

Completion Report

Special lecture 1 on 22nd October 2021

The Internal Committee of the IIPS is organizing a three-special lecture series for the students, staffs and faculty of the institute. The first lecture in this series was held on October 22, 2021 through WebEx Video Conferencing Application. **Prof. Usha Ram**, Chairperson, IC of the IIPS welcomed the Guest speaker and the participants. **Dr. Manas R. Pradhan** introduced the speaker for the lecture **Dr. Anuja Gulati**, Program Management Specialist, UNFPA to the audience.

The speaker, **Dr. Gulati** deliberated on “**Need of IC, Roles, Responsibilities and the functioning of IC, and IC helpline**”. **Dr. Gulati** started her presentation with what constitute a sexual harassment (SH) and SH at workplace. She explained it giving real life examples and clarified that work related travel, work related events, work related functions comes under the purview of the SH at workplace. Also any activity to harm the modesty of the women constitute Sexual harassment. She talked about various forms of SH such as verbal/physical/visual/non-verbal and also about circumstances under which sexual harassment can be committed. She highlighted the role of gender norms and its impact on women’s status in general and SH in particular. She explained the possible consequences of SH at workplace such as an individual’s job, career and personal wellbeing. Hostile work environment, aggrieved women suffer from emotional and physical consequences besides affecting the self-esteem of the women.

She talked about the history behind the legal provisions on sexual harassment by citing cases such as Rupan Deol Bajaj v/s KPS Gill (intent vs. impact) and also the Bhanwari Devi case- Vishakha and Ors vs. state of Rajasthan. She also talked about the weakness of Vishakha judgements. She discussed in detail the sexual harassment at workplace act 2013 including the redressal mechanism. She explained in detail the composition, role and responsibility of IC.

The lecture was followed by question answer session and participants enquired about many specifics of the IC and its function. **Prof. Usha Ram** coordinated the question-answer session.

After the question-answer session, **Dr. Manas R. Pradhan** proposed a formal vote of thanks and gratitude to the presenter, all participants, IIPS administration, Director Office, the ICT unit, and the ICC members for their timely help and support in organizing the webinar. The webinar received a good response and a total of 233 faculties, staffs and students from IIPS attended the event. The webinar concluded at 6.30 pm.

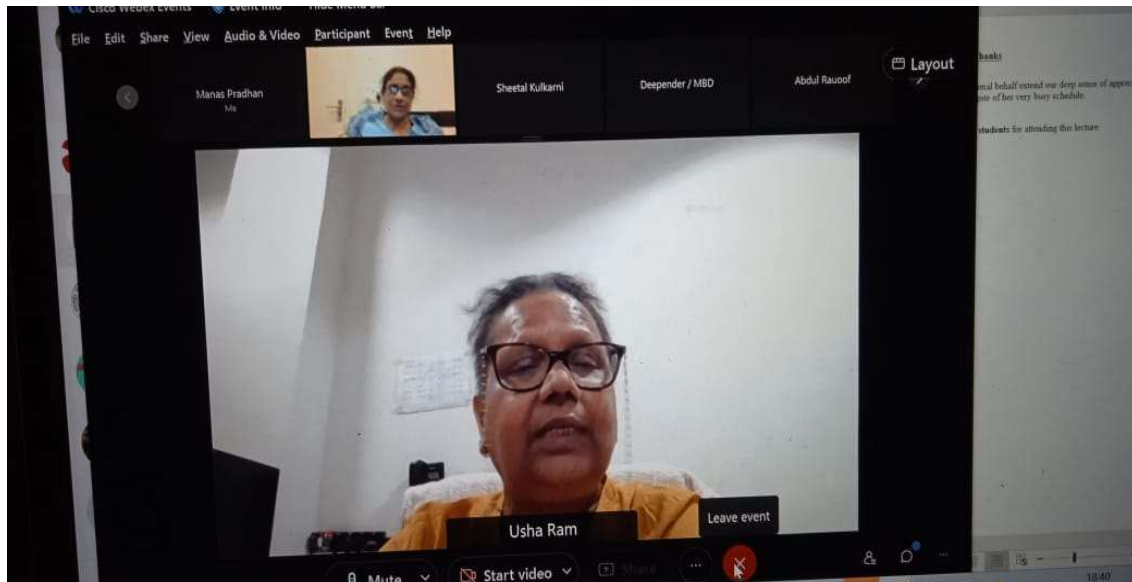
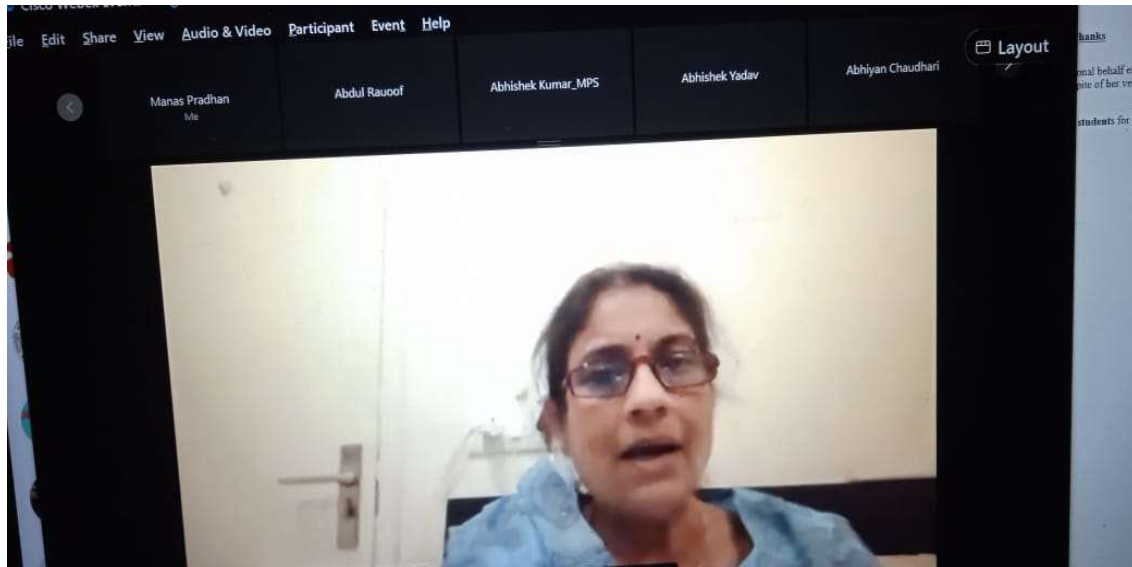
The IC members involved in organizing the lecture:

1. Prof. Usha Ram

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2. Dr. Manas Ranjan Pradhan
3. Ms. Yogita H. Rangari
4. Mr. Soumendu Sen
5. Ms. Shivani Gharge
6. Ms. Aditi

Pics from the special lecture by Dr Anuja Gulati



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The image displays three sequential screenshots of a Cisco Webex Events meeting interface. Each screenshot shows a 3x3 grid of participants and a control bar at the bottom.

Top Screenshot: The top-left tile is a grey placeholder for "Shivani Gharge" (Me). The other tiles show video feeds of participants. The control bar includes "Unmute", "Start video", "Share", "Participants", and "Chat".

Middle Screenshot: A status bar at the top indicates "Speaking: Manas Pradhan". The grid shows "Shivani Gharge" (Me) in the top-left, "Manas Pradhan" in the middle-left, and several grey placeholder tiles for "Sheetal Kulkarni", "Deepender / MBD", "Dr Amit Khandelwal", "Abdul Rauoof", and "Abhishek Kumar_MPS". The control bar is identical to the top screenshot.

Bottom Screenshot: The grid shows "Dr Subhas Babu Mand..." in the top-left, a video feed in the top-middle, and a grey placeholder for "prashant" in the middle-right. The control bar includes "Unmute", "Start video", "Share", "Participants", and "Chat".

Attendance Sheet of Special lecture 1_by Dr. Gulati

Session detail for 'Special lecture 1 by Dr Anuja Gulati': 22nd October 2021

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