

February
2024



Dayananda Sagar
University Bengaluru

MANAGEMENT DEVELOPMENT PROGRAM

PREVENTION OF SEXUAL HARASSMENT OF WOMEN
AT WORK PLACE : POSH ACT, 2013

Coordinators:

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FEBRUARY 17, 2024
9.30 AM TO 4.30 PM

GALLERY 3, INNOVATION
CAMPUS, KUDLU GATE,
DAYANANDA SAGAR UNIVERSITY

LINK TO FILL AFTER PAY -
[HTTPS://DSUEDU.IN/MDP-POSH](https://dsuedu.in/MDP-POSH)

About the University

Dayananda Sagar Group of Institutions has been in existence for more than 60 years. DSU was established in the year 2014 with a focus on fostering comprehensive student development. We take pride in providing outstanding sports facilities and comfortable hostel services to accommodate both local and international students. Beginning in the academic year 2015-16, DSU has diversified its academic offerings to include a wide range of courses across various disciplines.

About the School of Commerce & Management Studies

MBA program offered by the School of Commerce & Management Studies, DSU goes beyond traditional pedagogical methods. Our MBA program is meticulously tailored to provide students with a solid foundation and a panoramic view of the business landscape. Offering a diverse range of eight specializations, our two-year full-time MBA program is designed to meet the evolving demands of various industries.

About the Programme

Due to Multi National Companies entering into Indian scenario, working set up of employees including women, in companies has led to work round clock. Due to nature of work of 24/7/365, women employees have to inevitably work during shifts that are leading to problems such as "SEXUAL HARASSMENT" and that is to be addressed, to resolve problems, and to facilitate employees & employers for safe & secured working conditions & atmosphere for good Employee Employer relationships to reach common objectives of goal achievements at working set up.

Programme Objectives

- To get an understanding of the provisions of the Sexual Harassment Act
- To help organizations create 'Preventive ; Prohibitive Strategies
- To equip participants to develop policies; systems to comply with the Act
- To guide participants in making their organization's anti-sexual policy
- To help participants in shooting down false complaints of sexual harassment.
- To enhance trust between genders creating a congenial work environment
- To build capacity of ICC, HR in handling such cases @ work places

Programme Content

- POSH Act 2013 @ A glance : Applicability , Implementation; Compliances
- IC: Formation ; Composition, Preparation of Anti Sexual Harassment
- Policy ; Implementation
- IC : Roles Responsibilities ,Rights , Powers, Duties , Do's & Don'ts
- IC : Members: Complaints Handling ; Action initiation
- IC: Maintaining Time schedules of Complaint handling
- IC: Enquiry process / Proceedings
- IC : Enquiry conduction, Completion, Conclusion & recommendation
- IC: Enquiry findings ; Report writing ; findings->Report submission
- IC: Legal compliances : IC committee meeting, Quarterly meetings & Annual returns submissions

Methodology

- Presentations , Mock Enquiry conduction , Cases Analytics, Interactive Discussions.

Participation

- IC members , HR Executives / Managers, Executives / Managers, HODs ,Legal Executives / Managers / Production / Operation Managers

Fee

INR.2000/- (ALL Inclusive) - All participants
Working Lunch will be provided to Participants
A/C Name- Dayananda Sagar University
IndusInd Bank
A/C No -100044771729
IFSC Code - INDB000166, Branch - Malleshwaram

Participant Learning

- In-depth understanding of the provisions of POSH Act 2013
- How POSH Policy aligned to the Act, 2013
- Techniques to deal with complaints & false complaints
- Creating & sustaining safe, non-threatening workplace.
- Ways to drive positive relationships between genders.

Resource Persons

Capt.A.Nagaraj Rao, PhD is a Master Mariner and specialized in Navigation and Ocean Engineering. He has a Ph.D. in Organizational Behaviour and an advanced specialization in Strategic Leadership from the University of Illinois, Urbana Champaign, USA. He consults in the area of talent management and has served as Director of Human Resources in the IT industry and at a major university.



Mr. S.Prasada Rao is the founder of People Development Consultants, based at Bangalore. He had studied Science, Law, Management, Training, NLP. He has worked for esteemed Multi National Company (Asea Brown Boveri : ABB), Brindavan Alloys Ltd, Rayalaseema Paper Mills Ltd, Virtual Dynamics software, Nuntius Software, Suprawin Technologies, consultancy services; BIRLA CEMENT, for 35 years, holding responsible positions. He is now operating as a Corporate Trainer : HR, POSH & NLP, is a promising motivator with dynamic & enthusiastic approach in Human Resources Training and development.



Mr S.Prasada Rao has extensively conducted training programs to Manufacturing industries Corporate companies, MNCs, B-Schools, Corporate Schools, Service providers benefitting more than 25,000 participants, by way of conducting training sessions at Hotels, Prestigious Institutions (NIPM, NHRD, ISTD, Universities), In house at Unit level training facilities.

Mr S.Prasada Rao's dedication extends to consultancy advisory roles for Industries, MNCs, Enterprises, coupled with memberships in prestigious professional organizations focused on Human Resources, Management, Development & Education. His holistic approach and profound impact on Individuals, Industries, Educational Institution & Society, reflect his unwavering commitment to Human Resources Management & Development coupled with Welfare aspects.

Dr. R. Krishnamoorthi, the Founder Director of CARE (Chidambaram Academy of Refinement & Enrichment), is a distinguished Psychologist, Soft Skills Trainer, and Advocate known for his multifaceted expertise. With a focus on holistic development, he serves as a counselor for academic, career, legal, and psychological guidance, operating counseling centers across South India.



His impact spans various sectors, having provided counseling services to esteemed companies like Carborundum Universal Ltd., LUK India Ltd., and Sundram Fasteners Ltd. Notably, he's been a calming influence at Titan Company Ltd. and has facilitated transformations in diverse individuals, aiding in marital reconciliation, battling depression, drug addiction, etc. His extensive contributions include training programs for corporate entities, universities, and schools, benefitting over a lakh of students.

Dr. Krishnamoorthi's dedication extends to legal practice and advisory roles for trusts, associations, and trade unions, coupled with memberships in prestigious professional organizations focused on human resources, management, and education. His holistic approach and profound impact on individuals and society reflect his unwavering commitment to human welfare.