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B++ NAAC ACCREDITATION



REPORT ON “SENSITIZATION PROGRAM ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE”

Program Details	
Date	25 th January, 2024
Participants	124
Resource Person	Mrs. Sabitha Seetharam, POSH Consultant, Human Resource
Venue	Dr. S.R. Chandrasekhar Institute of Speech and Hearing



Objective: The talk raised sensitization on the prevention of sexual harassment in the workplace.

Brief overview: The Internal Complaints Committee (ICC) for Prevention of Sexual Harassment (POSH) in collaboration with the IQAC organized a sensitization session on “prevention of sexual harassment at the workplace”, which was held on 25th January 2024. Mrs. Sabitha Seetharam a POSH Consultant, Human Resource was invited as the guest

speaker. She delivered an engaging and informative session on the prevention of sexual harassment familiarized us with the Prevention of Sexual Harassment law (2013) and made us aware of our rights and the procedure involved in lodging the complaints. She also elaborated on what constitutes sexual harassment other than molestation and rape, namely:

- a) unwanted physical contact;
- b) demanding/requesting sexual favours;
- c) sexually coloured remarks;
- d) showing pornographic material;
- e) Unwelcome physical, verbal, or nonverbal conduct of a sexual nature;
- f) unwanted deliberate touching, leaning over, cornering, or pinching;
- g) unwanted sexual looks or gestures;
- h) unwanted letters, telephone calls, or materials of a sexual nature;
- i) sexual comments.

She also shared many cases with us that she has encountered in her professional career.

Feedback: There was a question-and-answer session at the end of the talk, some members of the audience shared their experiences and cleared their queries. They found the talk very engaging, relevant, and informative. The audience was open to having similar sessions in the future.

Outcome: Overall, 72 participants have given the feedback. 58.3% said the organization of the session was good. The content was rated by 48.6% as excellent. 88.9% of them have said that adequate time was provided for the questions and discussion. 100% have rated that they can apply this information at work place. The quality of the talk by expert was rated by 75% of them as good. 58.3% have said that overall effectiveness of the session was good. 98.6% of them have responded that they would like to participate in similar sessions in the future.

