



All About Prevention of Sexual Harassment (POSH) at Workplace

Curriculum:

1) Sexual Harassment at the Workplace: Legal measures and Guidelines

- Objective
- What is sexual harassment
- Relevant Laws
- Sexual Harassment and the Indian Constitution
- Directive Principle of State Policy
- Sexual Harassment and the Indian Penal Code
- Supreme Court Vishakha Guidelines 1997
- Chapters of the Act
- Applicability
- Types of Sexual Harassment
- Internal Complaints Committee (ICC)
- Local Complaints Committee (ICC)
- Tenure of the Committee Members
- Complaint
- The period in which the complaint needs to be set off
- Complaint Settlement Through Conciliation
- Inquiry Into Complaint
- Inquiry Report
- Respondent proved Guilty
- If allegations Proved to be Wrong
- Section 15 (determining of Sums to be paid)
- Section 16 (Maintenance of Secrecy)
- Duties of Employer
- Duties of District Officer
- Non-Compliance of the Act

2) Sexual Harassment at the Workplace: Legal measures and Guidelines

- Same Rights for Men and Women
- Sexual Harassment at Workplace
- The framework of the Act
- Sexual Harassment at Workplace Act, 2013

3) Sexual Harassment at Work Place

- Macroeconomic Scenario & Safety of Working women
- Guidelines
- Complaints Mechanism
- Preventive Steps
- Employer's Responsibilities
- Violence against Women
- Nirbhaya
- Important laws regarding Sexual Violence against Women and Children
- Indian Penal Code
- Indian Penal Code and Sexual Violence
- Challenges
- Women Reclaim the right
- Fight Against Violence
- Child Marriage
- Fight for Justice
- Justice Verma Committee

4) Prevention of Sexual Harassment at Workplace

- Bhanwari Devi Case
- Vishakha Guidelines
- Delhi Gang Rape Case 2012
- Advent of Law
- Sexual Harassment: Sec 2(n) of the Act
- Sexual Harassment: Sec 3(2) of the Act
- Forms of Workplace Sexual Harassment
- Examples of Workplace Sexual Harassment

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