

The Maharashtra State Human Right Commission

In Collaboration with
Kishinchand Chellaram Law College, Mumbai

— Invite you all for a Workshop on —

**The SEXUAL HARASSMENT of women at Workplace
(Prevention, Prohibition and Redressal) Act, 2013**

14 AUG 2023 | Monday 10.00 am

VENUE: Chief Justice H.K.Chainani Moot Court Hall, Law College,
123, Dinshaw Wachha Road, Churchgate, Mumbai-400020

Chief Guest



Hon'ble Mr. Justice K.K. Tated

(Chairperson, Maharashtra State Human Right Commission, Mumbai)

Speakers



Dr. Anita Sinha
(Joint-Secretary,
National Human Rights
Commission, New Delhi)



Dr. Kavita Lalchandani
(Principal, K.C.Law
College, Mumbai)



Adv. Gauri Chabriya
(Member, Maharashtra
State Commission
for Women, Mumbai)



Adv. Seema Sarnaik
(Advocate, Bombay High
Court, Mumbai)



Adv. Dr. S.M. Sethna
(Advisor and Counsellor NGO
Bapnu Ghar, Mumbai)

Invitees

Mr.M.A.Sayeed
(Member, Maharashtra State
Human Right Commission)

Dr. Kiran Sharma
(K.C Law College
Mumbai)

Report of Programme dated 14th August, 2023 at K. C. Law College, Mumbai on POSH Act.

The Programme has been arranged by Maharashtra State Human Rights Commission with collaboration of K. C. Law College, Mumbai.

It was workshop for awareness of The Sexual Harassment of women at workplaces (Prevention, Prohibition and Redressal) Act 2013.

The workshop was organised on a Monday 14th August, 2013 at K. C. Law College, Churchgate. It was headed by the Justice K. K. Tated, Chairperson of Maharashtra State Human Rights Commission. The Speakers were Adv. Seema Sarnaik, Member Maharashtra woman Commission, Adv. S. M. Sethana, Advisor of Bapnu Ghar, Dr. Kavita Lalchandani, Principal K. C. Law College, Mrs. Anita Sinha Joint Secretary, National Human Right Commission.

Officers & Staff from various government department such as woman & child Development Department, Mumbai Municipal Corporation, Mumbai Police and Students & Professors from various law College from Mumbai. The Office of District collector was not available at workshop.

The workshop has began with address of Adv. Seema Sarnaik who clearly defines the difference between Sexual discrimination & Sexual Harassment. She also emphasized that preamble of the constitution is neutral. Committee can consider Model Standing Orders for labour & service rules. She as also explained various provision of Indian Penal code relating to the subject of the workshop.

Dr. Kavita Lalchandani gave valuable information about procedure of proceeding before internal committee established under Prevention of Sexual Harassment Act. She as explained the procedure of formation of internal committee and local committee.

Adv. S. M. Sethana enlightened the audience with number of Case Laws on Prevention of Sexual Harassment Act. Adv. Sethna has put the guidelines given under the various case laws such as Woman in Cinema Collection v/s. state of Kerala, A. P. v/s. Guvahati High Court, case of Medha Kotwal, Aparna Raut v/s. Vilas Kamble.

It was the words of Adv. Gauri Chabriya that women Commission is receiving complaints filed under Prevention of Sexual Harassment Act despite the existence of internal committee at the workplace. She has explained importance of display of board of names of Internal Committee.

Mrs. Anita Sinha has explained the role of National Human Rights Commission and the work procedure of internal Committee while resolving the complaints. She spoke about the culture of violence and harassment that is prevalent.

The workshop has created live discussion on subject matter which resulted into interactive session between speaker & audience. Following questions have been discussed;

- a. Is the definition of workplace very exhaustive ?
- b. Is information of complaint received by companies deployed anywhere ?
- c. Can a woman be a respondent ?
- d. If a woman has left the organization, can she still file complaint ?
- e. In set up like this programme where any victim can complaint under the POSH Act ?
- f. If the woman is employed and employer does not have an Internal Committee can she approach NHRC/SHRC for formation of Internal Committee ?

Justice Tated, Chairperson MSHRC has summarized the Complete Session and gives the gist of speeches delivered during workshop. In his concluding remark Justice Tated has gave example of nature of complaint filed under POSH Act.

M. A. Sayeed Member, MSHRC has acknowledged the organising Committee of Maharashtra State Human Rights Commission and K. C. Law College. He has also delivered the vote of thanks for each and everyone. Ms. Meghna Devkar has done anchoring of the workshop.

The workshop not limited up to one day orientation to the audience. The Maharashtra State Human Rights Commission has distributed information brochure to each participant in Marathi Language about the POSH Act.

Date : 14.8.2023