

Closure Report

Training workshop of Internal Committee

1st November to 2nd November, 2023

The Internal Committee of the IIPS conducted a two-day training workshop on the roles, responsibilities, and functions of the IC from 1st to 2nd November 2023. This training workshop was exclusively for IC members, including the Chairperson, faculty, staff, and students. Prof. Archana Roy, Chairperson of the Internal Committee, invited Advocate Monica Sakhrani, a dedicated member of the Committee for the Protection of Democratic Rights, who also serves as a consultant and trainer for the IC, to speak at the event.



Invited guest speaker

On the first day, Advocate Monika Sakhrani commenced her session by elucidating the thought-provoking rules and regulations pertaining to sexual harassment in the workplace. She delved into the historical context that led to the formulation of laws addressing sexual harassment in India. Initially, she shed light on the concept of sexual harassment, delineating the specific facts that fall under this category. She then outlined methods for identifying and taking appropriate action against such instances. Additionally, she clarified the distinction between sexual harassment and gender harassment, providing insights into how to differentiate between the two. Notably, she emphasized that, according to prevailing Vishaka guidelines, only women have the right to file complaints of sexual harassment against men.



Adv. Monica talked about the roles and responsibilities of IC

Advocate Monika Sakhrani explored the concept of the Internal Committee and its functions, elucidating the process of establishing such a committee in an institute or workplace. She outlined the limitations associated with internal committees and clarified the screening procedures for cases, emphasizing the proper reporting and investigative measures involved.



Discussion session

The discussion session after the lecture was engaging and exciting. All the participants asked their doubts regarding the work of the IC and their roles as a member of the IC. Advocate Sakhrani cleared all the doubts of the participants, which gave the participants a clearer picture of their roles and responsibilities and how to start and carry out any investigation if any complaint is received.



Welcoming Prof. Sayeed Unisa

Prof. Sayeed Unisa, a former faculty member and the chairperson of the Internal Committee of the institute, was also invited to share her experience during her tenure in the institute. She shared her experiences, like what kind of cases may come and how to initiate any process. She also enlightens on the subject of how important it is to document things.



End of the session with the speaker of the event and the Members of the Internal Committee

The two-day training workshop ended with participants sharing their learning experience of the workshop and how it was helpful for them and the further Dr. Suresh Jungari concluded the workshop by extending a formal vote of thanks to the speaker, IIPS administration, and the ICT unit for their invaluable assistance and support in organizing the orientation programme. The workshop was an excellent learning experience for the members of the IC. It was beneficial for the members of the IC to know their roles and responsibilities as a part of the Internal Committee. Finally, the event concluded at 5:30 PM, 2nd November 2023.