

# Virtual Interactive Workshop on Rights and Laws against Sexual Harassment

Dates: 30 November, 2021

Time: 11 am-1 pm



## ICAR-CIFE

ICAR-Central Institute of Fisheries Education  
(University under Sec.3 of UGC act 1956 )  
Indian Council of Agricultural Research  
[www.cife.edu.in](http://www.cife.edu.in)

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted to ensure safe working spaces for women and to build enabling work environments that respect women's right to equality of status and opportunity. An effective implementation of the Act will contribute to the realization of their right to gender equality, life and liberty, equality in working conditions everywhere. In this background, ICAR-CIFE is regularly conducting awareness workshop on sexual harassment for staff and students every year, to sensitize and update all towards rights duties and laws against Sexual Harassment.

The harassment could be any unwelcoming conduct based on race, colour, region, sex, national origin, age, disability or genetic information.

The objective of this workshop is to understand instance of harassment its impact and consequences.

### Details of workshop:

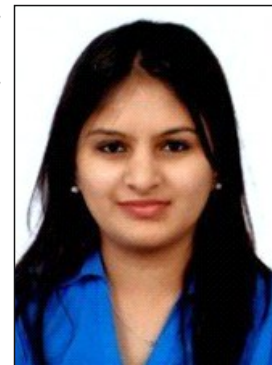
An interactive workshop will be held for staff and students to educate & empower about their rights as well as duties under the Law against Sexual Harassment and to understand finer nuance of the behavior expected at university / workplace.

### Topics:

- Understanding the term 'unwelcome' and related concepts
- Understanding terms such as Sexual Harassment, Employee, Workplace etc. and what may lead to sexual harassment
- Sexual harassment: physical vs. virtual
- Sexual Harassment in work from home situation
- Understanding the terms 'quid pro quo' and 'hostile work environment'
- Emphasizing on the purpose of Act and corresponding policy
- Internal Committee (IC): Role, Composition, Term, Removal
- Procedure for filing & redressal of a complaint
- Explaining Consequences of Malicious Complaints
- Importance of maintaining confidentiality
- Rights and duties of each employee
- Preventive Measures (also focusing on do's and don'ts while working from home)
- To understand that the discrimination, workplace harassment, sexual harassment are prohibited and retaliating against someone for reporting is also prohibited

# Speakers

**Prerana Saraf** is an Advocate holding a B.A LL.B. (Hons.) degree from School of Law, Christ University, Bangalore. She is an Associate with POSH at Work. As a lawyer, she provides the legal know-how to the members of Internal Committee of any organisation, and assists in conducting the inquiry lawfully, systematically and practically. She is also currently working on creating an e-module on various important concepts under the Maternity Benefit Act, 1961 read with Maternity Benefit (Amendment) Act, 2017, and creating certification course on POSH Law for those aspiring to work in this field. She has conducted and been part of She is also currently researching on various aspects including on: Maternity Law, Creating an e-module on various important concepts under the Maternity Benefit Act, 1961 read with Maternity Benefit (Amendment) Act, 2017, Creating certification course on POSH Law for those aspiring to work in this field, Transgender Law – An attempt to bring light to the challenges that transgenders face in having equal protection of law guaranteed under Article 14 of the Indian Constitution. Prerana has recently been recognized by Lead India Foundation as Power Woman for her efforts and contribution in the legal field. She has previously practiced in the diverse fields of property law, corporate law, and family law.



**Advocate Vaishali** holds a LL.B. Degree from Government Law College, Mumbai. She has always been a strong advocate of child rights, women empowerment and human rights. As part of POSH at Work, she is assisting in preparing a POCSO module for organizations, schools and NGOs, writing articles, case law summaries for the website and creating database and resources for the organization.

Vaishali has researched and published various articles on topics such as Protection of Devadasis: the prostitutes of temple, Revenge Porn, Minor sex workers – impact of covid-19 and laws and Unmasking the issue of child sexual abuse.

She is currently researching and working at POSH at Work on various aspects including on:

- Creating a module on Protection of children from sexual law offences law which covers the legal processes involved, the rights and duties of the various stakeholders, i.e. organizations working with and/or around children, teachers, schools, parents, NGOs, etc. and includes healthy practices and body safety protocol.
- Maternity Law – A critical analysis of the Maternity Benefit (Amendment) Act, 2017.



# Organizers



## Programme Leader

**Dr. N.P. Sahu**

Director & VC  
ICAR-CIFE, Mumbai



## Programme Director

**Dr. Gayatri Tripathi**

Principal Scientist and Nodal Officer,  
Institute Gender Budget Cell



## Programme Coordinator

**Dr. Megha Bedekar**

Principal Scientist and Chairperson ICC,  
Nodal Officer Gender Champion Club,  
ICAR-CIFE



## Programme Co-Coordinator

**Dr. Mujahidkhan Pathan**

Scientist and Member WCC,  
ICAR-CIFE

## Join Zoom Meeting

<https://us05web.zoom.us/j/86526814401?pwd=dFBRbVZiYmdRaWoyUC9VTmYxQ2lwUT09>

Meeting ID: 865 2681 4401

Passcode: 881513



## ICAR-Central Institute of Fisheries Education

Panch Marg, Off Yari Road, Mumbai- 400 061, India

Tel: 022-26363404 / 022 26374306

Email: director@cife.edu.in

