



# Nirwan University Jaipur

Established by the Rajasthan State Legislature vide Act No.2 of 2017 and recognized u/s 2(f) of the UGC Act 1956

## Activity Report

### Academic Year 2024-25

- 1. Name of School:** S.N. College of Law
- 2. Event Title:** Implementing the POSH Act: Practical insights into workplace Safety
- 3. Date & Duration of Event/Activity (Days):** 30<sup>th</sup> September, 2024, 1:00P.M. – 03:30P.M.
- 4. Venue or Mode of the Event/Activity:** S.N. College of Law, Online
- 5. Name & Contact Details of the Organizer (s):** Ms. Ashu Sharma, 7014442662
- 6. Details of Resource Person, if any:** 1. Prof. (Dr.) Aradhana Parmar, Dean of Law Department, Maharshi Arvind University, Jaipur 2. Dr. Kamal Dutta, Kamal Narain Arbitrators Consultants LLP
- 7. Event Details & Description (Minimum 250 Words):** ABOUT THE WEBINAR This webinar aims to provide an in-depth understanding of the Prevention of Sexual Harassment (POSH) Act, 2013 and its practical implementation in workplaces. The event will address compliance challenges, the role of internal committees, and the legal frameworks available to handle complaints effectively. By bringing together legal experts, HR professionals, and students, this event will offer a practical perspective on creating safer workplaces.

## OVERVIEW OF SESSIONS

### Session 1:

#### **Navigating Compliance:** Implementing the POSH Act in the Workplace"

This session will cover how organizations can align with POSH Act compliance, with insights from experienced professionals on overcoming legal and cultural challenges.

### Session 2:

**"Handling Sexual Harassment Complaints:** Legal Recourse and Organizational Responsibilities" This session will discuss the process of addressing harassment complaints, the role of Internal Committees, and the legal actions available to create safer and more equitable workplaces.

**Circular for the event**



**NIRWAN  
UNIVERSITY  
— JAIPUR —**

# **S.N. College of Law**

organizing

# **One Day National Webinar**

**Implementing the POSH Act:  
Practical Insights into Workplace Safety  
on**

**Date: 30<sup>th</sup> September 2024  
Time: 1:00 P.M. – 3:30 P.M.**

**Mode: Online**

» No Registration fees.  
» E-certificates for participation.

**For any queries, please contact : +91 6378191624**

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**8. Participants Details with list:**

<b>Total Participants</b>	<b>Number of Male</b>	<b>Number of Female</b>
167	112	55


**9. Target Audience:** Faculty Members and Research Scholar

**10. Learning Outcome:**

- » Enhanced understanding of the POSH Act and its real-world applications.
- » Improved skills in managing workplace harassment complaints and compliance with legal standards.
- » Development of best practices for creating harassment-free work environments.
- » Empowerment of organizations to adopt proactive measures for workplace safety.

**11. Any suggestion for improvement based on the feedback:** Should have such more webinar.

**12. Brief report of the event:**

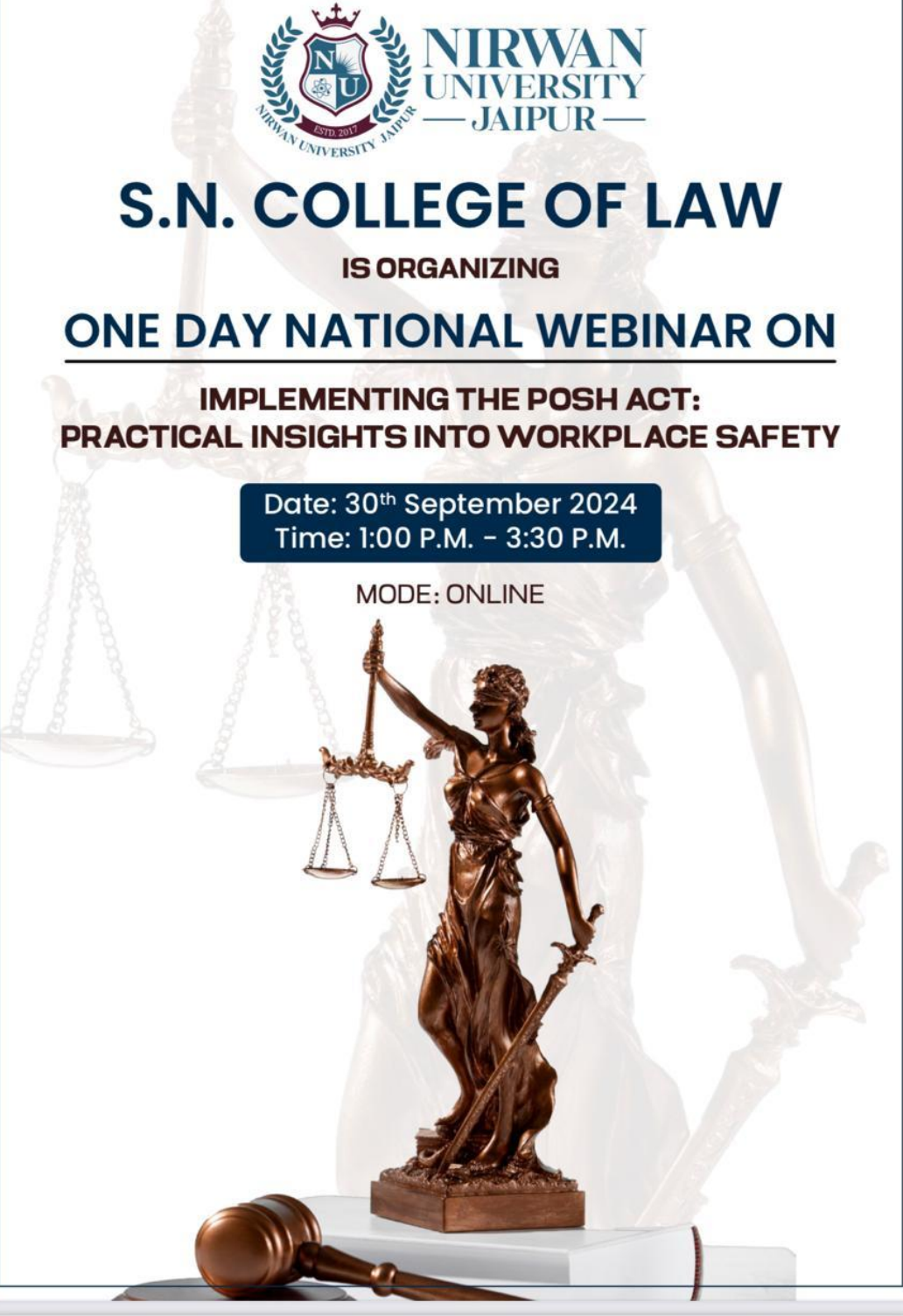


**NIRWAN  
UNIVERSITY  
— JAIPUR —**

**S.N. COLLEGE OF LAW**  
**IS ORGANIZING**  
**ONE DAY NATIONAL WEBINAR ON**  
**IMPLEMENTING THE POSH ACT:  
PRACTICAL INSIGHTS INTO WORKPLACE SAFETY**

**Date: 30<sup>th</sup> September 2024**  
**Time: 1:00 P.M. – 3:30 P.M.**

**MODE: ONLINE**



**Session Title: 1**

**Navigating Compliance:**

Implementing the POSH Act in the Workplace

**Date:** 30 September 2024

**Speaker:** 1. Prof. (Dr.) Aradhana Parmar

Dean of Law Department

Maharshi Arvind University, Jaipur

**Event:**

Webinar organized by S.N. College of Law, Nirwan University, Jaipur. The session was part of a larger online event focused on the POSH Act, with 166 attendees.

Key Topics Covered:

**1. Overview of the POSH Act:**

Dr. Parmar explained the legislative background of the POSH Act (Prevention of Sexual Harassment Act,

2013), emphasizing its significance in ensuring workplace safety for women.

She provided a detailed explanation of the Act's main provisions, focusing on what constitutes sexual harassment and the duties of employers in ensuring a safe workplace.

**2. Setting Up the Internal Complaints**

**Committee (ICC):**

Dr. Parmar elaborated on the formation and composition of the ICC in every organization as required by the POSH Act. She discussed the roles and responsibilities of ICC members, how to handle complaints, and the need for confidentiality in these cases.

**3. Compliance and Documentation:**

The speaker highlighted the steps that organizations need to follow to be compliant with the POSH Act. This included mandatory employee training, regular ICC meetings, and proper documentation to ensure legal safety and the well-being of employees.

**4. Practical Challenges:**

Prof. Parmar shared real-life case studies and discussed the challenges faced by organizations in implementing the Act, especially with regard to small and medium enterprises. She offered practical solutions for better handling of complaints and fostering a culture of respect and inclusivity at workplaces.

**5. Awareness and Training:**

Dr. Parmar emphasized the importance of regular training and workshops to raise awareness about workplace harassment and the POSH Act. She recommended that

companies proactively train their employees and create an open environment for reporting harassment.

### **Session Outcome:**

Participants gained a deeper understanding of:

- The need for compliance with the

POSH Act.

- The critical role of the Internal

Complaints Committee.

- Best practices for handling sexual harassment complaints.

- Legal obligations for employers in creating a safe workplace for all employees.

This session was aimed at equipping participants with actionable insights to implement POSH Act provisions in their respective organizations and institutions.

### **Session 2**

the webinar held on 30th September 2024 titled "Handling Sexual Harassment Complaints: Legal Recourse and Organizational Responsibilities," **Dr. Kamal Dutta** delivered an insightful speech focusing on the key elements of legal recourse available under the POSH Act, as well as the organizational responsibilities in handling complaints of sexual harassment. Key Highlights from Dr. Dutta's

#### **Speech:**

##### **1. Legal Framework:**

- Dr. Dutta began by explaining the legal provisions of the Sexual Harassment of Women at

Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH

Act). She emphasized that the Act applies to all organizations, whether public or private, and mandates the creation of an Internal Complaints Committee.

##### **2. Role of the Internal Complaints Committee (ICC):**

- The ICC is responsible for conducting impartial inquiries into complaints of sexual harassment. "**Dr. Dutta**" stressed the importance of transparency in the complaint process, protection of confidentiality, and ensuring that investigations are conducted within a specified time frame.

##### **3. Organizational Responsibility:**

- Dr. Dutta elaborated on the role of organizations in creating a safe and respectful workplace. She outlined the necessity of having a comprehensive POSH policy, conducting regular training sessions for employees, and sensitizing staff about workplace harassment.

- Additionally, she highlighted that the failure of organizations to comply with the provisions of the POSH Act can lead to legal penalties, fines, and damage to the organization's reputation.

#### **4. Legal Recourse for Victims:**

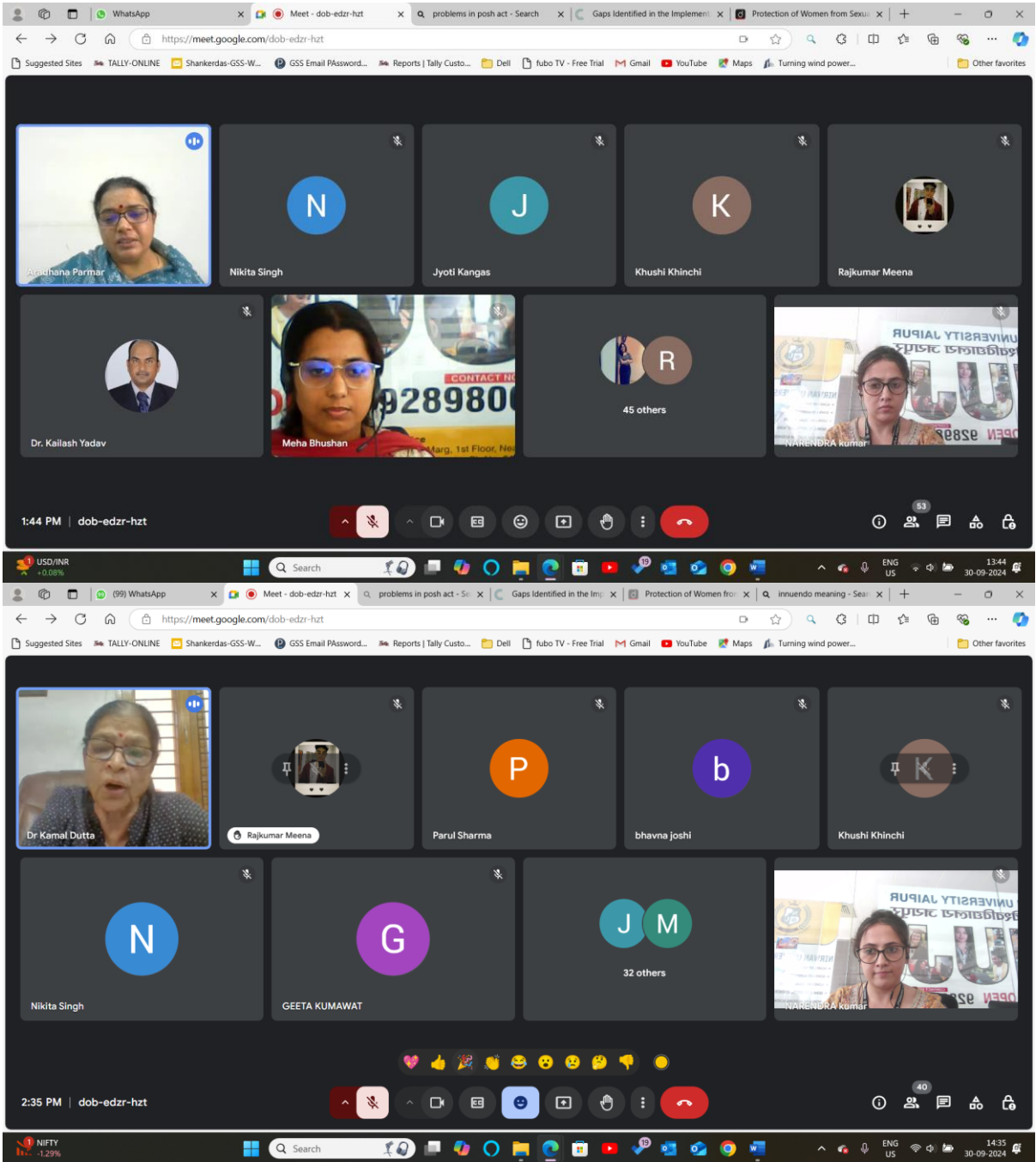
- The session provided detailed insights into the rights of employees to file complaints and the process that follows once a complaint is registered. Dr. Dutta also covered the legal remedies available to victims of harassment, including civil and criminal liabilities for offenders.

#### **5. Preventive Measures:**

- Dr. Dutta concluded by emphasizing the importance of preventive measures, such as anti-harassment policies, fostering a culture of equality and respect, and encouraging an open-door policy where employees feel safe to report issues without fear of retaliation.

This session provided a comprehensive guide on handling sexual harassment complaints, outlining both the legal mechanisms and the responsibilities of organizations in ensuring a harassment-free workplace.

### 13. Attach Geotagged Photographs of the Activity:



***Report Submitted to IQAC by Ms. Ashu Sharma Assistant Professor, NUJ.***