creating safe workplaces. Further they have the responsibility of educating the women about their constitutional rights and Legal provisions available for their safety in workplaces. The workshop also focused on the complaint redressal mechanism.