



Bal Bharati
PUBLIC SCHOOL
M A N E S A R

“Empowering a Respectful Workplace: The POSH Workshop”

- **Date & Time of the workshop:** 16th september || 10:30-11:30 AM
- **Venue:** Seminar Hall
- **Attended by-** All teachers.
- **Organizer-** Bal Bharati Public School, Manesar
- **Key speaker-** Dr Richa Agarwal

About the session:-

In pursuit of fostering a safe and inclusive workspace, our school organized a highly informative and enlightening workshop on Prevention of Sexual Harassment (POSH) in the workplace. This workshop aimed to equip our educators with a comprehensive understanding of legal provisions, gender-neutral rules, responsibilities of employers, regressive mechanisms, and various facets of addressing and preventing sexual harassment in the workplace.

Our Key Speaker, “Dr Richa Agarwal”, a scholar, an educator, a motivational speaker highlighted various aspects under the POSH act:-

1. Legal Provisions: The workshop commenced with an in-depth exploration of the legal framework surrounding workplace sexual harassment, emphasizing the importance of adherence to laws and regulations.

2. Gender-Neutral Rules: Participants were enlightened about the significance of ensuring gender neutrality in workplace policies and procedures, promoting equality and fairness for all employees.

3. Employer Responsibility: The session underscored the critical role employers play in fostering a safe work environment, including the duty to prevent and address instances of harassment.

4. **Understanding Sexual Harassment:** Through real-world scenarios and case studies, participants gained a nuanced understanding of the various forms and manifestations of sexual harassment in the workplace.

5. **ICC Rules:** The workshop detailed the functioning of Internal Complaints Committees (ICCs) and their vital role in addressing complaints impartially and confidentially.

6. **Rights of Employees:** Participants were educated about the rights and protections afforded to employees under the POSH Act, ensuring that they can confidently report any harassment without fear of retaliation.

7. **Workspace Rules:** The session concluded by emphasizing the importance of clear workplace policies, effective communication, and sensitization programs to create an inclusive and safe working environment.

The POSH workshop was a resounding success, leaving attendees better informed, empowered, and equipped to contribute to a workplace that is free from harassment and discrimination. The school remains committed to promoting a culture of respect, inclusivity, and compliance with legal provisions within its educational and professional community.



