

POSH

Making VESIM a safe, ethical and productive workplace through the PoSH (Prevention of Sexual Harassment) Act Workshop.

As we step into 2023 with renewed energy, we're taking another step in ascertaining our workplace remains a safe and inclusive space with equal opportunities for all.

To that end, we at VESIM we will be conducting a series of training and workshops throughout the year.

We begin with the first one on PoSH (Prevention of Sexual Harassment) Act, also known as, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

On 7th January 2023, we invited our guest Advocate Shraddha Yadav (Bombay High Court), PoSH Practitioner, who conducted the workshop at At VESIM Campus, Classroom 501 (5th Floor) From 11.30 am – 1.30 pm.

This workshop was attended by non-teaching staff of VESIM and VESBS.

Advocate Shraddha Yadav (Bombay High Court), a PoSH Practitioner, has led the session to empower us to create and maintain a safe, ethical, and secure workplace, resulting in positive behavioural change in society.

The workshop has included the following components:

1. POSH Policy objectives, scope, Supreme Court's definition; types of SHW; conduct of sexual nature – physical, verbal & nonverbal harassment; gender discrimination at workplace.
2. Sensitizing about Sexual harassment at work place as a Preventive measure
3. Understanding the complaints mechanism including timelines
4. Different scenarios of sexual harassment
5. Impact on involved parties
6. Importance of confidentiality and no retaliation
7. Recommendations to be given to employer
8. Preventive Measures
9. Awareness and sensitization about gender issues
10. In-depth knowledge of the PoSH Act and its regulations
11. Comprehensive information on the complaint system
12. Help to create a healthy working environment

Besides the staff's personal and professional wellbeing and growth, the workshop also ensured VESIM's success as an organization! And how we are committed to making VESIM a wholesome and safe workplace!

At the end -of-the-workshop there was an assessment to check the learner's understanding based on the different scenario's. Employees also got the workshop completion certificate.

To conclude, for something like POSH training, which is not just a skill development initiative, but a legal mandate and necessity, for the employees and employer.

These kinds of sessions will ensure that your employees are aware of their rights and responsibilities and can yield positive results for the entire workforce and the organization.

