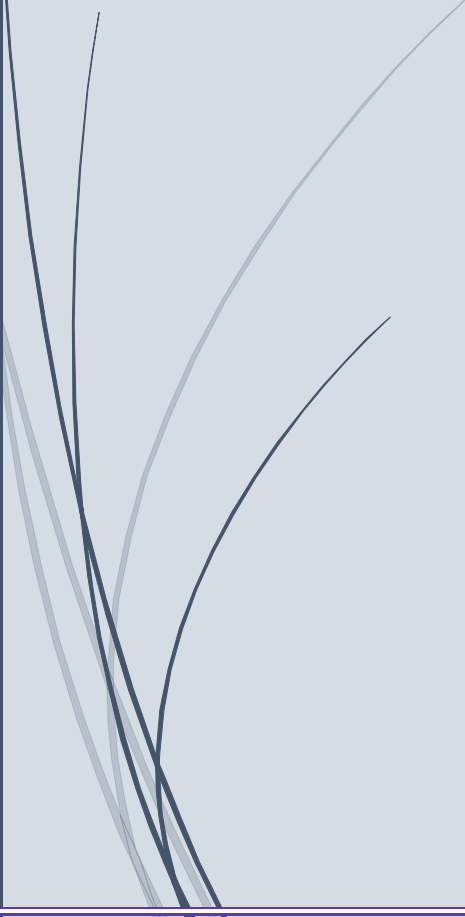


# **Awareness Programme on Sexual Harassment of Women at Workplace and the Complaint Procedure - 2022**



## **Awareness Programme**

### ***Sexual Harassment of Women at Workplace and the Complaint Procedure.***



**Date : 31.07.2022**

The Supreme Court in a landmark judgment in the Vishakha and others v State of Rajasthan 1997 case gave 'Vishakha guidelines'. These guidelines formed the basis for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Act is a legislation enacted by the Government of India in 2013 to address the issue of sexual harassment faced by women in the workplace. The Act aims to create a safe and conducive work environment for women and provide protection against sexual harassment. The PoSH (Prevention of Sexual Harassment) Act defines sexual harassment to include unwelcome acts such as physical contact and sexual advances, a demand or request for sexual favours, making sexually coloured remarks, showing pornography, and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Surendranath Law College, organised an Awareness Programme on Sexual Harassment of Women at Workplace and the Complaint Procedure on 31<sup>st</sup> August, 2022 from 10.30 am onwards at the Seminar Hall of Surendranath College which was counselled by Prof. Dr. Mohammadi Tarannum, Vice-Principal of Surendranath Law College .Noted Advocate. Mr. Swapan Pathak Advocate in Alipur Judges Court, and the Senior Special Public Prosecutor, Government of West Bengal and also the former faculty at Surendranath Law College was the chief speaker of the awareness programme. He highlighted about the intricacies and the provisions related to this landmark legislation aimed at preventing and redressing sexual harassment of women at workplace and how such crimes have a severe impact on the individual as well as their families and the society at large and delineated the steps that the industries and companies have taken to safeguard the women at workplace from any possible harassment.

Students , teachers and all stakeholders were immensely benefitted from this seminar as they were sensitised and made aware of the various legal provisions relating to the redressal of sexual harassment complaints in workplaces. Advocate The law requires any employer with more than 10 employees to form an ICC (Internal Complaints Committee), where a formal sexual harassment complaint can be filed by a woman. It is required to consist of a minimum of four members (at least half of whom should be women). The Presiding Officer of the ICC has to be a lady woman employed at a senior level at the workplace. The POSH Act also mandates every district in the country to create a LC (Local Committee) to receive complaints from women working in firms with less than 10 employees and from the informal sector, including domestic workers, etc. These two bodies have to conduct inquiries in line with the POSH Act and comply with the "principles of natural justice" stated in the Rules of the Act. An employer has

to file an annual audit report with the district officer about the number of sexual harassment complaints filed and actions taken at the end of the year. An employer is duty-bound to organise regular workshops and awareness programmes to educate employees about the Act, and conduct orientation and programmes for ICC members.



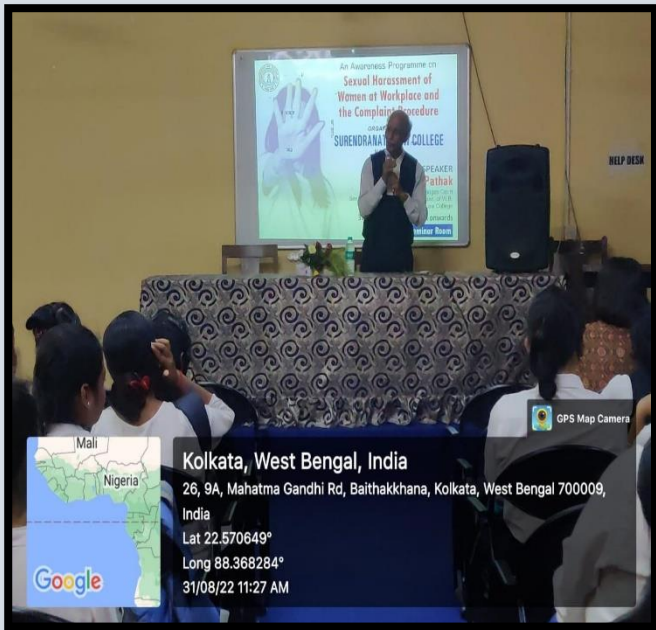
An Awareness Programme on  
**Sexual Harassment of  
Women at Workplace and  
the Complaint Procedure**

ORGANISED BY :  
**SURENDRANATH LAW COLLEGE**  
KOLKATA

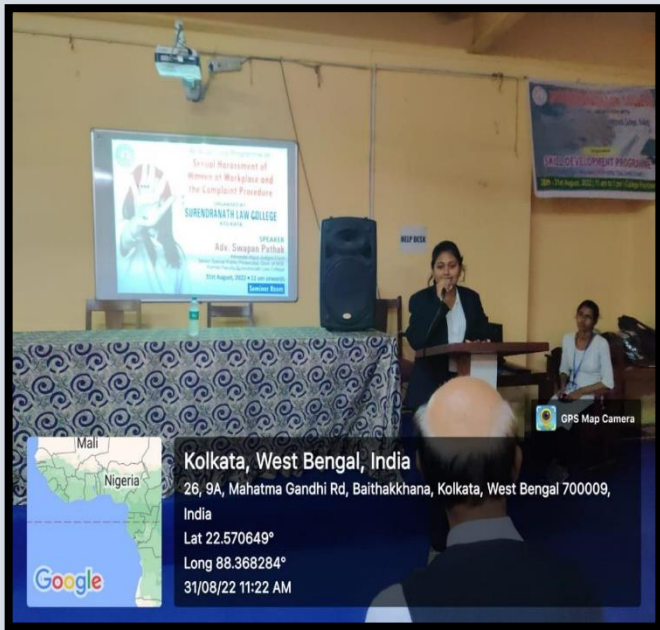
**SPEAKER**  
**Adv. Swapan Pathak**  
Advocate Alipur Judges Court  
Senior Special Public Prosecutor, Govt. of W.B.  
Former Faculty Surentranath Law College

**31st August, 2022 • 11 am onwards**

**Seminar Room**



**Kolkata, West Bengal, India**  
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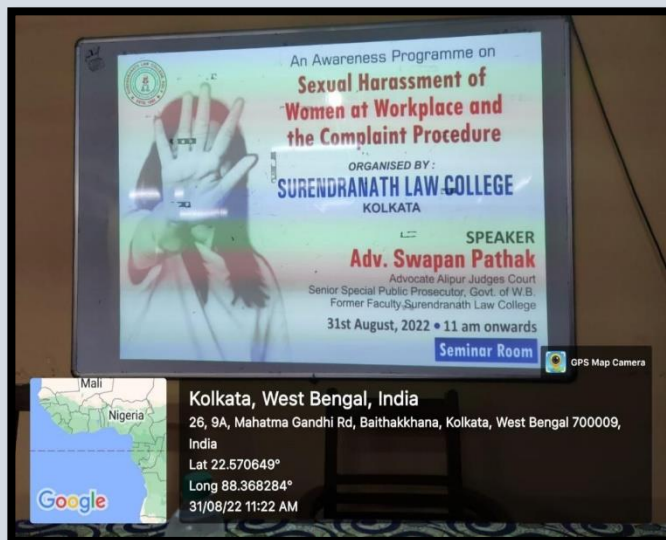
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**Kolkata, West Bengal, India**  
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**Kolkata, West Bengal, India**  
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