



INDIAN INSTITUTE OF SOCIAL WELFARE & BUSINESS MANAGEMENT

PROCEEDING OF THE TRAINING-CUM-AWARENESS WORKSHOP ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

The Women and Gender Development Cell of the Indian Institute of Social Welfare and Business Management (IISWBM), Kolkata, organised a Training-cum-Awareness Workshop on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on Thursday, 25 June 2026, from 2:30 p.m. to 4:30 p.m. The workshop was conducted for the faculty members and officers of the Institute with the objective of enhancing awareness about the provisions of the POSH Act, promoting gender sensitivity, and fostering a safe, respectful and inclusive workplace.

The programme commenced with the Welcome Address by the Prof (Dr) Krishna M Agrawal, Director, IISWBM, who highlighted the Institute's commitment to ensuring a safe and equitable work environment through awareness, prevention and institutional accountability. The Director emphasized the importance of understanding the legal framework governing workplace conduct and encouraged active participation in the workshop.

The first technical session was delivered by Ms. Swati Chatterjee, who was introduced by Dr. Gita Khawas. The speaker was felicitated by the Director before the commencement of her session. Ms. Chatterjee provided a comprehensive overview of the POSH Act, 2013, explaining its objectives, key definitions, rights of employees, responsibilities of employers, and the importance of preventive measures in creating a harassment-free workplace. She also discussed the role of awareness and organizational culture in preventing workplace harassment.

The second session featured Ms. Soma Dey, who was introduced by Dr. Sritama Dasgupta and felicitated by the Director. Ms. Dey elaborated on the procedures for addressing complaints of sexual harassment, the functioning and responsibilities of the Internal Committee, confidentiality requirements, and the significance of timely and impartial redressal. Through practical examples and case-based discussions, she clarified common misconceptions and emphasized ethical workplace behaviour.

The final technical session was conducted by Dr. Sohini Banerjee, who was introduced by Dr. Arpita Banerjee. Dr. Banerjee discussed gender sensitivity, professional ethics, respectful workplace communication, and strategies for fostering an inclusive institutional culture. She underscored the collective responsibility of every member of the organization in preventing discrimination and promoting dignity and mutual respect.

The technical sessions were followed by an interactive Question and Answer session, during which faculty members and officers actively engaged with the speakers by seeking clarifications on the implementation of the POSH Act, complaint mechanisms, institutional responsibilities, and best practices for maintaining a safe workplace. The interactive discussions enabled participants to gain practical insights into addressing workplace concerns effectively.

The programme concluded with the Vote of Thanks delivered by Dr. Sritama Dasgupta, who expressed sincere gratitude to the distinguished speakers for sharing their expertise and valuable insights. She also thanked the Director, faculty members, officers, organizing committee, and all participants for their enthusiastic involvement, which contributed to the success of the workshop.

The programme was efficiently conducted by Dr. Arpita Banerjee, who served as the Master of Ceremony (MC). The event concluded with tea and refreshments, providing an opportunity for participants to interact informally with the resource persons and continue discussions on the importance of creating a safe, inclusive, and respectful workplace.

Outcome of the Workshop

The workshop significantly enhanced participants' understanding of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, strengthened awareness regarding legal rights and institutional responsibilities, and reinforced IISWBM's commitment to maintaining a workplace culture based on dignity, equality, safety, and mutual respect. The programme also encouraged greater awareness of the role of every employee in preventing workplace harassment and promoting gender-sensitive practices within the Institute.

GLIMSE OF THE WORKSHOP

