



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



Date and Time:

23rd November 2018

Friday

9 am - 5 pm



Venue:

JP Hotel Chennai

Jawaharlal Nehru Rd, Koyambedu

Porur, Chennai-600 107.

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

The main object of the workshop:

1. To create awareness among Employee and Employer to handle Sexual Harassment cases.
2. Designing of Sexual Harassment Policy for the company
3. Formation of Internal Committee
4. Conducting Investigation and Holding enquiry
5. Reporting of Internal Committee.

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 Compliant - 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

Programme Lead Moderator:

Mrs. Mary Rajasekaran, M.A., Director, Advantages, Chennai - one of the most specialised training company on "Employability Skills & Behavioural adoptability". Mrs. Mary Rajasekaran has 3 decades of professional experience with National Educational Institutions of Excellence like XLRAI associates, LIBA & Loyola College, in senior administrative capacity and with large Corporate Houses like HCL Technologies with Learning & Development functions. She is one of the most referred professionals for conducting employee related counselling and related intervention programmes. She is also founder member of many Non-Governmental organisation and associated with many initiatives in the larger interest of social cause .

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. Served in the position of Head of Global Competency Development Center of a Large Corporate House, more specifically managed Leadership development Programmes, Employee Intervention programme from the stage of Design to customization. Currently associated with one of leading Management consulting company, more specifically taking initiatives for Career Oriented women employees.

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. Highly experienced in designing, crafting and institutionalizing POSH related Policies, SOP and facilitating for formation of ICC committee, employee sensitization programme and appeals under the Act. One of the most referred trainer in the subject in this part of the region who conducted program at all levels of employees for many Corporate Houses.

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. He has wide experience in the area of personnel / HRM and worked for various organizations at various levels. He also practices in the High Court and Labour Court and represents the Management in various forums. He has rich experience in the areas of statutory compliance management and at present conducting Labour Law compliance audit for more than 80 corporates.

Programme Coordinators:

Mrs. Revathi Senthil, M.A., M.B.A., MPhil, Practising Health Care Human Resources Manager, and Ms. M. Kirthna, Student of School of Excellence in Law, Chennai, Dr.Ambedkar Law University.

Participation fee:

Rs.4000 for Single Entry. For more than one participant from the same organization Rs.3500 each. It Covers, Grand buffet veg. Lunch & refreshment. Cheque / DD should be drawn in favour of "Maxwell Centre for Industrial Training and Development".

Since we have received overwhelming response for nominations for a similar program in the past leading to our inability to accept some of the nominations because non-availability of seats, it is suggested that advance confirmed intimation may be sent by fax / e-mail at the earliest to enable us to block the seat for your nominee(s).

For registration contact:

U. Mahalakshmi, Training Coordinator

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Introduction:

An absolute awareness & basic orientation with an entry level of intervention are certainly not a panacea to this problem, we believe regular such programmes will create awareness among the employees to build a safe work place. There are not many organizations who have the capacity to conduct these levels of quality core subject matter professional orientation programme covering topics as varied as rights of the victims at one end and duties of representatives of employer while processing subject complaints etc especially the most complex legislative provisions to be complied with high order emotional sensitivity of concerned and protecting the image of the organization. Therefore, we have objectively designed this programme for all practicing Managers and H R Managers, with an emphasize on the need to be trained with the for employee sensitizing internal programmes for all the employees about the fine line between healthy mixing of colleagues of different sexes.