

## REPORT

HRDC, V. M. Salgaocar College of Law organized a one-day workshop for the teaching faculty and the non-teaching staff on the topic Gender Sensitization and Prevention of Sexual Harassment of Women at Workplace under Project POSH. The workshop was held on 22<sup>nd</sup> December 2022 in the Hall number 8. The resource persons for this session were Prof. Dr. M.R. K. Prasad and DR Sandhya Ram.

The first session was by Prof. Dr. M.R.K. Prasad, who initially briefed the audience about the Project POSH and the need to sensitize the faculty as well student's community towards Gender Discrimination. In his talk he highlighted the words like equality, discrimination and the actual definition of sex and the gender and how all these words and their use is significant understanding of the POSH act.

Dr. Sandhya Ram highlighted the Sexual Harassment Act in her session "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act)" she spoke about the sections in the POSH act as well as UGC guidelines about the sexual harassment at the workplace. She made the audience aware about the act by citing the various cases and laws with special reference to Vishakha v/s State of Rajasthan Case. She pointed out the various case laws and how to approach the different committees set up for the same. Dr. Ram also spoke about the Grievance Redressal Mechanism and who can and can not be the members of the Grievance Redressal Committee.

The session ended with Prof. M.R. K. Prasad showing a small clip which distinguished what can be termed as the sexual harassment and what does not come within the orbit of the term.

Both the sessions were well received by the faculty members present.



