

NOIDA MANAGEMENT ASSOCIATION

C-20/6A, Institutional Area, Sector- 62, Noida

(Opp. JSS Academy of Technical Education)

Phone No: 0120-2401305

One Day Workshop on

“Prevention of Sexual Harassment Act (POSH) & its Compliance”

Date: - Friday, 09th August 2019

Dear Sir/ Madam,

With the growth of concept of Gender Equality and Women Empowerment at workplace, the cases of sexual harassment have also increased manifold over a period of time. Besides implementation of various measures of prevention of such acts, there is no halt for this growing nuisance in the society. With the globalization and larger influx of women in the mainstream workforce of India, sexual harassment at Work Place has assumed greater dimensions.

Sexual Harassment is a hazard encountered in workplaces across the world that reduces the quality of working life, jeopardizes the well being of women, undermines gender equality and imposes costs on firms and organizations. Workplace sexual harassment is a form of gender discrimination which violates a woman’s fundamental right to equality and right to life, guaranteed under Articles 14, 15 and 21 of the Constitution of India (“Constitution”). Workplace sexual harassment not only creates an insecure and hostile working environment for women but also impedes their ability to deliver in today’s competitive world. Apart from interfering with their performance at work, it also adversely affects their social and economic growth and puts them through physical and emotional suffering.

As an employer, the safety of the employees working under us is our responsibility. Be it at any level – a manager or a trainee, each employee deserves respect and should not feel the pressure of any kind of sexual harassment.

Although the law preventing sexual harassment at the workplace has been in force since 2013, there remains lack of clarity on various aspects pertaining to the statute, including what constitutes sexual harassment, obligations of an

employer, remedies/safeguards available to the victim, the procedure of investigation, etc.

NMA one day program is designed to do just that. What are the provisions and consequence in case of non-compliance or breach & amendments shall be discussed? Here is an offering of takeaways which is reliable, relevant and contemporary in respect of issues outlined overleaf.

Program Contents:-

The main contents of the program are as under:-

1. What is the background of POSH
2. What is POSH Act 2013
3. Types of Harassments
4. What are some examples of Harassment
5. What is ICC/ LCC
6. What ICC must be
7. What ICC can recommend
8. Timelines and confidentiality
9. The consequence of sexual harassment
10. The consequence of Non-Compliance

We shall also help to formulate such policies in your organization that ensures prevention of Sexual Harassment at every level and which shall be simple cost efficient Quick and effective.

For Whom:-

- Human Resource/ Line Managers
- Entrepreneurs/ SSI Owners
- Project Managers
- Other Line and Staff Executives
- Executives of Construction Industries

Methodology:-

Lectures and discussions emphasis would be laid on the sharing of experience and problems of the participants.

Registration:-

A request for registration along with the duly filled registration form together with a crossed demand draft /cheque drawn in favour of **Noida Management Association** may please be sent to NMA.

Participation Fee:-

- For NMA Members-Rs. 2500/- Per Participant.
- For Non Members- Rs. 3000/-Per Participant.

Venue, Date & Time:-

Date: - 09th August 2019

Day: - Friday

Time: - 09.30 AM to 05.00 PM

**Venue: - NMA House, C-20/6A, Institutional Area, Sector- 62, Noida
(Opp. JSS Academy of Technical Education)**

Faculty:-

1. Mr. Dinesh Jain, President, Legal & Corporate Affairs, Uflex Ltd.
2. Mr. Sidhartha Mukherjee, Ex. ED - HR, Indian Oil Corporation Ltd.
3. Mr. V. K. Sharma, Ex. Vice President HRM, Grasim Industries Ltd.
& Founder and Director - V K Dynamic Leadership Centre, Noida

**Programme Director: -
S C Kulshrestha
Labour Law Advisor**

Kindly send nomination along with the program fee through bank draft/local cheque drawn in favour of Noida Management Association to Executive Officer Noida Management Association, C-20/6A, Institutional Area, Sector-62, Noida, 201301, E-mail info@nmanoida.org, Telephone No.: 0120-2401305.

Thanking You,

Your's faithfully,

***Surinder Mohan
President
Noida Management Association***