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**G D GOENKA  
UNIVERSITY**

FROM FOUNDATION TO FLIGHT



CELEBRATING  
10 GLORIOUS YEARS

# MANAGEMENT DEVELOPMENT PROGRAM | MDP

## *Prevention of Sexual Harassment at workplace.*

*Organized by School of Law*

*In association with School of Liberal Arts, School of Management  
Centre of Excellence Occupational Health, Safety, Fire & Environment*

**March 22 and 23, 2024 | 9:30 am onwards**  
GD Goenka University Campus



# Program Overview

Indian employment laws have witnessed development in the recent past for the welfare and safety of the workforce, like changes in, the Employees Provident Fund Act, Maternity Benefit Act, ESI Act, and Child Labor (Prohibition and Regulation) Act among others. Enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 is one of such major developments with the clear objective of creating and maintaining a safe working environment for women at their workplaces. Vishakha guidelines were a precursor to this enactment for the realization of this objective. As per reports by the Indian National Bar Association (2016) and media reporting to date; the majority of women employees do not report sexual harassment due to various reasons, like lack of confidence in the organization, absent redress mechanism, and low awareness among employees. Due to non-compliance of this Act, these organizations also suffer from several risks like cancellation of business licenses, fines, and loss of reputation among others.

To create awareness and enable the organization to comply with the requirements in this regard; the Program primarily focuses on the concept and ill effects of sexual harassment at the workplace including psychological bearing. Due to the exponential growth in the information technology sector, such harassment are not only limited to physical space but also extends to virtual space; these instances should also be covered under the Program. The participants will be acquainted with gender-related myths and realities vis-à-vis discrimination in employment. They will be made conversant with the 2013 Act including various compliance requirements from employers as well as the duties of employees.

The participants will be familiarized with procedures for filing complaints with respect to sexual harassment at the workplace and also how to deal with a sexual harassment complaint as member of Internal Complaint Committee (ICC). Duties, powers, functions etc. of ICC would also be discussed so that the employees could raise their concerns re procedural irregularities wherein the managerial staff being member of the ICC could deal with such complaints effectively. The Program would finally appraise the participants about the benefits of complying with the Act, while intimating the participants about the criminal liability under the Indian criminal laws.

## **Chief Patron**

Mr. Nipun Goenka  
Pro-Chancellor  
GD Goenka University

## **Patron**

Prof. (Dr.) Kim Menezes  
Vice Chancellor  
GD Goenka University

## **Co-Patron**

Prof. (Dr.) Anuradha Tiwary  
Registrar, GD Goenka University  
  
Prof. (Dr.) Azim B. Pathan  
Associate Dean, School of Law  
GD Goenka University

## **Convener**

Dr. M. Tariq  
Associate Professor,  
School of Law  
GD Goenka University

## Who Should Attend

We hope that mid-career level executives, from the corporate, human resource and legal departments of organizations would participate in the Program, though others may also apply.

## Faculty

Practitioners from Industry and Experts from Institutions of national repute and GD Goenka University will deliver the program.

## Pedagogy

The program would be delivered through Lectures, Case studies, Group Discussions and Interactions and Exercises.

## Objective

- Understanding the concept and implications of Sexual Harassment at Workplace.
- Sensitizing and training of employees in the new The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for preventive and awareness purposes.
- Understanding the appropriate ways and methods of approaching and responding to sexual harassment concerns and incidents.
- Identifying responsibility of industry and corresponding duties of employees under the Act.
- Introducing ICC in organization and defining its roles and responsibilities.
- Enabling the organizations to comply with the rules and procedures prescribed under the Act.
- Covering criminal procedures regarding sexual harassment complaints – under Sec. 509 (Word, gesture or act intended to insult the modesty of a woman), Sec. 354 (Assault or criminal force to woman with intent to outrage her modesty) or Sec. 375 (Rape) among others.

## Coverage

- Sexual Harassment at Workplace: Focusing on “Sexual Harassment” and “Workplace”
- Gender Myths v Working Realities: Employment Discrimination and Sexual Harassment in an organizational context (keeping in view the perspective of reasonable common person rather than man).
- Employee and Employer: Duties and compliance under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Do's & Don'ts for (1) Male employee and (2) Female employee as per the 2013 Act regarding sexual harassment;
- Internal Complaints Committee (ICC): power, procedures (including Principles of Natural Justice) and functions regarding sexual harassment complaints.
- Awareness about conciliation process under Sec. 10 of the 2013 Act.
- Risk of being non-compliant for organizations: loss of goodwill, loss of key personnel, etc.
- Critical evaluation of the 2013 Act.

# GD Goenka University

GD Goenka University is an internationally acclaimed and premier institution of higher education in India. Quality higher education directs the students toward research, innovation, and extension and hence, is the defining element of the University. The University, recognized by the UGC, aspires to be a global leader in the 21st Century higher education ecosystem, through enshrined core values of intellectual excellence, collegiality, diversity, and integrity. The University is also recognized as QS IQUAGE "Diamond" rated University.

## School of Law

The School of Law aims to explore and identify novel areas of law and policy through relentless engagement in developing legal theory and practice, academic potential, critical analytical ability, and advocacy skills. This, in turn, fully equips the students with intellectually stimulating and socially vital learning that is professionally enriching. The school adopts a multidisciplinary approach to legal education. It develops a positive attitude in students to make them realize that lawyers are an integral part of the system of adjudication, determination of policies, and setting up standards for regulation of various activities through relevant institutions. It, therefore, trains them for placements in judicial and quasi-judicial bodies, regulatory authorities, commissions, voluntary organizations, and other sectors. Our graduates are well-prepared to strive for professional excellence whether the context is a courtroom or legislative hearing, an attorney's office or corporate board room, a state agency, a community center, or an international conference table. Instruction techniques for students include lectures, problem-based learning, seminars, informal small group discussions, moot court competitions, individually supervised field, library research projects, and various experiential methods. "Clinical" components in case law, and simulated lawyers' tasks, are essential to the program.



RANKED  
**TOP 3 LAW SCHOOL**  
in Delhi NCR by  
Outlook iCare Rankings 2023



RANKED  
**AMONG TOP 10 LAW COLLEGES  
IN NORTH ZONE, INDIA**  
by Law School Ranking 2023



## The GD Goenka University Advantage

**50+** Global Academic Partners

**40+** Nationalities on Campus

**60+** Acres of State-of-the-Art Infrastructure



## School of Liberal Arts

Our School of Humanities, Social Sciences & Education constitute a whole universe of intellectual domains, spanning the entire range of knowledge pertinent to human relationships, our history and prospects for the future. The School of Humanities and Social Science has been established with an aim to empower the learners to systematically understand and reflect on social, political, cultural and economic structures and processes. The school is committed to provide an interdisciplinary and integrative pedagogical interface to learners so as to nurture them into complete and competent human beings.

## School of Management

The School of Management aims to prepare students for tomorrow, equipping them today with the right knowledge, skills, and attitude that will help them be effective in any venture they choose, nurturing and developing them to become professionals who are sensitive to the society around them. Learning and teaching in the management school emphasizes on building a strong foundation in the fundamentals, thus linking knowledge and skills through experiential learning and an integrative educational experience that blends an industry-oriented curriculum with academic best practices. The use of technology-enabled pedagogical tools is promoted. An association with national and international institutions and leading corporations helps in giving global exposure to students and faculty members. The inclusion of sustainable development aspects into the teaching and learning processes is of prime importance at the School. School of Management has the most experienced faculty and follows innovative teaching and learning pedagogy thus continuing to shape global leaders of tomorrow.

## Centre for Excellence in Occupational Health, Safety, Fire & Environment

The Centre for Excellence in Occupational Health, Safety, Fire & Environment (C-OHSFE) is a professional center at GD Goenka University that promotes the study of occupational Health and safety and risk engineering. The Centre for Excellence in Occupational Health, Safety, Fire & Environment (C-OHSFE) is created by GD Goenka University to provide quality, practical-oriented education in the fields of occupational health and safety, Environment, process safety, risk management & disaster management.

## Programme Fee

Exclusive of all Service Tax | Residential: Rs 8,000/- Non-Residential: Rs. 5,000/-  
(10% Early Bird discount available till (March 15, 2024)

## Group Discount

Any organization sponsoring more than three participants to a program will be entitled to a complimentary nomination for the program provided that at least three participants actually attend the program.

## Payment

Name of Beneficiary: G.D Goenka University

Name of Bank: HDFC

Address: Site No.2 OCF Pocket, Sector-C,Vasant Kunj

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MICR Code: 110240034

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## Advisory Committee | GD Goenka University

Prof. (Dr.) Anjali Midha, Dean School of Liberal Arts, GDGU

Prof. (Dr.) Smitha Girija, Dean, School of Management, GDGU

Prof. (Dr.) Nehal Anwer Siddiqui, Director, COHSFE, GDGU

Prof. (Dr.) Tanuja Kaushik, Director of Centre of Innovation & Entrepreneurship & DSW, GDGU

Dr. Deevanshu Shrivastava, Assistant Dean, School of Law, GDGU

Mr. Akhilesh Chandra, Associate Director, Corporate Resource Centre, GDGU

## Organizing Committee Members | GD Goenka University

Dr. Priti Ramani, School of Law, GDGU

Dr. Leena Chhabra, School of Law, GDGU

Dr. S.Hameedur Zaini, School of Management, GDGU

Dr. Prasanjeet Mondal, COHSFE, GDGU

## For Participation Queries:

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