

AWARENESS AND SENSITIZATION SESSION ON SEXUAL HARASSMENT LAW

Report of Workshop on 24th January 2019, Thursday for the members of the Students' Council of the College.

Mrs. Jaya Goyal and Mrs. Aparajita Amar conducted an awareness and sensitization workshop for the students of Aryabhata College, University of Delhi. The awareness and sensitization workshop dealt with various elements to help them understand the definition of sexual harassment, what constitutes sexual harassment, and the redressal mechanism for sexual harassment.

WORKSHOP ELEMENTS

- a. Introducing the history of the law- Bhanwari devi; Vishakha guidelines;
- b. Difference between harassment and sexual harassment
- c. Gender Sensitization under the Saksham Report
- d. Definition and Redressal of Sexual harassment under the following:
 - i. University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations
 - ii. The Indian Penal Code
 - iii. The Sexual Harassment at Workplace Act

The workshop started with gender sensitization as prescribed under the Saksham Report and explained to students the difference between sexual harassment and eve-teasing. The students were explained the types of sexual harassment i.e ***quid pro quo*** and ***hostile work environment*** and the various modes of the same through different case study examples. The workshop also briefed students of the current composition of the Internal Complaints Committee. The other aspects of the workshop included explaining to students the definition and meaning of “**extended campus**” and “**third party sexual harassment**”. Students were also explained the need and importance of the confidentiality proceedings of the sexual harassment complaints.