

Closure Report

Orientation programme on the prevention of sexual harassment at the workplace for the second year MA/MSc & MBD students: organized by Internal Committee on 11th July 2024

On July 11, 2024, at 3:00 PM, in the MPS classroom (Second floor, Library building), the Internal Committee of IIPS Mumbai conducted an orientation program for the students of MA/MSc and MBD second year. The aim of the program was to familiarize the students with the POSH Act 2013, Vishakha guidelines, and the prevention of sexual harassment at the workplace. Around 24 students had actively participated in the orientation programme. Each member of the Internal Committee and the medical counsellor of IIPS Mumbai actively participated in the program. Additionally, several videos were played to provide a comprehensive understanding to the students.

Ms. Puja Das, a doctoral student commenced the orientation program with a welcome address. She outlined the complete schedule of the program and the topics that each member would cover during the session. In the latter part of her address, she also explained the role and procedures of the Internal Committee. **Prof. Archana K. Roy**, Chairperson of Internal committee explained the concept of sexual harassment and its various forms. Further, she elaborated on the historical background of sexual harassment in India, followed by an explanation of welcome and unwelcome behaviours. **Dr. Suresh Jungari**, faculty member discussed the evolution of the Vishaka guidelines and laws against sexual harassment. He also explained the POSH Act 2013, which addresses sexual harassment. **Dr. Reshmi RS**, faculty member delivered her lecture covering topics such as the formation of the Internal Committee at IIPS Mumbai. She also elaborated on the disciplinary actions that the Internal Committee can take against respondents. **Ms. Lavina Tauro**, staff member explained how an aggrieved woman can make a complaint to the Internal Committee. **Ms. Sheetal Zore**, staff member elaborated on the process of registering a complaint with the Internal Committee, she also delivered the vote of thanks at the end of the programme. **Dr. P. Murugesan**, staff member discussed the timelines for the Internal Committee to address complaints submitted to Internal committee. **Ms. Priti Raikar Thakkar**, counselling psychologist at IIPS Mumbai explained the link between mental health and sexual harassment. **Ms. Komal Gajbaye**, a doctoral student conducted a quiz competition. **Mr. Tushar Dakua**, a doctoral student handled the PowerPoint presentation and played the videos.

1. Welcome address



2. Sexual harassment and forms of sexual harassment



3. Vishaka guidelines and law against sexual harassment



4. Internal committee and disciplinary actions



5. Who can make complain?



6. Structure to register complaint.



7. Timelines for Internal committee



8. Lecture on link between mental health and sexual harassment



9. PowerPoint presentation and videos.



10. Group photo and distribution of refreshments

