

ONE DAY WORKSHOP ON PREVENTION OF SEXUAL HARRESMENT AT WORKPLACE

One day workshop on PREVENTION OF SEXUAL HARRESMENT AT WORKPLACE organised by college women empowerment cell in collaboration with IQAC on 01-05-2015.

CONTEXT:

In our workshop “**Sexual Harassment at Workplace**” the employees learned to apply the important skills of handling sexual harassment issues and complaints. This workshop thoroughly addressed the elements of *how to prevent unacceptable behaviour*. The workshop included a detailed overview of what sexual harassment is, explained legal definitions, discussed sexual harassment prevention, and showed how to handle sexual harassment complaints and maintain a positive work environment.

Background and Need:

It was the workshop conducted by College Women Empowerment Cell in Collaboration with IQAC GDC Sopore. The workshop was based on:-

1. What is current need of this Workshop?
2. How do we create environment favourable for all employees?
3. How Employees learn to prevent unacceptable behaviour?
4. What are legal formalities?

The Honourable Principal presided over the inaugural session and Prof. Nasreen in her speech elucidated when, why and how this legislature came into being in India. She said before the law and legislature come into existence there is history of struggle behind it. In 1974 Abortion Act and dowry act came into existence. She also stated that there are already many laws for the welfare of women in India and better than many developing countries. She has given many examples of 'Myths and Facts' regarding sexual harassment towards the women in our society and then how the sexual harassment takes place.

Prof. Shagufta Nasreen explained Since 2013 the prevention and prohibition act in order to prevent sexual harassment has come out very strongly. She explained the definition of Sexual Harassment and covered many points. She has stated that the sexual harassment includes unwelcome sexually determined behaviour as physical contact, demand or request for sexual favors, sexually coloured remarks, showing pornography, any other unwanted physical, verbal or nonverbal conduct of sexual nature the undesirable indolent babble of sexual nature, verbal or non-verbal conduct of a sexual nature. Also introduced Guidelines, complaint mechanism, what are the preventive steps, employer's responsibilities. She also explained the definition of

employees and what is workplace. She also mentioned that “No witness does not mean false complaints.”

Prof. Rehana Abdullah Presented Thank You note.



Sd/-
Media Secretary