

Ref: SHW/06/26

17.11.2025

WORKSHOP ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE AT LEH, LADAKH

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.

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 **10.06.2026 to 13.06.2026** at Leh, Ladakh.

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 that every employer shall organize orientation programs for the members of Internal Complaints Committee. 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.

Subject Experts having practical working knowledge and experience on the subject will be invited as faculty for the present workshop.

NAHRD's workshops have consistently received strong appreciation from senior officers and professionals across a wide spectrum of Ministries, Regulators, PSUs, Financial Institutions, and Academic Bodies. Participants have included officers from key Ministries such as Agriculture, Road Transport & Highways, and Commerce & Industry; premier regulators including the Reserve Bank of India (RBI), Securities and Exchange Board of India (SEBI), and TRAI; leading PSUs such as Coal India Ltd., Indian Oil, BPCL, ONGC, NHPC, HAL, and Bharat Dynamics Ltd.; major banks and financial institutions including State Bank of India, Bank of Baroda, Punjab National Bank, NABARD, EXIM Bank, and IDBI Bank; as well as renowned institutions like IITs, NITs, IIMs, Delhi University, and national bodies such as ISRO, Election Commission of India, DMRC, and BSF. This wide and diverse participation underscores NAHRD's credibility, relevance, and trusted role in capacity building across the public sector ecosystem.

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. 50,000/- 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: Hotel Ladakh Himalayan Retreat/Hotel Chantsa, Fort Road, Leh, Ladakh-194101

Check In- 10.06.2026 (12:00 P.M.) **Check Out-** 14.06.2026 (09:00 A.M)

The workshop will commence at 9:30 AM on 11.06.2026 and will conclude at 05:30 PM on 13.06.2026. However, there will be an introductory session on 10.06.2026 once all participants have reported at the venue. In case of non-availability of rooms at training venue as on date of nomination, arrangements for stay shall be made in another property.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with participation fees through cheque/DD/NEFT. 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 Beneficiary: National Academy of Human Resource Development

Bank: Kotak Mahindra Bank. **A/c No.** 8912179265

IFSC Code. KKBK0004620

PAN: AAJFN7963N

GSTIN: 07AAJFN7963N1ZF

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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.

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 **26.05.2026**.

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