

Ref: SHW/05/25

01.03.2025

## **WORKSHOP ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE AT GANGTOK, SIKKIM**

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations across the country.

**Ministry of Women & Child Development, Government of India** has also recognized NAHRD as resource institute for imparting training programs/ workshop under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 vide its notification-dated 09.07.2018.

A workshop on **Prevention of Sexual Harassment of Women at Workplace** is being organized by NAHRD from **25.05.2025 to 28.05.2025** at **Gangtok, Sikkim**.

The object of the workshop is to appraise the officers about successful implementation of relevant laws and guidelines on the subject. It will help officials, Members/ Chairperson of Internal Complaints Committee, HR/ Legal professionals to understand the legal preposition on the issue, how to handle sexual harassment complaints and maintain a positive work environment. The present workshop is in design keeping in view mandatory requirements as provided under The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. After the workshop the participants shall have updated themselves in the following aspects:

- Concept and Importance of prevention of SHW
- Gender Issues, Dimensions & Types of SHW
- Quid Pro Quo, Hostile Work Environment, Legal Framework
- International Commitments and its current Scenario
- Vishakha Guidelines and other important judicial pronouncements
- Sexual Harassment of Women at Workplace Act, 2013
- Medha Kotwal Lele case and its implications
- Steps for conducting inquiry as per relevant orders and provisions
- Appeals and steps for preventing misuse of the Act
- Preventive Policies, Gender Budgeting, Role perception & Psychological aspects

### **Workshop Methodology**

The workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, role-plays etc.

## **Faculty**

**Sh. Mahabir Singh Kasana** is a former Joint Director of Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. He is accredited as the master trainer by Training Division of DoPT, Govt. of India to train trainers and help public authorities for capacity building. Till date he has conducted more than 400 workshops in which more than 10,000 officers from around 400 organizations have participated. He is also practicing as an Advocate at CAT and High Court of Delhi. He is having huge knowledge and experience on the present subject. He is also a member in various organizations' internal complaints committee formed under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

**Mrs. Mayuri Raghuvanshi** is an Advocate-on-Record, Supreme Court of India with LL.B. degree from Symbiosis Society's Law College, Pune. She is also holding a masters degree in law. She has earlier worked with Mr. Gopal Subramaniam, Senior Advocate and former Solicitor General of India. She represents a number of clients such as State of Uttar Pradesh, All India Judges Association, Bharat Heavy Electricals Ltd., Indian Overseas Bank, National Textile Corporation, Banaras Hindu University and many more. She is having huge experience in area of Gender Issues and Prevention of Sexual Harassment of Women at Workplace. She is external member of Internal Complaints Committee (ICC) formed under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 of a number of organizations such as Rashtrapati Bhawan, NTPC BHEL Power Projects, OTPC, Wildlife Crime Control Bureau, Symbiosis Law School Noida. She is a regular faculty on the present subject for a number of organizations such as Institute of Secretariat Training & Management (ISTM) under Department of Personnel & Training, Government of India, Judicial Training & Research Institute- Lucknow, Symbiosis Law School Noida and many more.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Quality Council of India, Telecom Regulatory Authority of India, Delhi University, Export- Inspection Council of India, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, Election Commission of India, New India Assurance Co. Ltd., North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., KV Sangathan, Bureau of Indian Standards, etc.

## **Participation Fee:**

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing- Rs. 60,000/- plus GST @ 18% per participant

Non-Residential- Rs. 40,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all-inclusive nominal charges in case nomination of the participant is on single occupancy. Twin Sharing is available only in case even number of participants of same gender from same organization. The participation fee for non-residential participants covers the cost of lunch & study material.

**Venue:** The Fern Denzong Hotel & Spa/ Yanthang Heritage, Gangtok, Sikkim-737101

**Check In-** 25.05.2025 (02:00 P.M.)

**Check Out-** 29.05.2025 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 26.05.2025 and will conclude at 5:30 P.M. on 28.05.2025. However, there will be an introductory session on 25.05.2025 after all participants had reported at the venue. In case of non-availability of rooms at the training venue as on date of nomination, arrangements for stay shall be made in another property closer to the venue.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with cheque/DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

Name of the Beneficiary: **National Academy of Human Resource Development**

Bank: Kotak Mahindra Bank. A/c No. 8912179265. CA. IFSC Code. KKBK0004620

PAN: AAJFN7963N GSTIN: 07AAJFN7963N1ZF

**For further information or clarification kindly contact:**

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited. Participants and their accompanying guests (if any) shall be required to fulfill requirements as required by competent authorities at points of boarding and arrival. NAHRD shall not be responsible for the same. In addition, NAHRD may also require participants and their accompanying guests to fulfill certain requirement(s) which will be conveyed one week before the workshop.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **09.05.2025**.

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD