

इंस्टिट्यूट ऑफ पब्लिक अड्मिनिस्ट्रेशन
INSTITUTE OF PUBLIC ADMINISTRATION

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By My Notice Board Academic
03/02

New Act

WBSU/Reg/2016/0343

Ref: IPA/325/SH-37/2015-16

Regulation For circulation
MJ
03/02/2016

December 20, 2015

To
The Chief Executives
All Government Offices, Boards, Ports, Universities, IIMs, IITs, NITs,
Indian Railways, Central Public Sector Undertakings, Reserve Bank Of India,
Public Sector Banks, Financial Institutions, Research Institutes, LIC,
GIC, Insurance Companies, Autonomous Bodies, Ordnance Factories,
DRDOs, Multi - National Companies, Industrial Houses, IT Companies,
All Airlines, All other Establishments.

Sub: 37th - 2 Day Residential Training Programme on "THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013" on February 26th & 27th, 2016 at The Solitaire Hotel, 3, Kumara Krupa Road, Madhav Nagar, Bengaluru- 560 001.

Madam / Sir,

Perhaps, you may be aware that the Central Government, with a view to providing protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith, has enacted "**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013**", on April 22, 2013 and made the SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSALS), Rules, 2013 on December 09, 2013.

02. Earlier, the Deptt. of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions, Govt. of India, vide O.M. No. 11013/10/97 Estt. (A) dated 13/02/1998 had advised all the Chief Executives for adoption of an additional clause in their standing orders as per the directives of the Hon'ble Supreme Court regarding Sexual Harassment at workplace. Subsequently, the Ministry of Labour, Govt. of India have issued a Gazette notification dated 05.11.1999 amending the Industrial Employment (Standing Orders) Central Rules, 1946, incorporating the guidelines and norms issued by the Hon'ble Supreme Court on Sexual Harassment at workplace.

03. Rule No.13 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Rules, 2013 made under the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, inter alia, mandates that every employer shall carry out orientation programmes and seminars for the members of Internal Committee.

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37th - 2 Day Residential Training Programme on "THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013" on February 26th & 27th, 2016 at The Solitaire Hotel ,3, Kumara Krupa Road , Madhav Nagar , Bengaluru- 560 001.

Date	Time (hrs.)	Session
February 26, 2016 Friday.	9.30 - 10.00	Registration
	10.00 - 11.00	What is Sexual Harassment?
	11.00 - 11.15	Tea Break
	11.15 - 13.00	Constitutional safeguards against sexual harassment
	13.00 - 14.00	Lunch
	14.00 - 15.30	The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013
	15.30 - 15.45	Tea Break
	15.45 - 17.15	The sexual harassment of women at workplace (Prevention, Prohibition & Redressal) Rules, 2013
February 27, 2016 Saturday	10.00 - 11.15	Preventive measures to combat Sexual Harassment at workplace
	11.15 - 11.30	Tea Break
	11.30 - 13.00	Redressal of Sexual Harassment committed: (a) at workplace (b) outside workplace (c) by colleagues (d) by third party
	13.00 - 13.45	Lunch
	13.45 - 14.45	Power & Functions of ICC.(SH Committee)
	14.45 - 15.45	Conduct of domestic enquiry by the Internal Complaints Committee
	15.45 - 16.00	Tea Break
	16.00 - 17.00	Mock Inquiry
	17.00 - 17.15	How to prevent the misuse of the Act & Rules?