



Army Institute of Management and Technology Greater Noida

Management & Faculty Development Program
On
Prevention of Sexual Harassment at Workplace
29 March 2025

Summary of the Event

Army Institute of Management and Technology Greater Noida HR Department organized a workshop on "Empowering a Safe and Respectful Workplace - POSH Awareness" on 29th March 2025. The primary objective of the workshop was to examine workplace sexual harassment, its manifestations in behavior, mindsets, and cultural norms, as well as the essential provisions of the POSH Act (2013) and its institutional relevance.

Workshop Schedule

Session 1: 10:00 am - 11:00 am (For Students)

This session was designed exclusively for students to create awareness about workplace sexual harassment, its definition, types, and the importance of respectful workplace culture. Discussions included case studies and interactive activities to enhance understanding.

Session 2: 11:30 am - 2:00 pm (For Working Professionals)

This session was structured to address workplace challenges faced by professionals, focusing on compliance, policy implementation, and legal frameworks.

11:30 am - 12:30 pm

- Knowing Sexual Harassment at Workplace (definition, types, intention, and perception)
- Recognizing Sexual Harassment at Workplace
- Discussion on reducing risks and maintaining a respectful and inclusive work environment

12:30 pm - 1:00 pm

- **Laws Related to Sexual Harassment (Legal Backdrop)**
 - Constitution of India
 - IPC
 - Vishaka Guidelines
 - Sexual Harassment of Women at Workplace (Protection, Prohibition, and Redressal) Act, 2013

- **Sexual Harassment Policy and Practices**

- Knowing the policy and its scope
- Alignment of the policy with various work natures and organizational contexts
- Reviewing current systems and challenges in policy implementation

1:00 pm - 1:30 pm

- Compliance obligations of ICC and record-keeping obligations
- Maintenance of confidentiality
- Implementation monitoring – ensuring compliance with ICC’s recommendations
- Case conclusion and committee recommendations
- Decision-making process, inquiry-related powers, and guidelines on penalties
- Handling frivolous complaints
- Final reliefs and closing circle

Conclusion

The workshop was insightful and provided both students and working professionals with valuable knowledge on workplace safety and harassment policies. The interactive discussions and real-life case studies helped in understanding the importance of a safe and inclusive work environment. Participants gained clarity on the legal framework, policy implementation, and the role of the Internal Complaints Committee (ICC). The session concluded with a Q&A round and feedback collection, ensuring further improvements in future sessions.

