

CENTRAL UNIVERSITY OF ODISHA

CELEBRATES

Sexual Harassment Act Notification Day, 2013

9th December 2022

**Guiding Theme-“Where the mind is without fear...;
Understanding PoSH Act for a Safer Workplace”**

Report on Seminar on

Understanding PoSH Act for a Safer Workplace

Moderated by Dr. Ms. Kakoli Banerjee

Presiding Officer of ICC, CUO

The Vishaka guidelines were replaced by the Sexual Harassment of women at the workplace (prevention, prohibition and redressal) Act, 2013. It defines “sexual harassment at the workplace” in a comprehensive manner, to cover circumstances of implied or explicit promise or threat to a woman’s employment prospects or creation of hostile work environment or humiliating treatment, which can affect her health or safety. The Act covers concepts of ‘quid pro quo harassment’ and ‘hostile work environment’ as forms of sexual harassment if it occurs in connection with any act or behaviour of sexual harassment.

OBJECTIVES OF THE ACT:

to create a safe and secure workplace for women free from sexual harassment.
creation of hostile work environment.

ACTIVITIES BY CENTRAL UNIVERSITY OF ODISHA ON THE OCCASION OF POSH ACT NOTIFICATION DAY:

A seminar was organized to commemorate the 9th anniversary of the Notification of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 by the

Internal Complaints Committee (ICC) of the Central University of Odisha (CUO). The topic of the seminar was “Where the mind is without fear...; Understanding PoSH Act for a Safer Workplace”. Dr. Sthitaprajna, Associate Professor, Department of HSS, ITER, SOA University, Bhubaneswar, graced the occasion as the key speaker. Prof. Chakradhar Tripathi, the Vice Chancellor, CUO presided over the programme organized on the occasion.



ओड़िशा केन्द्रीय विश्वविद्यालय
CENTRAL UNIVERSITY OF ODISHA
(Established by the Parliament under the Central Universities Act, 2009)
P.O. NAD, Sunabeda, Koraput - 763 004, Odisha, India



A Seminar on
Commemoration of 9th Anniversary of Notification of
“The Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal) Act, 2013”

TOPIC

‘Where the Mind is WithOut Fear...’:

Understanding PoSH Act for a Safer
Workplace

3:00 to 4:50 PM

9th DECEMBER 2022

Seminal Hall Academic block-III



Prof. Chakradhar Tripathi
Vice Chancellor
Central University of Odisha



Dr. Asit Kumar Das
Registrar
Central University of Odisha

Key Speaker



Dr. Sthitaprajna
Associate Professor: Dept of HSS
ITER: SOA University, Bhubaneswar



Coordinator

Dr. Kakoli Banerjee
Presiding Officer, Internal Complaints Committee (ICC)
Central University of Odisha

Orgained by ICC, Central University of Odisha

The programme started with a rendition of *Saraswati Vandana* by the students of the university, followed by a two-minute silence for the late Smt. Jayanti Pattnaik, the first chairperson of the National Commission for Women. She was an eminent writer and champion of rights of women.



Lightening of candle by Prof. Chakradhar Tripathi and Dr Sthitaprajna

Prof. Chakradhar Tripathi, the Vice Chancellor, CUO felicitated Dr Sthitaprajna. The VC pointed out that soul has no gender, and hence we should respect each and every soul around us. We should avoid violence in all forms and maintain purity inside our soul. Today moral values are lacking because of the difference in education system prevalent today as compared to the education system of ancient times. Introspection is the only remedy to create a society where there is no gender-based harassment. We should rise above selfishness to create a gender-equal society, he said. India philosophy is the best example for the entire world to follow and to create a world where there is equality of gender.



Prof. Chakradhar Tripathi, felicitating Dr Sthitaprajna



Address by Prof. Chakradhar Tripathi, the Vice Chancellor, CUO

The welcome address was delivered by Dr. Asit Kumar Das, the Registrar of CUO. In his speech, he highlighted the importance of gender equality in the education sector.



The welcome address by Dr. Asit Kumar Das, the Registrar of CUO

Dr. Sthitaprajna, the key speaker explained the PoSH Act while speaking on the causes and prevention of sexual harassment of women at workplace. She emphasized that noble thoughts should come to us from all sides. She highlighted womanhood: mother earth, mother cow, and our own mothers and women freedom fighters. She addressed certain issues related to women including fertility, sexuality and divinity. India has always been at the forefront in these cases as against the Western nations but sadly, even today, many cases do not come to light for fear of social shame. She also mentioned about eminent women like Meerabai, Draupadi Murmu and Sudha Murthy. Dr. Sthitaprajna called upon the audience to change their viewpoint and not view women as mere consumer items.



On the occasion, prizes and certificates were awarded to the winners of various competitions held during the Discrimination against Women *Pakhwada* from 25th November 2022 to 10th December 2022. An awareness campaign on women empowerment in dance form was performed by students of DBCNR. The programme ended with the formal vote of thanks by Dr. Sony Parhi, Member of ICC. A large number of members of faculty, staff, research scholars and students were present at the programme.



The programme was coordinated by DrKakoli Banerjee, the Presiding Officer of the Internal Complaints Committee (ICC).



PHOTO GALLERY

Distribution of Prizes to winners of different competitions held during 'Discrimination Against Women Pakhwada' from 25th November to 10th Decemeber 2022



Distribution of Prizes to winners of different competitions held during
'Discrimination Against Women Pakhwada' from 25th November to 10th Decmeber
2022



SOME GLIMPSES OF THE SEMINAR



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