

Institute of Public Administration

38/4, Coles Road Cross, Frazer Town, Bengaluru – 560 005

Tel: 080 – 2548 1331 Fax: 080 – 2547 7444 / 4147 8241

E-mail: ipablr@yahoo.co.in / ipablr34@yahoo.com

NEW ACT ON SEXUAL HARASSMENT

Ref: IPA/328-A/SH- 38/2015-16

March 28, 2016

**To,
Hon'ble Vice Chancellors,
All Central Universities**

Sub: 2 day Residential Workshop on "THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.

Hon'ble Madam/ Sir,

Kindly refer to our Letter No: IPA/322/SCT-79/2015-16 dated November 14, 2015 announcing conduct of Workshop on the Reservation Policy for Central Universities from January 18 to 20, 2016 at New Delhi in association with the University Grants Commission (UGC). The Workshop was conducted successfully and the participating Universities appreciated the contents, course material, methodology and overall out come of the Workshop.

02. Now, 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 REDRESSAL), Rules, 2013, thereunder, on December 09, 2013.

03. Earlier, the Dept. of personnel & Training (DoPT), Ministry of Personnel, Public Grievances and Pensions, Govt. of India vide their O.M.No. 11013/10/97 Estt. (A) dated February 13, 1998 had advised all the Chief Executives of all Establishments 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 November 05, 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.

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for
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INSTITUTE OF PUBLIC ADMINISTRATION

38th - 2 Day Residential Workshop on "THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013" on May 26 & 27, 2016 at Hotel Vivanta by Taj - Dwaraka, Metro Station Complex, Sector-21, Dwarka, New Delhi-110075.

Date	Time (Hrs.)	Session
May 26, 2016 (Thursday)	9.30 - 10.00	Registration
	10.00 - 11.00	Definition of 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
May 27, 2016 (Friday)	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 inquiry by the Internal Complaints Committee (ICC)
	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?