

WORKSHOP
ON
‘SEXUAL HARASSMENT AT WORKPLACE’
Organized at CIFE, Mumbai on 17th and 18th December, 2020

Under the aegis of **National Agricultural Higher Education Project-Centre for Advanced Agricultural Science and Technology (NAHEP-CAAST)**, ICAR-CIFE, Mumbai organised a Two-days’ Workshop on “**Sexual Harassment at Workplace**” during 17th and 18th December 2020 with the assistance of “**PoSH (Prevention of Sexual Harassment) At Work**”, empanelled by Ministry of Women and Child Development, Govt. of India. Dr. Gayatri Tripathi, Nodal Officer, NAHEP and Programme Director of the Workshop welcomed the guests and gave a brief introduction of the Workshop which was aimed to create awareness among staff and students of ICAR-CIFE on the discrimination and harassment at Workplace, their impact and consequences. Dr. Gopal Krishna, Director/Vice-Chancellor and PI-NAHEP, ICAR-CIFE, in his presidential address spoke on the importance of having such workshops in the University. He stressed upon conducting such workshops with the motto to help employees in the prevention of sexual harassment at workplaces and provide regular legal updates and assistance in complying with the law. Dr. Megha Bedekar, Programme Coordinator and Chairperson, WCC, ICAR-CIFE, gave a brief introduction of both the esteemed speakers. She spoke on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal). Ms. Shivangi Prasad, criminal lawyer and co-founder of PoSH At Work, was the key speaker invited to the event. She is also an external member and legal consultant for Women Harassment Committee of ICAR-CIFE. Another speaker was Ms. Prerana Saraf, an advocate and has been associated with PoSH At Work. Both the speaker addressed the participants on the critical issues of Equality under the law, the prohibition of discrimination and protection of life and personal liberty.

The speakers conducted online sessions for two consecutive days- the first one for scientific, administrative and technical staff of ICAR-CIFE on 17.12.2020 and second one was exclusively for ICAR-CIFE students on 18.12.2020. The sessions were oriented towards understanding the instances of harassment, its impacts and consequences. The POSH Act was enacted as comprehensive legislation to provide a safe, secure and enabling environment, to everyone. They explained the power of act which recognizes that sexual harassment results in the violation of a woman’s fundamental right to Equality under Articles 14, 15 and 21.

If someone is a victim of workplace harassment; what procedures he/she has to follow, how a complaint has to be filed, what procedure is to be followed at institute level and what will be the impact under the purview of IPC 1860. Guidelines for the institute committee (IC) for handling different cases of harassment were also discussed. Both the sessions witnessed very active participation by the staff (total no. of participants: 68) and students (total no. of participants: 100) with healthy discussions on both days. Students session was coordinated by Dr. Mujahidkhan Pathan, Scientist and Member WCC and Ms Bharathi Rathinam, PhD Scholar, ICAR-CIFE, Mumbai. The event was highly informative for the participants. Dr. Megha Bedekar, programme coordinator, concluded the sessions with her vote of thanks.


