

TEQIP Sponsored Workshop on
***“Prevention of Sexual Harassment and Gender Sensitization at
Workplace” (PSHGSW-2016)***

October 26, 2016



Date: October 26, 2016

Venue: BBA Auditorium

Time: 9.00 AM to 5.30 PM

Organized

By

Internal Complaints Committee,
National Institute of Technology, Rourkela
Orissa-769008

About this workshop:

Sexual Harassment of women at workplace is one form of gender based violence, which violates the fundamental rights of a woman granted to her by the Constitution of India. Gender equality is the universally recognized basic human right. Gender based violence is wide spread and persistent challenge in India at present.

Based on the guidelines laid down by the Honorable Supreme Court of India in the landmark case of Vishaka v. State of Rajasthan, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act came into effect on April 2013. The Act provides for the protection against sexual harassment of women at workplace and for the prevention of sexual harassment.

NIT Rourkela has created Internal Complaints Committee (ICC) to deal with issues and to create an environment free from sexual harassment at workplace. With the objective of raising the awareness and ensuring the safe and gender sensitive environment, NIT Rourkela is organizing this workshop for NITR community. For more details refer <http://icc.nitrkl.ac.in/>

The workshop will focus on the following topics-

- *Sexual harassment of women at workplace and provision of law*
- *Role of ICC, LCC and NWC*
- *Gender Sensitization*
- *Methodology of Prevention, Prohibition and Redressal*

Target audience: All faculty, staff and students

Prelude

In the backdrop of multiethnicity and various socioeconomic strata, we, the Indians are striving as a society to combat various prejudices and malice entrenched in it. India is passing through a transition; draped with a conflict among its modern educated outlook, rapid pace of globalization and conservative (at times outrageous) practices. Sexual exploitation (at work place) is a revelation of this very tumultuous phase and of our confiscated values sometimes.

In the year 1997, the Supreme Court of India did pass a landmark judgment in the Vishakha vs State of Rajasthan case by laying down guidelines to be followed by the Indian establishments in dealing with sexual harassment complaints. A full-fledged statute in this regard was enacted on December 9 2013. The *Sexual Harassment Act* made it necessary to set up an *Internal Complaints Committee* (ICC) at each Indian establishment having more than 10 employees irrespective of their gender. The government is directed to set up a *Local Complaints Committees* (LCC) to investigate such complaints where the ICC is not functional (the establishment of less than 10 employees or the grievance is against the employer). A monitor like the National Commission for Women is exercising their role from time to time in ensuring the appropriate functioning of the statute at various levels under the provision of the law adhering the guidelines of the honorable Supreme Court of India.

A statute can only be fulfilled by practicing it, not by its enforcement or monitoring. At this juncture, what we need is awareness in shaping ourselves to be a true citizen of this great Nation, exercising individual rights and restrains as well in civic life and having a faith in equality: equal opportunity and responsibility irrespective of gender.

NIT Rourkela pledges to take a pride of its active ICC and announces to conduct a one day workshop on October 26, 2016 aiming to fulfill the following objectives.

Objective of the workshop:

- To define and describe various aspects of *sexual harassment* at workplace including *modesty of women*
- Highlighting the importance of *Gender sensitization/practice* of gender equality in the wellbeing of our society which has various malign practices like *female foeticide*.
- To create an awareness among the participants and educate them about the *Sexual Harassment* prevention acts (2013), the empowerment of ICC and LCC in the framework of this statute.
- Process to *Redressal* of the complaints
- Various strategies including effective communication to be adapted to combat the *sexual harassment* at workplace.

Invited Speakers:

1. Harsh Kumar Sharan, Krithath Consulting Pvt. Ltd., Bangalore
2. Ms.Suman Dash Bhattmishra, Asst. Prof., National Law University, Cuttack
3. Mrs.Lopamudra Mohanty, Ex-Chairperson, State Commission of Women, Odisha.

Committees:

Chief Patron:	Prof.Animesh Biswas, Director, NIT Rourkela	
Chairperson:	Prof Krishna Pramanik, TEQIP-II Co-ordinator	
Co-ordinator :	Prof Susmita Das, ICC Chairperson	
Advisory Committee:	Prof B B Biswal , Dean, FW Prof B Majhi Dean, AA Prof B Subudhi,Dean AR Prof C R Patra, Dean, PD	Prof. D R K Padhi ,Dean, SW Prof.G.K.Panda, Dear, SR Er.S.K.Upadhyay, Registrar Prof S K Patel CW
Organising Committee:	Prof. Susmita Das Prof. M.Kundu Mrs.Rashmibala Routray	Prof.R.K.Patel Dr. Bhojaraju Gunjal

REGISTRATION FORM FOR STUDENTS

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“Prevention of Sexual Harassment and Gender Sensitization at
Workplace” (PSHGSW-2016)
October 26, 2016**

Venue: BBA Auditorium

Time: 9.00 AM to 5.30 PM

Name of the Student / Scholar:

Department:

Roll No:

Mobile:

Email:

Signature with Date

Place

Date:

Signature

Photocopies of registration form will also be accepted

Address for Correspondence

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