



Student Grievance Redressal Cell Activity (2024-25)

Seminar on Sexual Harassment of Women at Workplace

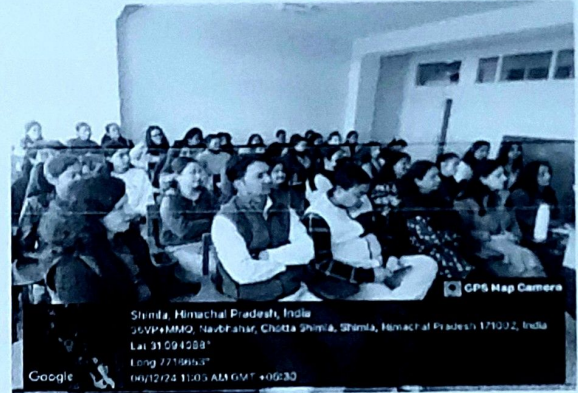
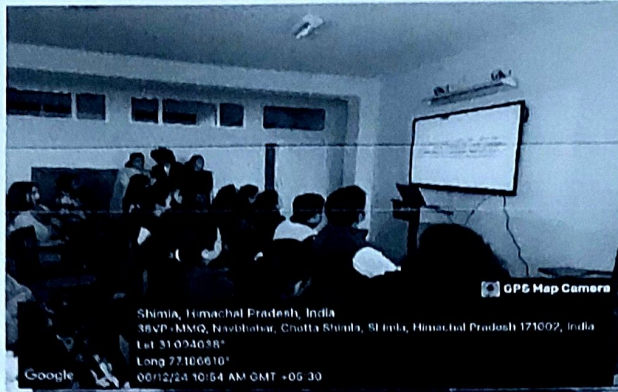
On November 6, 2024, Student Grievance Redressal Cell in collaboration with Internal Complaint Committee of St. Bede's College, organised a seminar on 'Sexual Harassment of Women at Workplace', in the classroom B-12 at 10:40 a.m. The event aimed to raise awareness about the prevalence of sexual harassment in the workplace, educate students about their rights, and discuss strategies for prevention and support systems for victims. It brought together students, faculty members, and professionals to engage in meaningful discussions regarding this critical issue.

The session opened with an insightful address by Dr. Sapna Sharma, chairperson, Internal Complaint Committee (ICC) and Dr. Gitanjali Mahendra chairperson, Student Grievance Redressal Cell (SGRC), who introduced the topic and highlighted the importance of Student Grievance Redressal Cell and the importance of having the Internal Complaint Committee in the College. The screening of the documentary served as a poignant introduction to the topic. "Nazariya" and "Sexual Harassment of Women at Workplace Prevention, Prohibition, and Redressal Act, 2013" delved into real-life stories from women across various industries, showcasing the various forms of sexual harassment and its profound emotional and professional consequences. The documentary aimed to give a voice to women who have experienced harassment and highlighted the often-dismissed aspects of workplace culture that perpetuate such behavior.

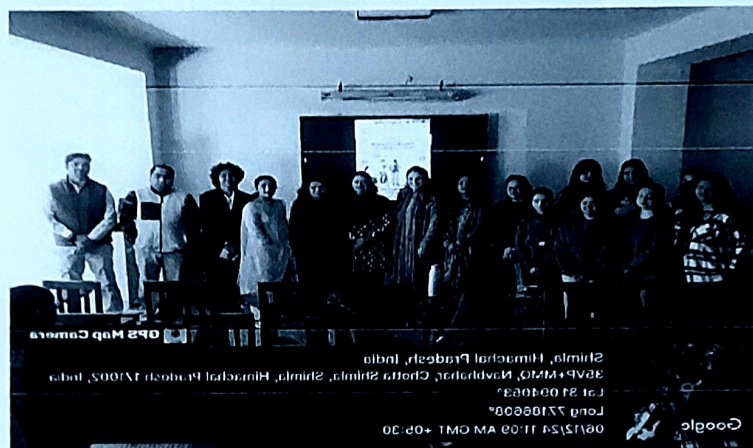
In this session, Shreya Thakur and Ritul Chauhan, the student representative of the respective cells explained the various forms of sexual harassment, including verbal, physical, and non-verbal harassment. They also elaborated on the subtle manifestations of harassment that are often overlooked, such as inappropriate comments, suggestive behavior, and the misuse of authority. They highlighted the role of internal complaints committees, the importance of reporting incidents, and where to seek help. Emphasis was placed on how women can protect themselves and how organizations must establish a safe environment for everyone. The speakers provided guidance on how to approach such situations and the importance of institutional support. The seminar was an important step toward promoting gender equality and building a safe, respectful environment for women in the workplace. It also encouraged students to become advocates for change, equipping them with knowledge and resources to



address sexual harassment issues in their future careers. The seminar concluded with a vote of thanks and a recap of the key points discussed during the event.



Students and Faculty Attending the Seminar



Seminar on Sexual Harassment of Women at Workplace

mollym
06/11/24
Principal
St. Bede's College
Shimla