

## **PoSH Workshop Report**

**Date:** 27/01/2024

**Time:** 10:00am to 1:00pm

**Venue:** Auditorium, NHEI

**Trainer:** Ms. Uttanshi Aggarwal from Our Future Collective

**Attended by:** Teaching and Non-teaching staff

### **Workshop Report: Sexual Harassment at the Workplace and the PoSH Act 2013**

A workshop titled "Sexual Harassment at the Workplace and the PoSH Act 2013" was conducted by Ms. Uttanshi Aggarwal from Our Future Collective on Saturday, January 27, 2024, from 10:00am to 1:30pm.

#### **Objectives:**

- \* Educate staff about the PoSH (Prevention of Sexual Harassment) Act 2013 and its provisions
- \* Share strategies to support survivors of sexual harassment
- \* Provide guidelines to deal with sexual harassment complaints at the school/workplace
- \* Bust myths around sexual harassment and highlight that people of all genders can be survivors
- \* Explain the procedure for filing complaints under the PoSH Act vs IPC Section 354A
- \* Discuss types of sexual harassment and how to identify them

#### **Session Highlights:**

- \* Ms. Aggarwal spoke about the definition of sexual harassment, explained the complaint registering process, and the role of the Internal Complaints Committee.
- \* She differentiated between civil law (PoSH Act) and criminal law (IPC 354A) pertaining to sexual harassment.
- \* She busted stereotypes that women are the only victims of sexual harassment and talked about male survivors.
- \* Three interactive activities were conducted to help participants identify different types of sexual misconduct.
- \* Regular "feel checks" ensured discussions were non-triggering.

#### **Key Outcomes:**

- \* Teachers gained clarity on provisions of the PoSH Act and the complaint registration process.
- \* They learned how to identify distinct types of sexual harassment.
- \* They were informed about the Internal Complaints Committee at school for addressing issues.

\* The workshop equipped teachers to handle sexual harassment complaints and support survivors sensitively.

Conclusion:

It was an engaging and responsive session. Teachers actively participated in discussions and activities. The workshop achieved its objectives of educating teachers to address sexual harassment issues at the workplace effectively.

Gallery:

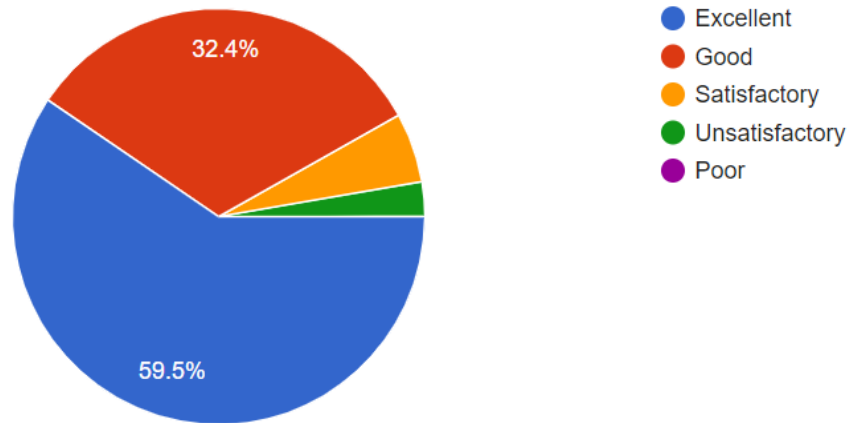




Feedback:

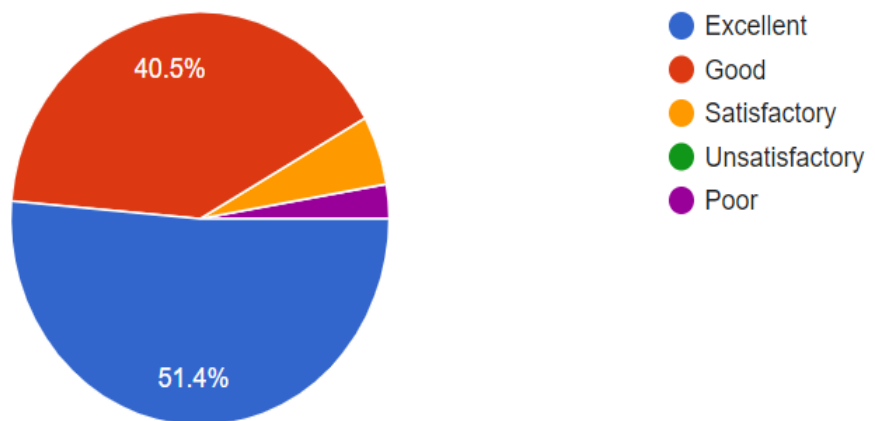
1. Coverage of concepts

37 responses



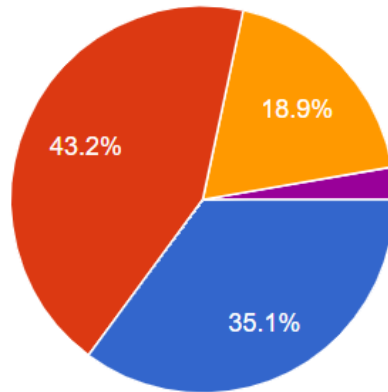
2. Examples and explanation

37 responses



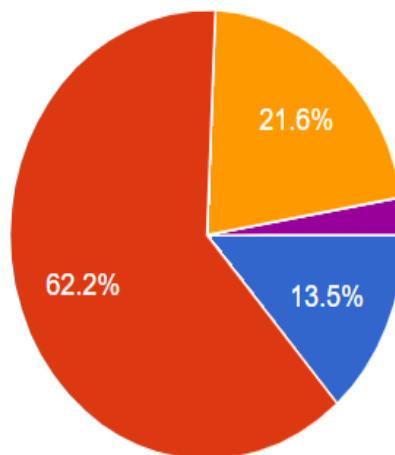
### 3. Pace of training

37 responses



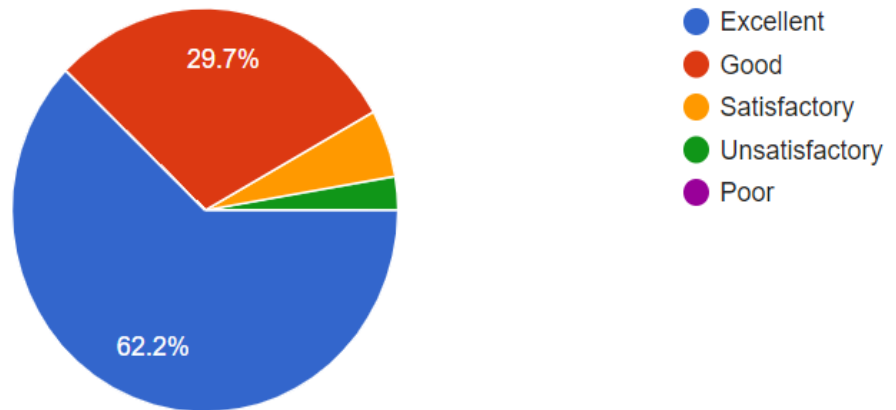
### 4. Materials used

37 responses



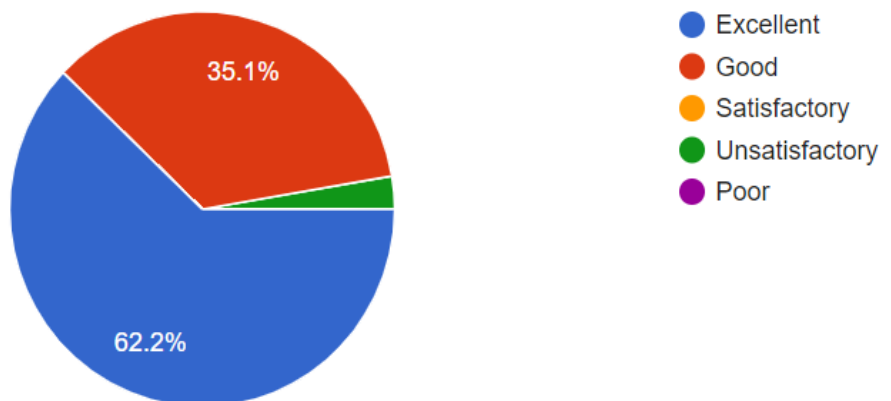
## 5. Trainer's prep

37 responses



## 6. Interaction and doubt clarification

37 responses



## 7. Relevance and feasibility

37 responses

