


Notification (Revised)

SEXUAL HARASSMENT OF WOMEN AT WORK PLACE
(Prevention, Prohibition & Redressal) act 2013 section 4

As per the guidelines of UGC and the Supreme Court an Anti Sexual Harassment Cell under section 4 has been established by the Rabindranath Tagore University of Bhopal to provide a healthy and congenial atmosphere to the staff and students of the University by the Vice Chancellor for a period of one year w.e.f. 08.01.2024 to 31.12.2024 is as follows:

1	Dr. Ritu Kumaran	Professor	Chair Person	9993006401
2	Dr. Naish Zameer	Asst. Professor	Member	9131073462
3	Dr. Kiran Mishra	Professor	Member	9111798447
4	Dr. Durga Pandey	Professor	Member	9425600400
5	Ms. Pushpa Asiwal	NGO Person	Member	9826332875
6	Ms. Rashmi Khanna	Deputy Registrar (HR)	Member	9826841318


Registrar

Copy To:

1. Office of The Hon. Chancellor
2. Office of The Hon. Vice Chancellor
3. Dean Academics
4. DSW
5. Dept. Dean's/HOD's
6. Committee Members
7. IQAC CELL

For Kind Information Please
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Annual Report

- 1. Number of complaints of sexual harassment received in the year- Nil**
- 2. Number of orientation or training Programmes carried out for the members of the IC to deal with complaints- Nil**
- 3. Number of complaints disposed of during the year- Nil**
- 4. Number of cases pending for more than 90 days- Nil**
- 5. Number of workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment- 01 (Details attached)**
- 6. Nature of action taken by the Technical Institution against the perpetrator- Nil.**



Webinar On

An Awareness on POSH & PDV - Laws that Protect Women's Rights

**Organized by
Rabindranath Tagore University, M.P.**



Date: 11th December 2024

Time: 3:00 PM

Mode: Online

BANNER OF THE EVENT CONDUCTED



RNTU
#MADHYA PRADESH



**Rabindranath
TAGORE
UNIVERSITY**
Power to Women is an ASSET to the world



**Rabindranath
TAGORE UNIVERSITY**
Women Development Cell



Adv. Sheetal Waghchoure
Industrial and Labour courts and
EPF Tribunal, Pune



Adv. Darshana Sawant
Director Legal
Deccan Management Consultants,
Certified POSH Trainer (ISTD, New Delhi)

CV OF OUR EMINENT SPEAKERS



Adv. Sheetal Waghchoure
Industrial and Labour courts and EPF tribunal,Pune

- Specializes in Labour and Industrial Law with over 25 years of practice.
- Practices in multiple cities including Pune, Mumbai, and Ahmednagar.
- Appears before the High Court at Bombay.
- Handles criminal matters related to Labour Industrial Law.
- Faculty for many POSH-related sessions and queries pertaining to Service Laws.
- Provides lectures for in-house company sessions on various Acts under the Labour Act.
- Past President of the Rotary Club of Pune Camp.



Adv. Darshana Sawant
Director Legal
Deccan Management Consultants
Certified POSH Trainer(ISTD,New Delhi)

- Double graduate in Commerce and Law from Pune University.
- Corporate lawyer specializing in disputes between employers and unions/employees across Maharashtra.
- Appeared in various tribunals and under the Payment of Gratuity Act.
- Known for her skills in dispute negotiations, wage negotiations, and industrial disputes.
- Conducts awareness sessions on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.
- Conducts workshops for Complaints Committees.

- Past President of the Labour Law Practitioners Association Pune and committee member of the National Institute of Personnel Management.
- Director Legal at Deccan Management Consultants

Webinar Report: An Awareness on POSH & PDV - Laws that Protect Women's Rights

Date: 11th December 2024

Time: 3:00 PM

Mode: Online

Overview: Rabindranath Tagore University organized an insightful webinar on "Laws that Protect Women's Rights" focusing on the Prevention of Sexual Harassment (POSH) and the Protection of Women from Domestic Violence (PDV). The webinar aimed to raise awareness among participants about the legal frameworks designed to safeguard women's rights in various environments, including workplaces and homes.

Webinar Proceedings:

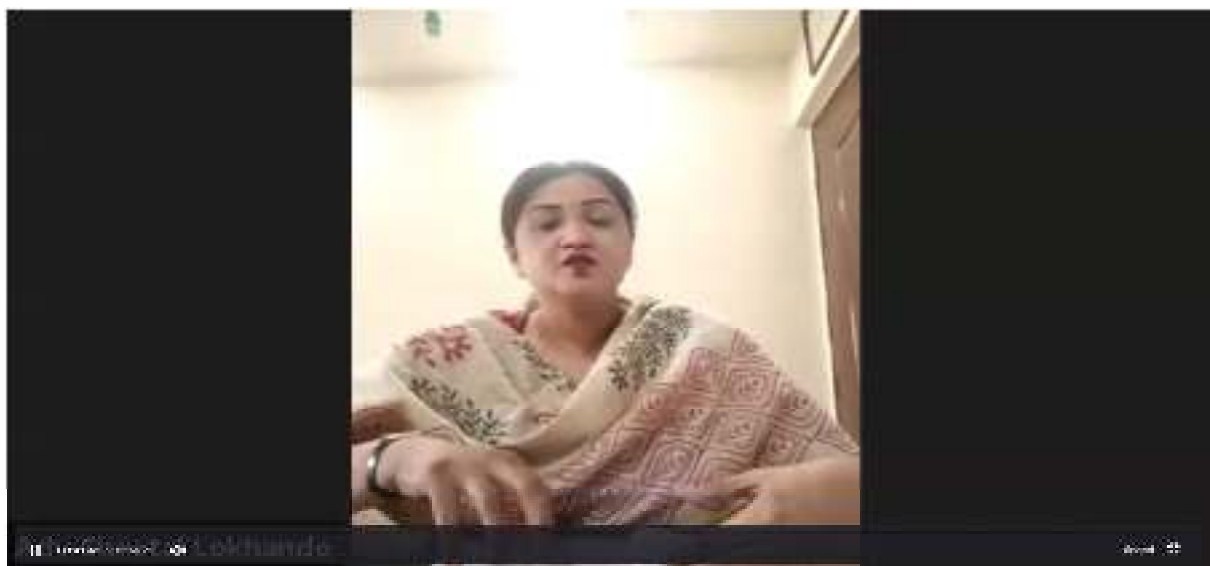
1. **Introduction:** The webinar began with an introduction by the moderator Dr.Naish Zameer, highlighting the importance of understanding and implementing laws that protect women's rights in various spheres of life.
2. **Presentation by Adv. Darshana Sawant:** Adv. Sawant discussed the POSH Act, its provisions, and the mechanisms for addressing sexual harassment in the workplace. She emphasized the significance of forming Internal Complaints Committees (ICCs) in organizations and provided practical tips on handling complaints, ensuring confidentiality, and supporting victims.
3. **Presentation by Adv. Sheetal Waghchoure:** Adv. Waghchoure focused on the Protection of Women from Domestic Violence Act, 2005. She elaborated on the types of domestic violence, legal remedies available to victims, and the role of protection officers. Her session was filled with real-life examples and case studies, providing a comprehensive understanding of the law.
4. **Open Discussion:** The webinar concluded with an open discussion where participants asked questions and shared their experiences. Both speakers addressed queries related to legal procedures, the effectiveness of existing laws, and how to foster a safer environment for women both at home and at work.

Conclusion: The webinar was highly informative and provided valuable insights into the laws protecting women's rights. The participants gained a deeper understanding of POSH and PDV laws and the importance of their implementation. The Women Development Cell of Rabindranath Tagore University successfully organized an event that not only educated but also empowered its attendees.

Registration Link -

<https://aisectorg.zoom.us/j/98742341415?pwd=MBvwUuBHNSV2LglxXMBIQq5bLr4bD5.1>

GLMPSES OF THE EVENT





Dr. Sanjeev Kumar Gupta
Principal, University Institute of Science & Technology,
Rabindranath Tagore University, Raisen(M.P.)