



Capacity Building Workshop on the Law against Sexual Harassment at Workplace for IC Members

7th November 2023; Tuesday
10:00 a.m. – 4:30 p.m.

In a May 2023 decision, the Supreme Court of India stated that an improperly constituted IC, would be an impediment in conducting an inquiry. It will be equally counterproductive to have an ill prepared IC conduct a half-baked inquiry that can lead to serious consequences. Hence, today, its very important to have an Internal Committee (IC) which is trained and aware of its role & responsibilities. This is important not only to ensure effective redressal of complaints but also promote inclusion and healthy work environment.

In this context, The Bengal Chamber of Commerce and Industry is organizing "Capacity Building Workshop on the Law against Sexual Harassment at Workplace for IC Members. This workshop is designed for current & potential IC Members with a vision to:

- ❖ **Train IC members on their role & responsibilities**
- ❖ **Assist them in learning the practicalities of handling a complaint**
- ❖ **Guide them with best practices and tips along with some do's & don'ts**

USP of the Workshop:

- ❖ *New Concepts related to sexual harassment*
- ❖ *New usage of old terms: What is 2023 looking like?*
- ❖ *Learning about nuances such as flirting, discrimination based on gender, consent, power etc. and their connection to sexual harassment*
- ❖ *Key skills to develop as an IC member*
- ❖ *How to check 'compassion fatigue'?*
- ❖ *How to keep own biases in check*
- ❖ *Incorporating skills for desired tone and tenor during an inquiry*

This Program will not only cover the topic from a legal lens but also cover psychological aspects and finer nuances that could be grey areas and arise as practical challenges. IC members can work with the trainer to learn about the skills.

This will ensure that they are able to contribute more effectively with fuller knowledge and holistic understanding of their role. Further, the program will be attended by participants from different industries and their experience sharing will lead to collaborative learning & networking.

Speaker:



Advocate Shivangi Prasad

Legal Consultant & Author, Trainer & External Member
Founder, The Legal Swan, POSH at Work & Respekt
Cisgender Heterosexual Ally

Consults in the space of Anti-Harassment & Anti-Discrimination including POSH, POCSO, SOGIESC and RPWD

She has handled 750+ complaints, conducted 400+ training / awareness sessions involving 1,00,000+ individuals. She has spoken at 100+ events including Women Economic Forum (Kerala & Bengaluru), CII (IWN) and IE University, Spain. She was also a part of a discussion with UN Women and NCW on POSH. She is the President of Maharashtra ASH Council, WICCI & India, Advisory Country Chair of G100, Child Care & Protection Wing.

Speaker is Co-Author of '**Handbook on the Law of Sexual Harassment at Workplace**'
2 Editions published by Thomson Reuters. Also, Author of Handbook on the Law for Protection of Rights of Transgender Persons

Venue: The Bengal Chamber of Commerce & Industry
Royal Exchange, 6 Netaji Subhas Road,
Kolkata 700001, West Bengal, India

Certification: To be jointly provided by **The Bengal Chamber of Commerce and Industry**, one of the oldest Chambers of Commerce and **Posh At Work** (empanelled by Ministry of Women & Child Development, Government of India since February, 2017), on successful completion of the workshop.

How to Enroll for the Course:

- ❖ Please register through <https://bit.ly/RegistrationPosh2023>
- ❖ To enroll, the applicants can initiate Bank-to-bank transfer directly to the Bank Account by NEFT/RTGS.

Beneficiary Name: The Bengal Chamber of Commerce and Industry
Bank Name: Canara Bank
Bank Account Number: 95001010000017 (Current)
IFSC Code: CNRB0019500
BCC&I Address: Royal Exchange, 6 Netaji Subhas Road, Kolkata 700001, West Bengal Kolkata



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