



ARMY INSTITUTE OF EDUCATION

Plot M-1, Pocket P-5, Sector Chi – 2, Greater Noida
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REPORT ON ONE DAY AWARENESS SESSION ON THE TOPIC **“Prevention of Sexual Harassment of Women at Workplace”**

IQAC Cell & ICC (Internal Complaints Committee), Army Institute of Education organized a one-day awareness session on the crucial topic of "Prevention of Sexual Harassment of Women at Workplace" on 19th Aug 2023. The event aimed to sensitize the participants about the importance of creating safe and respectful working environments for women, in line with legal and ethical norms. The resource persons for the day were Mr. Vijay Kr. Sharma, Advocate, and Mr. Ghanshyam Bhati, Advocate, both experts in the field.

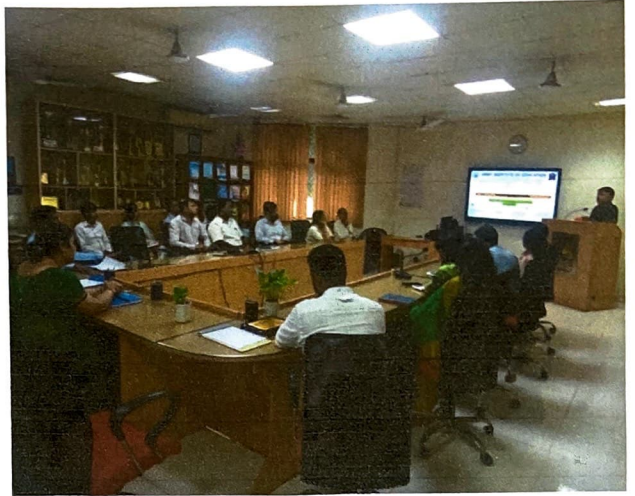
Mr. Vijay Kr. Sharma, a renowned advocate specializing in criminal law and workplace harassment cases, delivered a comprehensive address. He provided insights into the legal framework of sexual harassment prevention, citing important provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. He highlighted the psychological and emotional impact of sexual harassment on victims and discussed the various forms and manifestations of harassment. He emphasized the importance of adopting a zero-tolerance approach to workplace harassment and shared real-life case studies to illustrate the challenges and solutions in addressing such issues. After the lecture an interactive session also ensued with the participants in the form of a Q/A round.

The one-day awareness session on "Prevention of Sexual Harassment of Women at Workplace" proved to be a highly informative and thought-provoking event. Participants were left with a deeper understanding of the legal framework, ethical considerations, and practical steps to prevent and address workplace harassment. The valuable insights provided by Mr. Vijay Kr. Sharma and Mr. Ghanshyam Bhati will undoubtedly contribute to fostering a culture of respect, equality, and safety within workplaces.

Learning Outcomes

- Participants gained a comprehensive understanding of the legal provisions and regulations related to the prevention of sexual harassment of women at the workplace, including the relevant sections of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
- Participants recognized various forms of sexual harassment, from overt actions to subtle behaviours, helping them become more aware of potentially inappropriate situations and language.
- Participants gained knowledge about bystander intervention strategies, enabling them to intervene appropriately when witnessing potentially harassing behaviour and contributing to a culture of intervention and support.
- The session emphasized the importance of cultivating a respectful and inclusive workplace culture, fostering dialogue about shared values, and encouraging participants to actively contribute to such a culture.

- Attendees became aware of the redressal process, including the steps involved in the investigation of complaints and the support available to both victims and accused parties.
- Attendees gained insights into the consequences of non-compliance with laws and policies related to sexual harassment, emphasizing the seriousness of such actions.



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Ms. Juhi Bidhuri
 (Convenor, ICC)



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