

Ref: SHW/07/25

03.04.2025

**ONLINE WORKSHOP FOR GENDER SENSITIZATION & PREVENTION OF
SEXUAL HARASSMENT OF WOMEN AT WORKPLACE**

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 a 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.

An **online workshop on Gender Sensitization and Prevention of Sexual Harassment of Women at Workplace** is being organized by NAHRD from **24.07.2025 to 25.07.2025**.

The object of the workshop is to appraise the officers about successful implementation of relevant laws and guidelines on the subject. It will help employees and officers to understand the legal preposition on the issue. It will help Members/ Chairperson of Internal Complaints Committee in handling sexual harassment complaints. There are many grey areas in conduct of inquiry in sexual harassment cases especially when there is confusion between the Sexual Harassment Act and Conduct Rules. The present workshop is 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
- Do's & Don'ts in view of the relevant provisions
- Vishakha Guidelines and other important judicial pronouncements
- Sexual Harassment of Women at Workplace Act, 2013
- Medha Kotwal Lele case and its implications
- Conducting inquiry in terms of circulars and judicial pronouncements
- 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, etc.

Faculty

Sh. Mahabir Singh Kasana is 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 also a member in various organizations' internal complaints committee formed under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to Ministry of Road Transport & Highways, Ministry of Commerce & Industry, LIC of India, Reserve Bank of India, Securities & Exchange Board of India, 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, 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., Directorate General of Shipping, etc

Participation Fee: Rs. 8,000/- plus GST @ 18% per participant

Date & Timings:

24.07.2025: Thursday (10:00 to 13:15 hours)

25.07.2025: Friday (10:00 to 13:15 hours)

Relevant link for registration will be sent to all the participants 2 days before the workshop. Participants will also be provided prior assistance for requisite technical support. Participants will also be awarded with digitally signed certificate after successful completion of the workshop. Participants will be allowed to raise their queries during the workshop; however, participants can also send their specific questions in advance for optimum utilization of available time.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID. Kindly also provide GSTIN of your organization at the time of nomination. Please note that participation fee is to be paid at the time of nomination. For making payment through NEFT, details are as under:

Name of 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 nomination participant(s) is not able to attend the workshop due to any reason and no substitution is made, fees shall be payable. Limited seats available for the present workshop and hence the nominations will be accepted on first-cum-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date of accepting nominations is **21.07.2025**.

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

Best Regards



For NAHRD