

REPORT
ON
POSH ACT – STAND UP AND SPEAK OUT
ORGANIZED
BY
COLLEGE OF SCIENCE AND HUMANITIES
IN ASSOCIATION WITH
INTERNAL COMPLAINTS COMMITTEE



21ST SEPTEMBER 2021

EVENT COORDINATORS

- 1. MRS.V. LAVANYA**
- 2. MR.R. GOWTHAM**
- 3. MRS.K.M. POORNIMA**
- 4. MRS.BINCY A VARGHESE**



**SRM INSTITUTE OF SCIENCE AND TECHNOLOGY
COLLEGE OF SCIENCE AND HUMANITIES
IN ASSOCIATION WITH
INTERNAL COMPLAINTS COMMITTEE**

**ORGANIZES A
WEBINAR
ON**

POSH ACT - STAND UP AND SPEAK OUT

SPEAKER

**MS.RAGHAVI SENTHIL KUMAR
FOUNDER DIRECTOR – HEADWAY FOUNDATION,
CHENNAI .**

DATE: 21ST SEPTEMBER 2021

TIME: 2PM ONWARDS

[LINK TO JOIN:](#)

[HTTPS://ZOOM.US/J/91814146101?](https://zoom.us/j/91814146101?)

[PWD=DG4YSEIFCOJLSWFWZZRQAIJXAM93UT09](#)

PASSCODE:500034

EVENT COORDINATORS

Mrs.V.Lavanya

Mr.R.Gowtham

Mrs.K.M.Poornima

Mrs.Bincy A Varghese

FOR MORE DETAILS CONTACT:

Mrs.V.Lavanya-lavanyav3@srmist.edu.in

SUMMARY

The College of Science and Humanities in association with Internal Complaints Committee organized a webinar on POSH ACT – STAND UP AND SPEAK OUT. The Event was conducted virtually through Zoom on 21st September 2021 at 2.00 p.m. The Event successfully created awareness on young minds on POSH ACT and its relevance in the workplace.

PURPOSE OF THE PROGRAM

Sexual harassment in the workplace is a violation of a woman's right to equality, life, and liberty. It creates an insecure and hostile working environment, discouraging women from working and compromising their social and economic empowerment as well as the goal of fair progress. To address these challenges, a webinar was organized on POSH ACT. The Purpose of this webinar is to create awareness among young students about various sexual harassment at workplace and the ways to deal in the workplace.

BENEFICIARIES

Nearly 698 students of First year UG and PG Students of College of Science and Humanities benefitted out of this event and became aware about various kinds of harassments at workplace and how to deal with them. Further, the session also highlighted upon various provisions of POSH Act that offers prevention measures for women from harassment at work place.

EVENT REPORT

Date: 21st September 2021

Topic: POSH ACT – STAND UP AND SPEAK OUT

The Internal Committee in association with College of Science and Humanities, SRMIST had organized a webinar session on “POSH LAW” (Prevention and Prohibition of Sexual Harassment Law) for the First year UG and PG Students of CSH through virtual platform.

The session was handled by Ms. Raghavi Senthilkumar, Founder Director - The Headway foundation. She is certified POSH consultant. Also she is a Member of Internal Committee of SRMIST. The Speaker made the session an interactive one. The Speaker introduced the Genesis of the Law and cited few real-life examples of harassment cases in India. She then introduced the idea of Aggrieved woman in the context of POSH Act and listed out various incidents that constitute harassment at workplace. She also threw insights on welcomed and unwelcomed behaviour at work place. She further pointed out the list of behaviours that will be considered as harassment at workplace. The Speaker detailed about how unwelcomed practice will impact the behaviour and took participants on the inquiry process for harassment cases at workplace. Further, she also suggested a 3P approach to prevent harassment at workplace and highlighted on punishments and penalties which a individual is subject to, when he is found guilty of engaging in a harassment behaviour.

To conclude, it was very insightful student friendly and knowledgeable session and achieved the purpose of creating awareness in the young minds about types of harassment at work place and the role of POSH act in preventing the same.

EVENTS GALLERY

Recording SLIDE 1 OF 28 You are viewing MS.RAGHAVI SENTHILKUMAR's screen View Options Ink Ink Tools Blank Screen


sexual harassment

@ Higher Educational Institutions

UNDERSTAND PREVENT RESPOND

Awareness Program on Prevention Of Sexual Harassment (POSH)

Mrs.K.Raghavi Senthilkumar
B.Tech., M.B.A., Dip.T&D., (Ph.D)
HR Consultant | Trainer | Mentor | Sociopreneur
Public/Motivational Speaker
POSH – IC Member &
Govt.of India Empanelment Certified Trainer



THE HEADWAY
ACADEMY

MR.R.GOWTHAM
MS.RAGHAVI SENTHILKUMAR
DR.S.CHITRA
SRMIST KTR
MRS.K.M.POOR...

Unmute Start Video Participants 507 Q&A Chat Share Screen Raise Hand Record Leave

Zoom Webinar You are viewing MS.RAGHAVI SENTHILKUMAR's screen View Options

MR.R.GOWTHAM MS.RAGHAVI SENTHILKU... DR.S.CHITRA SRMIST KTR MRS.K.M.POOR... B

POSH

STAND UP, SPEAK OUT

From Thejaswini to Everyone
luxury

Recording

Participants 589 Q&A Chat Share Screen Raise Hand Record Leave

Type here to search 34°C 02:10 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKUMAR | DR.S.CHITRA | SRMIST KTR | MRS.K.M.POORNIMA | MRS.K.M.POORNIMA

THE GENESIS THE LAW

Recording | 601 Participants | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Windows Taskbar: Type here to search | 34°C | 02:14 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKUMAR | DR.S.CHITRA | MRS.K.M.POORNIMA | MRS.K.M.POORNIMA | SRMIST KTR

AGGRIEVED WOMAN

```

    graph TD
      A[Aggrieved Women] --> B[Working]
      A --> C[Visiting a Workplace]
      A --> D[Student]
      B --> B1[Domestic Worker]
      B --> B2[Regular/Temporary/Ad Hoc/Daily Wager]
      C --> C1[For remuneration/Voluntary basis/Otherwise]
      D --> D1[Employed directly/Through an agent]
      D --> D2[Contract Worker/Probationer/Trainee/Apprentice/called by any other such name]
  
```

Recording | 594 Participants | Q&A | Chat | Share Screen | Raise Hand | Record | Leave


Windows Taskbar: Type here to search | 34°C | 02:20 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | B | SRMIST KTR

Sexual Harassment of Students & Women in Colleges and Universities

Physical contact or advances;
A demand or request for sexual favours;
Making sexually coloured remarks;
Showing pornography;
Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature



Unmute | Start Video | Participants (586) | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:28 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | B | SRMIST KTR

KEY ELEMENTS

THE FIRST STEP TO PREVENTION IS RECOGNITION

Workplace Sexual Harassment is behaviour that is

- UNWELCOME
- SEXUAL in nature
- A SUBJECTIVE experience
- IMPACT not intent is what matters
- Often occurs in a matrix of POWER

Unmute | Start Video | Participants (574) | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:31 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

UNWELCOME	WELCOME
Feels bad	Feels good
One-sided	Reciprocal
Feels powerless	In-control
Power-based	Equality
Unwanted	Wanted
Illegal	Legal
Invading	Open
Demeaning	Appreciative
Causes anger/sadness	Happy
Causes negative self-esteem	Positive self-esteem

Unmute | Start Video | Participants (566) | Q&A | Chat (99+) | Share Screen | Raise Hand | Record | Leave


Type here to search | 34°C | 02:33 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

IMPACT OF INAPPROPRIATE BEHAVIOR



- Depression
- Anxiety, panic attacks
- Traumatic stress
- Sleeplessness
- Shame, guilt, self-blame
- Difficulty in concentrating
- Headaches
- Fatigue, loss of motivation
- Personal Difficulties with time
- Eating disorders (weight loss or gain)
- Feeling betrayed and/or violated
- Feeling angry or violent towards the respondent
- Feeling powerless
- Loss of confidence and self esteem
- Over all loss of trust in people
- Problems with intimacy
- Withdrawal and isolation

Unmute | Start Video | Participants (551) | Q&A | Chat (99+) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:35 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

FORMS OF SEXUAL HARASSMENT IN WORKPLACE



Unmute | Start Video | Participants (550) | Q&A | Chat (99+) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:37 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

HOSTILE WORK ENVIRONMENT

- Talking about sex
- Telling obscene jokes
- Using endearments, crude or offensive language
- Unsolicited or unwanted touching of any part of clothing or body or commenting on someone's physical appearance
- Talking about /spreading rumours about someone's sexual orientation or sex life
- Showing sexually suggestive pictures, notes, magazines or cartoons
- Using sexually suggestive gestures
- Staring, cornering, following, blocking the pathway, or stalking
- Persistent requests for dates, outings, lunches, dinners etc.

Unmute | Start Video | Participants (536) | Q&A | Chat (99+) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:39 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

HOSTILE WORK ENVIRONMENT

- Talking about sex
- Telling obscene jokes
- Using endearments, crude or offensive language
- Unsolicited or unwanted touching of any part of clothing or body or commenting on someone's physical appearance
- Talking about /spreading rumours about someone's sexual orientation or sex life
- Showing sexually suggestive pictures, notes, magazines or cartoons
- Using sexually suggestive gestures
- Staring, cornering, following, blocking the pathway, or stalking
- Persistent requests for dates, outings, lunches, dinners etc.

Unmute | Start Video | Participants (533) | Q&A | Chat (99+) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:41 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

How to Prevent? The '3P's

Purpose:
Zero Tolerant Policy towards Sexual Harassment;

Philosophy:
Gender Neutrality: No discrimination

Priority:
Top; Stringent Action

Unmute | Start Video | Participants (528) | Q&A | Chat (99+) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:42 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

How to Prevent? The '3P's

Purpose:
Zero Tolerant Policy towards Sexual Harassment;

Philosophy:
Gender Neutrality: No discrimination

Priority:
Top; Stringent Action

Unmute | Start Video | Participants (529) | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:42 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

COMPLAINTS COMMITTEE

Unmute | Start Video | Participants (515) | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:46 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

THE POLICY

- Prohibits unwelcome behavior that constitutes workplace sexual harassment
- Champions prevention of workplace sexual harassment through orientation, awareness and sensitization sessions
- Provides a detailed framework for redress

From Valliammal to Everyone
yes mam

Unmute | Start Video | Participants (509) | Q&A (1) | Chat (21) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:47 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SENTHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SENTHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

REDRESS

Unmute | Start Video | Participants (507) | Q&A (1) | Chat (21) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:48 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

INQUIRY PROCESS

Submission of Complaint	Within 3 months of the last incident
Notice to the Respondent	Within 7 days of receiving copy of the complaint
Completion of Inquiry	Within 90 days
Submission of Report by ICC/LCC to employer/DO	Within 10 days of completion of the inquiry
Implementation of Recommendations	Within 30 days
Appeal	Within 30 days from recommendations

Unmute | Start Video | Participants (499) | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:49 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

CONFIDENTIALITY

The Act prohibits the disclosure of:

- Contents of the complaint;
- Identity and address of complainant, respondent and witnesses; Information pertaining to conciliatory/inquiry proceedings or recommendations of the ICC/LCC;
- Action taken by the employer/DO.

Accountability: Any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action taken under the provisions of this Act.

Consequences: As per the Service Rules or Rs.5,000/ to be collected by the employer.

Exception: Dissemination of information regarding the justice secured without disclosure of name, address, identity and particulars of complainant or witnesses.

Unmute | Start Video | Participants (490) | Q&A | Chat | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:51 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

PUNISHMENTS

(1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.

(2) Where the respondent is a student, depending upon the severity of the offence, the HEI may,-

- (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
- (b) suspend or restrict entry into the campus for a specific period;
- (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
- (d) award reformatory punishments like mandatory counseling and, or, performance of community services.

Unmute | Start Video | Participants (482) | Q&A (2) | Chat (31) | Share Screen | Raise Hand | Record | Leave

Type here to search | 34°C | 02:53 PM 21-09-2021

Zoom Webinar | You are viewing MS.RAGHAVI SETHILKUMAR's screen | View Options

MR.R.GOWTHAM | MS.RAGHAVI SETHILKU... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

Recording

COMPENSATION

The aggrieved person is entitled to the payment of compensation. The HEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of-

- (a) mental trauma, pain, suffering and distress caused to the aggrieved person;
- (b) the loss of career opportunity due to the incident of sexual harassment;
- (c) the medical expenses incurred by the victim for physical, psychiatric treatment;
- (d) the income and status of the alleged perpetrator and victim; and
- (e) the feasibility of such payment in lump sum or in instalments.

Unmute | Start Video | Participants (481) | Q&A (2) | Chat (31) | Share Screen | Raise Hand | Record | Leave


Type here to search | 34°C | 02:54 PM 21-09-2021

Zoom Webinar

You are viewing MS.RAGHAVI SENTHILKUMAR's screen View Options

MR.R.GOWTHAM MS.RAGHAVI SENTHILKU... DR.S.CHITRA MRS.K.M.POOR... SRMIST KTR MS.RAGHAVI SE...

Recording



Unmute Start Video

Participants 462 Q&A Chat Share Screen Raise Hand Record

Type here to search

29°C 03:00 PM 21-09-2021

Session Recordings:

Downloadable link:

https://zoom.us/rec/share/kbc-7NjeuMLB-qHPH48yRr32W2IB5JvB61MIFX0V_LNaWiuxE-S1LSIsWkU-eNgH.GXaTQQJ9fXxCUHKO

Passcode: =t43a*F&