



Bal Bharati
PUBLIC SCHOOL

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Workshop/Seminar Feedback Form

Workshop/Seminar title: Workshop on Sexual Harassment of Women at Workplace

Workshop/Seminar Date: 17.08.2019

Resource Person: Ms. A. Gaur, School Counselor

A workshop on Sexual Harassment of women at workplace was held in the school for the teaching faculty. The workshop began by informing the teachers about the meaning of **Workplace harassment** which is the belittling or threatening behavior directed at an individual worker or a group of workers "Mobbing", "workplace bullying", "workplace mistreatment", "workplace aggression", and "workplace abuse". The presentation included most common types of sexual harassment identified by the victims which were verbal request, verbal comments and non-verbal display. The causes of sexual harassments were also discussed such as the existence of opportunities, sexual tolerance environment, the harassers attitude and the victims personality, power and gender relations, and pre planned intention. The effects mentioned by the victims were psychological consequences, changes in personality, health and social related problems and unsatisfactory work life. The Act defines sexual harassment at the work place and creates a mechanism for redressal of complaints. It also provides safeguards against false or malicious charges.

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. This is needed more to understand how many organisations are transforming to brand themselves as safe workplaces for women.

The workshop ended by informing the staff that for complete details regarding the act and its provision the staff could refer to the Sexual Harassment Handbook prepared by the Ministry of Women and Child development.