



**RAJIV GANDHI NATIONAL INSTITUTE OF YOUTH DEVELOPMENT**  
(INSTITUTION OF NATIONAL IMPORTANCE BY THE ACT OF PARLIAMENT NO. 35/2012)  
MINISTRY OF YOUTH AFFAIRS & SPORTS, GOVERNMENT OF INDIA  
SRIPERUMBUDUR, TAMIL NADU - 602105, INDIA

# **Sensitization Programme on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013**

## **A Brief Report**



Organized by  
**Department of Sociology**

**29 November 2022**

[www.rgnyd.gov.in](http://www.rgnyd.gov.in)



## Session - 1: Inaugural Program

The Department of Sociology, RGNIYD organized a one-day Sensitization Programme on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 on 29.11.22 at RGNIYD. The programme was organized with an objective to generate awareness among the participants on the importance of gender sensitive behaviour and further the cause of gender equality especially at the workplace.

The Inaugural programme began with a welcome note and a brief background on the significance of the sensitization programme by Ms. Avinu Veronica Richa, Assistant Professor, Department of Sociology, RGNIYD. Prof. Sibnath Deb, Director, RGNIYD delivered the Inaugural address and emphasized the vital role of every individual in promoting a gender sensitive environment and he exhorted the audience to practice responsible behaviour in all of our everyday lives.



### Inaugural Address by Prof. Sibnath Deb, Director, RGNIYD

The first session of the programme was delivered by Dr. Vijayalakshmi, Director for B. Com, LLB (Honours) Degree Course, School of Excellence in Law, Tamil Nadu, Dr. Ambedkar Law University, Chennai. Dr. Vijayalakshmi provided an elaborate account of the various legislations enacted by the government related to gender justice with case examples. She further gave an in depth exposition on the provisions under the Sexual Harassment of Women at Workplace Act 2013 and how the Act holistically addresses the problem of sexual harassment at the workplace touching upon the prevention, prohibition and providing a redressal mechanism for victims and survivors of sexual harassment. The session was an interactive one and she motivated the young people to learn to say 'No' to any form of abuse and violence especially in their relationships.



faculty members, students and the public at large participated in the programme (Total 100 participants).

### Introducing the Speaker Dr. Vijayalakshmi by Dr. Anbu Kavitha





### Special Lecture by Dr. Vijayalakshmi

The students, staff and faculty members of RGNIYD participated in the programme. The session concluded with the vote of thanks proposed by Dr. Sharmistha Bhattacharjee, Associate Professor and Head, Department of Sociology, RGNIYD.

### Session - 2: Special Lecture

The second session was exclusively conducted for the Non-teaching, and other staff of the institute. Ms. Sherin General Manager Tamil Nadu Women Helpline addressed the participants on the topic Domestic violence and Tamil Nadu Women helpline. Dr. Anbu Kavitha, Assistant Professor, Dept. of Sociology welcomed the gathering with a brief note on the objective of the programme and facilitated the session. Ms. Sherin, elucidated the various types of domestic violence, faced by women. Many cases were illustrated to the audience in an effective way. She demonstrated how the Women Helpline 181 functions. The procedures to call 181 was clearly explained with live calling the helpline. Posters and handouts were distributed for effective awareness. Some of the staffs shared their experience to Ms. Sherin, seeking suggestion to overcome/address the issue. Feedback about the programme was expressed by the participants. Ms. Sherin and her team were felicitated by Prof. Sibnath Deb, Director, RGNIYD. All the participants signed in the Banner for Pledge against domestic violence and Sexual Harassment. The session concluded with a group photo. Ms Avinu Veronica Richa proposed the vote of thanks and concluded the session.



### Special Lecture by Ms. Sherin Boska





**Felicitation by Prof. Sibnath Deb, Director, RGNIYD to Ms. Sherin Boska**



**Feedback by Housekeeping Staff**



**Feedback by Ms Vijayalakshmi (Hindi Translator)**



**Vote of Thanks by Ms. Avinu Veronica Richa**



## Conclusion

The programme was well taken by faculty, non-teaching staff and students. Two hundred participants benefitted from the programme. Department of Sociology meticulously displayed the important facets of the Handbook of prevention of Sexual harassment Act 2013 (POSH) in important places of the institute as a part of creating awareness among the stakeholders of the Institute.



**A Pledge for Women Safety Number 181**

## Recommendations

- a. Display of the Internal Complaints Committee (ICC) prominently at appropriate places of the Institute.
- b. Programmes of such kind should be regularly organized for all levels as a precautionary measure.



**Department of Sociology, RGNIYD**



## Resource Persons



**Prof. Sibnath Deb**

Director, RGNIYD

Prof. Sibnath Deb is currently the Director of RGNIYD. Before joining the RGNIYD, he served as a professor at the Department of Applied Psychology, Pondicherry University (a central university), India. Prof. Deb has received national and international awards in recognition of his contribution to the field of psychology including the "Visitor's Award 2019" from the Hon'ble President of India. His current areas of research interest include child abuse and neglect, child rights, inequality in educational opportunities, students' mental health, adolescent reproductive health, domestic violence and adolescent risk behaviour. He has produced more than 20 PhDs in addition to publishing more than 100 research articles/ book chapters in the leading national and international journals. Prof. Deb is a dynamic personality and inspires people with his positive approach.



**Dr. A. Vijayalakshmi**

Director

B. Com, LLB (Honours) Course  
School of Excellence in Law  
TNDALU, Chennai

Dr. A. Vijayalakshmi is ML & PhD in Law and is serving as an Assistant Professor & Director at B. Com, LLB (Honours) Degree Course, School of Excellence in Law, Tamil Nadu, Dr. Ambedkar Law University, Chennai. She has Published seven research papers in peer reviewed International Research Journals and twelve national research articles in various peer reviewed national journals. She has edited three books namely Two Decades of CEDAW, Challenges and Responses-National and International Perspective, and Awareness Booklet on Drug Abuse and Prevention, Her area of interest are Criminal Law courses, International Criminal Law, International Humanitarian Law, Human Rights, Practical courses (Drafting),. As a resource person she has delivered special lectures for Under Secretaries of various department of Photo Government of Tamil Nadu on Criminal Justice system and Human Rights, acted as Chairperson and chaired sessions on various national and international seminars, invited as resource person to deliver special lecture on Corporate Laws and Human Rights at the UGC -MHRD Refresher Course, delivered special lectures on Cyber Crimes and Cybercrimes investigation, handled a session in Directorate of Prosecution, Tamil Nadu during the training session for newly selected Assistant Public prosecutors across Tamil Nadu. Examiner in Tamil Nadu Public Service Commission, Teachers Recruitment Board, Pondicherry University, University of Madras, Saveetha School of Law etc.



**Ms. Sherin Bosko**

General Manager

Tamil Nadu Women's Helpline 181

Ms. Sherin Bosko, is a Psychosocial expert, Gender specialist, General Manager Tamil Nadu Women's Helpline 181, Chennai. She is also a social activist and the co-founder of Nakshatra NGO which is a rape crisis centre based in Chennai, India. She was brought up in Dubai and had come to India in the year 2010 to do her Masters in Medical Sociology from the prestigious Loyola College, Chennai. Through Nakshatra she visions and missions is beyond the state she thrives to work in those areas where women and girl children are voiceless regardless to the risks involved.

Program Schedule

Time	Programme	Details
11:00 AM - 01:00 PM	Welcome Address	<b>Ms. Avinu Veronica Richa</b> <i>Assistant Professor</i> <i>Department of Sociology</i>
	Inaugural Address	<b>Prof. Sibnath Deb</b> <i>Director, RGNIYD</i>
	Special Lecture	<b>Dr. Vijayalakshmi, M.L, Ph.D</b> <i>Director, B. Com, LLB (Honours) Degree Course</i> <i>School of Excellence in Law</i> <i>Tamil Nadu Dr. Ambedkar Law University,</i> <i>Chennai</i>
	Vote of Thanks	<b>Dr. Sharmistha Bhattacharjee</b> <i>Associate Professor &amp; Head</i> <i>Department of Sociology</i>
Time	Programme	Details
02:00 PM - 04:00 PM	Welcome Address	<b>Dr. Anbu Kavitha</b> <i>Assistant Professor</i> <i>Department of Sociology</i>
	Keynote Address	<b>Prof. Sibnath Deb</b> <i>Director, RGNIYD</i>
	Special Lecture	<b>Ms. Sherin Bosko</b> <i>Psychosocial Expert &amp; Gender Specialist</i> <i>General Manager</i> <i>Tamil Nadu Women's Helpline 181, Chennai</i>
	Vote of Thanks	<b>Ms. Avinu Veronica Richa</b> <i>Assistant Professor</i> <i>Department of Sociology</i>



## About RGNIYD

The Rajiv Gandhi National Institute of Youth Development (RGNIYD), Sriperumbudur, Tamil Nadu, is an Institution of National Importance by the Act of Parliament No. 35/2012 under the Ministry of Youth Affairs & Sports, Government of India. The RGNIYD was set up in 1993 under the Societies Registration Act, XXVII of 1975. The RGNIYD functions as a vital resource centre with its multi-faceted functions of offering academic programmes at Post Graduate level encompassing various dimensions of youth development, engaging in seminal research in the vital areas of youth development and coordinating Training Programmes for state agencies and the officials of youth organisation, besides the Extension and Outreach initiatives across the country.

The Institute functions as a think-tank of the Ministry and premier organization of youth-related activities in the country. As the apex institute at the national level, it works in close cooperation with the NSS, NYKS and other youth organizations in the implementation of training programmes. The Institute is a nodal agency for training youth as a facilitator of youth development activities in rural, urban as also tribal areas. The RGNIYD serves as a youth observatory and depositary in the country thereby embarking on youth surveillance on youth-related issues. It has a wide network with various organizations working for the welfare and development of young people and serves as a mentor.



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