



One Day Training program

On

*“Awareness of  
Sexual Harassment of Women at Workplace  
(Prevention, Prohibition and Redressal) Act-2013”*

At

“Hotel Saffron Leaf, GMS Road, Dehradun”

Date: 30<sup>th</sup> August - 2022 (Tuesday)

(From 09.30 a.m. to 05.30 p.m.)

By

**Mr. Baij Nath**

**(Program Director)**

**Director - Legal at University of Petroleum and Energy  
Studies, Dehradun**

&

**Ms. Soumya Baniwal**

**(Resource Person)**

**Founder & CEO, Benevo Management Private Limited**

Indian Society for Training & Development,

Dehradun Chapter,

C/ o H. No. 63/1, Street-1, Rajendra Nagar, Dehradun – 248 001

Program Co-Ordinator Mobile No.- 7351106333

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## ***About Indian Society for Training and Development (ISTD)***

The Indian Society for Training & Development (ISTD) is a premier National Institution devoted to the cause of Human Resource development through trainers, with International affiliation. It has a large membership of organizations and professionals involved in training and development of human resource from Government, Public and Private sector organizations, institutions and other bodies. It has 51 chapters spread throughout the country with the National Headquarters in New Delhi. ISTD has been 51 chapters spread throughout the country with the National Headquarters in New Delhi.

## ***P.G. Diploma in Training & Development***

**P.G. Diploma in Training & Development:** ISTD conducts a Distance Learning Programme of 18 month's duration for the purposes of recruitment to superior posts in HRM/HRD/Training under the Central Government/PSUs & Private Sector Organizations. ISTD PG Diploma (T&D), is also recognized by Department of Personnel and Training (DoPT), Govt. of India, under its Faculty Development Scheme and by many of the corporates for appointments in their organizations.

## ***Introduction about the Program***

**“Equality of status and opportunity” must be secured for all and equality of every person is guaranteed by the Constitution. This course will help you to understand all aspects of Prevention of Sexual Harassment (PoSH) at workplace as required under Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013.**

**The focus of program is to create awareness on sexual harassment, provide you with a concrete understanding about PoSH and enlighten the learners about the redressal procedures.**

***To organize awareness program on subject cited above is a mandatory provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act-2013 .***

## ***Programme Contents***

- Why is PoSH Training Required ?
- How to handle sexual harassment issues and complaints & Related Judicial Pronouncements
- Duties and Roles of ICC & Provisions of the Act & Constitution of ICC
- Sexual Harassment and offensive behaviors that can be considered harassment
- Explain the statutory regulations and legal background of Sexual Harassment
- Third Party Harassment
- The elements of handling and prevention of unacceptable behavior
- Case Studies and Role Plays & Mandatory Compliances
- The various duties of the employer / employee to curb harassment
- Understand various complications that arise while dealing with such cases

## PROGRAM OBJECTIVES

- To understand Sexual Harassment
- To understand how to work towards safe and secure workplaces
- To know the history of how PoSH was formulated
- To understand how to create an Internal Committee in your organization
- To understand the role of Internal Committee in the redressal mechanism
- To know about prevention, prohibition and redressal mechanism in PoSH at workplace

## PROGRAMME SCHEDULE

Timing of the Programme	: 09:30 am to 5:30 pm (4 – Sessions of 01:30 Hours Each)
Tea break	: 11.30 am to 12.00 pm & 3.30 to 4.00 p.m.
Lunch break	: 01.00 p.m. to 2.00 p.m.

## METHODOLOGY

A judicious mix of group discussion, case studies, exercises and class room presentations will be used to conduct this program.

## FOR WHOM (Level of participants)

- HR- Professionals from Public & Private Sectors
- Officers/Officials from Government Department
- Internal Committee members
- NGO representatives
- L&D professionals / Members from the leadership team
- IN-HOUSE Counsels / legal team members

## FEE(Cost of participation)

ISTD Members (Rs.) *	Non ISTD Members (Rs.) *
3500 (Three Thousand Five Hundred )	4500 (Four Thousand Five Hundred)

\*Plus 18% GST Extra

***Last Date for Registration: 24<sup>th</sup> August 2022***

## **BANK TRANSFER/CASH DEPOSIT DETAILS**

Account Details - A/c No 10101131000130

IFSC Code – PUN0207310

Bank Name - PNB, Krishan Nagar Chowk, Dehradun

GST No. - 05AAATI0450L1ZW

## Award of Certificate

All participants will be given a certificate on successful completion of Training.

## CONTACT DETAILS

**Dr. Meenakshi Harraw Verma, Program Coordinator ISTD Dehradun Chapter**

Mobile Number - 7351106333,

Email at: [meenakshi.v68@gmail.com](mailto:meenakshi.v68@gmail.com), & [istd.ddn@gmail.com](mailto:istd.ddn@gmail.com),

## **Faculty Profile:**

### **Mr. Baij Nath**



Mr. Baij Nath currently holds the position of Director - Legal at the University of Petroleum and Energy Studies, Dehradun. His academic qualifications include B. Sc., LL.B, LL.M, and PGDIRPM besides an Advance Management Program from IMI, New Delhi with overseas components at France, Switzerland, Netherlands and Belgium. His professional experience of 43 years includes tenure of 18 year in the Central Government & Banking sector and over 22 years at the Oil & Natural Gas Corporation (ONGC) where he held the position of 'Group General Manager - Head Employee Relations'. Besides writing several articles in reputed magazines and journals, he has also published research papers in international Scopus journals such as “Need to revisit law relating to sexual harassment: with special reference to fake complaints and mental harassment cases due to sexual harassment complaints” and “Study of Law against Sexual Harassment in Higher Educational Institutions in India and Its Limitations”. He has authored a Book titled “Quantum of Punishment in Service Laws”. A befitting and invaluable foreword was contributed by Honorable Justice (Dr) Arijit Pasayat (former Judge, Supreme Court of India, Former Chairman, Competition Appellate Tribunal). Mr Baij Nath has authored yet another book titled “Commentary on Law Against Sexual Harassment of Women at Workplace”.

### **Ms. Soumya Baniwal**



Ms. Baniwal is a Founder & CEO, Benevo Management Private Limited, Founder & CEO, Grehcom (Global Rural Entrepreneur Hub) Chair Person, Sewa Bhav Foundation (NGO). Her academic qualification includes Master's in Social Work, Master's in Commerce & Bachelor's in Commerce. Her professional experience of 10+ years in Learning and Development. Diploma in Paralegal Practice from IGNOU December 2020. She also have Certificate of Orientation Program on Substance use Disorders from NIMHANS Bangalore, Certificate of Participation on “Screening Technology Addiction” from NIMHANS Center for Wellbeing, Certificate program in Guidance from IGNOU in collaboration with NCERT in 2014, Training of Counseling Skills on March 04, 2013 to March 06,2013 from VIMHANS(Vidyasagar Institute of Mental Health, Neuro & Allied Sciences), Reiki 1 level on December 04, 2012 & Reiki 2 level on January 22, 2013, Foundation course on Education of Children with Learning Disabilities from Rehabilitation Council of India (August 16, 2012 to November 14, 2012) and Short term training in “Learning Disability on November 03, 2012” from Raphel Dehradun.