



**Conducts**  
One Day Workshop on

# SEXUAL HARASSMENT - AWARENESS PROGRAMME

## Under

# SEXUAL HARASSMENT OF WOMEN AT WORK PLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

### Focus on practical training and statutory compliances

In Association with



**(SOCIETY FOR SAFE WORK)**

**A CSR Initiative of V & M Legal Associates, Chennai**

**(Advocates and Solicitors)**

**An NGO Registered under Trust Act**



### Main learning areas to be covered in the workshop :

#### SESSION I:

1. Governing Legislation & Applicable provisions under the SHW Act
2. Penalty & Non-Compliance
3. Recent Issues & Implication
4. Vishaka Committee & Committee & Another Judicial pronouncement

#### SESSION II:

1. Sexual Harassment – Gender discrimination
2. Quid pro quo & Hostile environment
3. Impact & Consequences of Sexual Harassment Policy
4. How Sexual Harassment at workplace is a form of Gender Discrimination

#### SESSION III:

1. Concept of Civil & Criminal law
2. Complaint Mechanism
3. Internal Committee, Local Committee & Interim order
4. Monetary compensation & Conciliation
5. Confidentiality & Prosecution for false complaint
6. Closure of the Complainant – Satisfactory report and
7. Appeal, - Duties of employer

#### SESSION IV:

1. How to design Policy - SOP – Steps involved
2. Employee Sensitization
3. ICC formation – orientation to members – process of removal / addition of members in ICC
- Power of ICC – and Power of ICC Chairperson
- What is Sub- committee – Location Committee?
4. Reporting and closure
5. Authority under this Act
6. Submission of report and periodicity
7. Display & Abstract – responsibility
8. Understanding of ICC, LCC and Police Complaints
9. Mandatory Disclosure of POSH Cases and Redressal
10. Discussion – with case laws Plus
11. Industry over view and functioning of ICC / Sub committee
12. Global Scenario on POSH – reference to major Countries
13. What provisions applicable for International workers working in India or in a different Geography
14. Business Impact of POSH Cases
15. Stake of the brand & Personal Status
16. Clinical Counseling

### Objectives :

The Sexual Harassment of Women on Workplace (Prevention, Prohibition and Redressal) Act, 2013, is an act to provide protection against sexual harassment of women at workplace and it laid down guidelines for Redressal of complaint relates to sexual harassment at workplace.

### Programme Lead Moderator:

**Mrs. Mary Rajasekaran**, M.A., Director, Advantages, Chennai – one of the most specialised training company on “Employability Skills & Behavioural adoptability”.

**Dr. Sharadha** M.B A., Ph. D: Doctorate in Human Resources Development, with high order professional credits in Learning & Development as Corporate Trainer close to a decade.

**Shri.G.K. Kalidasan**, Practicing lawyer in the Madras High Court in the Corporate Law and serve as a General Counsel for few corporate Houses and has rich experience in managing Human resources function

**Shri. S. S. MADHAVAN**, Founder Director of V & M Associates–Corporate Legal Firm & Advocate Holds Master Degree in Social Science, Master degree in Business Administration with specialization in Human Resources Management, and possesses Law degree from University of Bangalore.

### TRAINING PROGRAMME FEE :

**Rs.4000 for Single Entry. For more than one participant from the same organization Rs.3500 each.**

**GSTIN : 33AFKPG7543M1Z5 SAC CODE : 999293 (Commercial Training and Coaching Services)**

**It Covers course Material, grand buffet Veg. Lunch & refreshment**

**Cheque / DD drawn in favour of “Maxwell Centre for Industrial Training and Development”.**

**Date and Time:**  
**23rd November 2018**  
**Friday**  
**9 am – 5 pm**



**Venue:**  
**JP Hotel Chennai**  
**Jawaharlal Nehru Rd, Koyambedu**  
**Porur, Chennai-600 107.**

For registration contact:

**U. Mahalakshmi, Training Coordinator**

New no.12, Old no. 35, V.P. Akilan Street, M.G.R. Nagar, Chennai-78.

Phone: 044-42616430 | 044-4203 3075, Cell: 09841985114 / 6

E-mail: admin@maxwellacademy.com | training@maxwellacademy.com

Website: www.maxwellacademy.com

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