

**REPORT ON ORIENTATION PROGRAMME FOR INTERNAL
COMMITTEE MEMBERS, BHARATHIAR UNIVERSITY,
COIMBATORE**

5th October 2021

***SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013***



Submitted by

**INTERNAL COMMITTEE
BHARATHIAR UNIVERSITY
COIMBATORE -641 046**

REPORT ON ORIENTATION PROGRAMME FOR INTERNAL COMMITTEE MEMBERS, BHARATHIAR UNIVERSITY, COIMBATORE, 5th October 2021

Introduction

The internal committee of Bharathiar University organized the first training programme for the internal committee members on 5th October 2021. The Enactment of Sexual Harassment (Prohibition, Prevention and Redressal) Act 2013 has successfully completed seven years of implementation and has been a source of relief for working women across India. The salient features of the act include definition of sexual harassment at work place and mechanism for Redressal of complaints, safeguard of women against false and malicious charges, quid pro quo harassment and hostile work environment. The significant definition of aggrieved woman in the act is extremely wide enough to cover all women, irrespective of age or employment status, whether in the organized or unorganized sector, public or private and covers clients, customers and domestic workers as well. According to the act an employer has been defined as any person who is responsible for management, supervision, and control of the workplace including persons who formulate and administer policies of such an organization under Section 2(g).

The objective of the training programme was to create awareness and sensitize the members with regard to effective implementation of the POSH act in Bharathiar University. The programme started with inaugural address of the Honorable Vice Chancellor Prof. P. Kaliraj who is the backbone of the programme.



Banner placed in university entrance to create awareness about the programme

Then the programme was followed by the keynote speaker Nandita Bhatt, Director, Martha Farrell Foundation, New Delhi. She was also the trainer for the morning technical session. In the technical session she clearly explained the provision given in the POSH act. In addition, she sensitized the members with various techniques that can be used to collect the information during the enquiry process.



Nandita Bhatt conducting the training programmes for the internal committee members

In order to make sure that the internal committee members are trained with the skills and capacity, the training programme was organized for one day. The trainer clearly engaged the internal committee members with the knowledge transfer of written complaints and response to complaints. She emphasized on the points like Review the applicable policy, the Act/Rules, Vishaka Guidelines and other relevant laws in necessary to understand. She discussed about how to develop a plan, meet with the complainant, meet with the respondent and meet with the witnesses, so as to enhance the get the reliable information for reporting and concluding. She chatted about how to record statements and have them dated and signed is import process vested to internal committee. She also revealed that review of the enquiry and proceed with further interviews can be done when and where needed to analyze all the facts for developing reason and arrive at the findings to give recommendations. The preparation of the report needs to include all

the information gathered was the main point of discussion. The morning session ended with question and answer followed by delivering vote of thanks to Ms. Nanditta Bhatt.

The post lunch session was started by welcoming Dr. R. Shanmugam, Advocate and member of the internal committee. He discussed the about the significance of maintaining the legal ethics throughout the enquiry process. He emphasized about including the description of the different aspects of the complaint and description of background information and documents that support the each aspect of the complaint.



Dr. Shanmugam, Advocate, addressing the internal committee members

The trainer addressed about the importance of following the Natural Justice during the enquiry process where both the complainant and the respondents are given equal importance in hearing the case. He trained the internal committee members about the documentation process and legal powers that is vested to the internal committee members in terms of gathering information. He also educated the internal committee members on how to complete the enquiry process within 90 days which is the mandate of the law.

He also explained about how to choose an appropriate location to create trust, comfort and openness. The trainer educated the members to explain the interview process to the complainant and respondent and what will be expected from the them. Taking notes and maintenance of proper record during the enquiry was explained clearly. The session ended with lot of question and answers following vote of thanks to the trainer. Both the trainers explained the session with the case studies and answered all the queries with ease.

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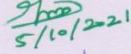
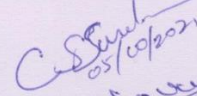
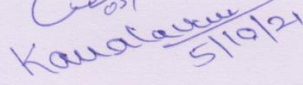
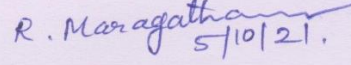
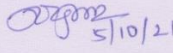
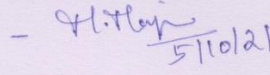
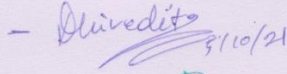
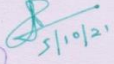
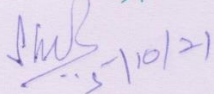
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Bharathiar University : Coimbatore - 46
Internal Committee (IC) – one day Orientation Programme
05.10.2021 – 10.30 a.m. to 5.00 p.m.

MEMBERS PRESENT

SIGNATURE

✓ 1. Dr. N.Geetha	 5/10/2021
✓ 2. Dr. C.S.Sureka	 05/10/2021
✓ 3. Dr. Kamalaveni	 5/10/21
✓ 4. Mrs.R.Maragatham	-  5/10/21.
✓ 5. Mrs.R.Rajamani	 5/10/21
✓ 6. Ms.Manju	-  5/10/21
✓ 7. Ms.D.Nivedita	-  5/10/21
✓ 8. Dr.R.Shanmugam	 5/10/21
✓ 9. Mr.S.Subramania Siva	 5/10/21



THE INTERNAL COMMITTEE OF BHARATHIAR UNIVERSITY, COIMBATORE

Organizes

"ORIENTATION PROGRAM FOR INTERNAL COMMITTEE MEMBERS OF BHARATHIAR UNIVERSITY, COIMBATORE"

5th October, 2021 - 10 a.m. to 5 p.m.

Chief Patron



Prof. P. Kaliraj
Vice Chancellor
Bharathiar University

Chief Speaker



Nandita Bhatt
Director
Martha Farrell Foundation

Patron



Prof. Dr. K. Murugavel
Registrar (i/c)
Bharathiar University

Chief Speaker



Dr. R. Shanmugam
MA, B.L, Ph.D., PGDPM & IR
Advocate
Coimbatore

Programme Convener

Dr. N. Geetha
Professor
Department of Botany, BU

Programme Co-convenor

Dr. C.S. Surekha
Assistant Professor and Head i/c
Department of Medical Physics, BU

Organising Secretary

Dr. Kamalaveni
Assistant Professor
Department of Women Studies, BU

Co-Organizing Secretary

Ms. Nivedita
2nd year M. Sc Applied Psychology
Department of Psychology, BU

Organizing Committee Members

Mrs. R. Maragatham
Assistant Registrar, CRTD, BU

Mrs. R. Rajamani
Section officer, Registrar's Office, BU

Ms. Manju
PhD Scholar, Department of women studies, BU

Mr. S. Subramania Siva
Director
Service Initiative for Voluntary Action Trust
LEAD NGO, SAVE/MSI-TN Project

Google meet link:
<https://meet.google.com/dqf-xwst-jjx>



Internal Committee of Bharathiar University organizes
Orientation Programme for Internal Committee Members
Agenda for 5th October 2021

S.No	Date & Time	Programme Schedule	Name
01	05/09/2021 10.30 am to 10.35 am	Welcome Address	Dr. N. Geetha Professor Department of Botany Bharathiar University, Coimbatore
02	05/09/2021 10.35 am to 10.45 am	Presidential Address	Prof. Dr. P. Kaliraj Vice Chancellor Bharathiar University Coimbatore, Tamilnadu
03	05/09/2021 10.45 am to 10.55 am	Felicitation Address	Prof. Dr. K. Murugavel Registrar i/c Bharathiar University Coimbatore, Tamilnadu
04	05/09/2021 10.55 am to 11.00 am	Introducing the Resources Person	Dr. C. S. Surekha Assistant Professor and Head i/c Department of Medical Physics Bharathiar University
05	05/09/2021 11.00 am to 01.00 pm	Technical session I & Discussion	Nandita Bhatt Director Martha Farrell Foundation New Delhi
Lunch Break 01.00 pm to 2.00 pm			
06	05/09/2021 02.00 pm to 02.10 pm	Introducing the Resources Person and Welcome Address	Mrs. R. Maragatham Assistant Registrar, CRTD Bharathiar University Coimbatore
07	05/09/2021 02.10 pm to 04.15 pm	Technical session I & Discussion	Dr. R. Shanmugam MA, B.L, Ph.D., PGDPM & IR Advocate Flat No.126/C, New No.176/3 Ground Floor, Race Course, Coimbatore
Tea Break 03.30 pm to 03.45 pm			
Feed Back 04.15 pm to 04.25 pm			
08	05/09/2021 04.25 pm to 04.30 pm	Vote of thanks	Ms. R. Rajamani Section Officer, Registrar's office Bharathiar university Coimbatore

