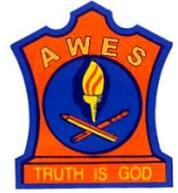




ARMY INSTITUTE OF EDUCATION

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“Report on Participation in Training Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013 held at NLU, Dwarka, Delhi”

Two days training workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013 with special focus on the working of Internal Complaints Committees (ICCs) & Local Complaints Committees (LCCs) under the aegis of National Academy of Law Teachers (NALT) was held at National Law University, Delhi on 06-07 October, 2018. Approximately sixty participants from 14 states & 30 institutions attended the training workshop.



Dr. Tania Gupta, Principal AIE, Col B P Bhardwaj, Registrar AIE & Dr. Babita Bhardwaj, Asst Prof represented Army Institute of Education (AIE), Greater Noida in this workshop.

Prof (Dr) Ritu Gupta, NLUD, Coordinator of the Training Workshop introduced the Resource Persons. The Inaugural session of the workshop on 06 October, 2018 began with the welcome address by Prof (Dr.) Rambir Singh, Vice Chancellor, NLU Delhi. Ms Jyotika Kalra, Member, National Human Rights Commission (NHRC) commenced her talk by shedding light on context and coverage of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013. Prof G.S. Bajpai, Registrar, NLU Delhi proposed vote of thanks in the

inaugural session. He emphasized that prevention of sexual harassment is of greater importance than redressal.

In Technical Session I, Ms Jyotika Bhasin, Advocate, Bhasin & Bhasin Associates opened the discussion, by giving the background of Bhanwari Devi's case (1992) which ultimately led to the creation of legally binding guidelines known as 'Vishaka Guidelines, by the Supreme Court of India. She pointed out that it took more than two decades to form a Law against Sexual Harassment as the Act which was passed in 2013. She explained the difference between "good touch" & "bad touch" and discussed how a person body language plays an important role in understanding what he or she feels. She discussed about various forms of sexual harassment (verbal, physical, visual). Furthermore, she clarified the timelines & pit stops for Internal Complaint Committee (ICC) & Local Complaint Committee (LCC).



Participants at the Training Workshop

In Technical Session II, Ms Shipra Roy, Deputy Secretary, Ministry of Women & Child Development, Govt of India apprised the audience with the procedure of constitution and functioning of **Internal Complaint Committee (ICC)** which is mandatory in every private and public organization that has four and more employees as per the Act. She also stressed that the steps should be taken to constitute the LCC in every district as per the Act so as to enable women in the unorganized sector or small establishments to get their grievance of sexual harassment redressed. Prof (Dr) Ritu Gupta, NLUD during her session shed light on the role of the ICC in handling false complaints.

On 07 October 2018, Prof (Dr) Vibha Tandon, ICC Chairperson, Jawaharlal Nehru University (JNU), New Delhi shared her experiences related to the various types of sexual harassment cases she had handled in past few years. She explained the process of filing complaints with ICC and LCC. She also shared the ICC form which is available on JNU website.

Ms Geetanjali Goel, ADJ, Special Secretary, Delhi State Legal Services Authority discussed how to initiate inquiry into complaints and dealt in detail with the steps of inquiry. She also discussed the determination of compensation. Dr Hardeep Kaur, ADJ asserted that more focus should be on prevention rather than on redressal.

During the question answer session of the training workshop, Dr Tania Gupta Principal AIE expressed that understanding issues of sexual harassment are important for both men and women. Gender issues are people's issues and just not that of women. She enquired on the approach that the ICC should follow if the complainant directly lodges an FIR and does not report the incident of sexual harassment to the ICC. Col B.K Bhardwaj, Registrar AIE probed on the case regarding arriving at a consensus on verdict when two or more decision making bodies like the ICC and the MWCD or NCW are involved. Dr Babita Bhardwaj, Presiding Officer, ICC, AIE clarified issues related to the quorum and functioning of the ICC at higher educational institutions.

The workshop concluded with a vision to overcome the challenges and thereby creating a safe environment for all at the workplace. All participants were awarded certificates of participation.



(Dr. Tania Gupta, Principal AIE being felicitated with a Certificate of Participation by Prof (Dr) Ritu Gupta & Dr Hardeep Kaur, ADJ along with Ms Geetanjali Goel, ADJ, Special Secretary, Delhi State Legal Services Authority)