



Workshop on Sexual harassment at workplace/campus	
Date: 25/05/2023	Venue: Seminar Hall
Time: 10.30 am to 12.30 pmm	Event : Workshop
Resource Person: Ms Karuna S G	Event Coordinator: Dr Anupama K malagi, Dr Tamizharasi, Dr Rashmi Shetty and Prof. Uma Sharma
No. of Participant: 180	
Objectives <ul style="list-style-type: none">- To equip the students with knowledge on the subject to prevent sexual harassment and develop in them professional competence for implementation of the statute i.e. the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.	
Resource person profile: <p>Ms Karuna worked as a ‘Senior Associate’ in a leading law firm in Bangalore before founding the Firm LexLeo Advocates in 2014.</p> <p>She has handled acquisitions from pre-acquisition due diligence to completion of Closing. She has given Legal Opinion pertaining to a variety of complex issues on Contract Laws, Insurance Laws, Tort laws, Criminal laws and FEMA laws. She has extensive experience in drafting and vetting of documents pertaining to a variety of transactions such as acquisitions, joint ventures, intellectual property sharing/transfer etc. and has been closely involved in discussions and negotiations thereto.</p> <p>She has appeared before the Trademarks Registrar w.r.t registration of trademarks, has conducted pre-acquisition Due Diligence, has drafted and vetted a variety of agreements such as NDAs, licenses, sale/purchase, joint ventures, shareholders agreement, EPC contracts etc., has incorporated companies – starting from drafting of incorporation documents to registration of all required licenses.</p> <p>Her training sessions on Prevention of Sexual Harassment at workplace are highly sought after. She has conducted over 200 sessions on POSH at workplace. She is advising various corporates on implementation of laws pertaining to POSH at workplace since 2013 and has handled over 100 complaints of SH at workplace.</p>	

Ms Karuna delivered a lecture on the key elements of sexual harassment at workplace as mentioned below:

- i. Very often situations that start off innocently end up in inappropriate and unprofessional behaviors.
- ii. It is important to remember that workplace sexual harassment is sexual, unwelcome and the experience is subjective.
- iii. It is the impact and not the intent that matters and it almost always occurs in a matrix of power.
- iv. It is possible that a woman may experience a single instance of sexual harassment or a series of incidents over a period of time.
- v. It is important also to remember that each case is unique and should be examined in its own context and according to the surrounding circumstances as a whole.
- vi. To enable prevention of sexual harassment at the workplace, it is critical to recognize and differentiate between welcome and unwelcome sexual behavior.
- vii. Listed are some examples of how “unwelcome” and “welcome” behavior is experienced

Feedback

The entire program went well all the students had expressed lots of appreciation to resource person.

ha sharma
Coordinator



Annexure Photo Gallery

