

**“Guest Lecture on Prevention of Sexual Harassment at Work
Place”
25th November 2022**

More than half of the working professionals in India admitted to being subjected to inappropriate touching or other physical advances at workplaces, revealed a recent survey by Women’s Indian Chamber of Commerce and Industry’s (WICCI) Council of Ethics. Keeping this in mind, Green Heaven Institute of Management and Research, Nagpur (GHIMR), organized a “Workshop on Prevention of Sexual Harassment at Work Place” on 25th November 2022. The Session was conducted by Adv. Preeti Bhangе, Law Officer, Social Welfare Department Nagpur. In her address to the students and staff of GHIMR, Adv Bhangе explained, that sexual harassment at workplace does not only cause mental and/or physical damage to the person harassed; but also seriously curtails opportunities at work by creating a discriminatory work environment. The session covered aspects related to hearing and addressing complaints regarding sexual harassment and spreading awareness about gender-related issues and functioning of the Internal Complaints Committee. She stressed upon how a person’s body language plays an important role in understanding what he or she feels. Discussing about various forms of sexual harassment (verbal, physical, visual), Adv Bhangе said that silence doesn’t always mean that any act is welcome; and encouraging some behaviour doesn’t mean that any kind of behaviour is welcome. She also discussed how many women do not complain or report due to fear of retaliation, social stigma, lack of evidence, fear of loss of reputation, low self-confidence, fear of job loss or lack of awareness. Explaining the importance of Internal Committee in every organization, Ms. Bhangе talked about Sexual Harassment of Women at Workplace Act, 2013 and discussed the timelines and Pit Stops for Internal Complaint Committee and how the Committee works. The workshop was coordinated by Dr. Rajani Kumar assisted by Mr. Robin Ukey under the guidance of Dr. Anil Sharma, Director GHIMR.

