

# **LEGAL VIDHIYA**

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Registration no – UDYAM-DL-11-0044806



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# CERTIFICATE COURSE ON POSH

(Prevention of Sexual Harassment)

REGISTRATION OPEN: 18th DEC 2023 LAST DATE TO REGISTER: 18th JAN 2024 Commencement of classes: 23rd Jan 2024 Course completion: February 2024



#### **OFFICIAL NOTIFICATION**

#### ABOUT THE COURSE

Explore the intricacies of The Sexual Harassment at Workplace Act 2013 in our course – unraveling its key provisions for a deeper comprehension. Gain firsthand insights into prevention strategies, the prohibition of harassment, and discover redressal mechanisms outlined in the Act. Engage with real-world case studies, honing practical skills to create a workplace that's safe and inclusive. Join us to empower yourself as a workplace champion, confidently navigating and addressing issues of sexual harassment with dignity and compliance.

#### **COURSE DELIVERY**

- Live Webinars: Engage in real-time with experienced instructors, fostering direct interaction, Q&A sessions, and collaborative discussions.
- Recorded Versions & PPTs: Access flexible learning through recorded lectures and downloadable PowerPoint presentations for self-paced study.
- Video-Based Lectures: Explore a comprehensive library of pre-recorded video lectures for in-depth understanding and self-paced learning.
- Written Notes: Access comprehensive written notes for each session, serving as a valuable reference and reinforcing key concepts.

Special Offer -Rs 299/-

material will also be provided

Study



SCAN TO REGISTER

#### WHO SHOULD ATTEND?

This course is specially designed for Law Student, Professional, LLB/LLM, MBA, etc. Graduation in any stream from a recognised University/ Institute.

#### **COURSE DURATION**

10-12 hours of training through once-a-week sessions and each session will be of 2 hours approx.

#### **MODE OF ASSESSMENT**

• MCQ Based Test

#### **AWARD OF CERTIFICATE**

Certificate of Completion will be awarded by LEGAL VIDHIYA to all the candidates, upon successful completion of the course & MCQ based assessment test.

#### **COURSE FEES**

Regular Price Rs.3,000/- Special Offer Rs.299/-OR \$10 (Foreign student)

#### **PAYMENT DETAILS**

Account Holder Name: Shubham Singh Ac/Number: 071201003845 IFSC Code: ICIC0000712 UPI Id: Shubhamsingh97013@okicici GPay/PayTM/PhonePe: 7584998222

#### Registration once done cannot be cancelled or transferred and is non-refundable.

Registration link - <u>https://forms.gle/97kSj5gkvy7KrsuL7</u>



info@legalvidhiya.com

# **Certificate Course on POSH: Course Content**

# Topics to be Discussed

# Week 1: Understanding the Legal Framework Introduction to PoSH Act, 2013

- Overview of the Act's objectives and historical context.
- Evolution of sexual harassment laws in India.
- Scope and Applicability
- Key definitions and concepts.
- Understanding the workplaces covered under the Act.
- Roles and responsibilities of employers
- Forms of Sexual Harassment
- Detailed exploration of various forms of sexual harassment.

## Week 2: Challenges and Future Trends Challenges in Implementation

- Identifying and addressing challenges in implementing the PoSH Act.
- International Perspectives
- UNCEDAW
- Comparative analysis with international laws on sexual harassment.
- Learning from global best practices.

# Week 3: Procedural Aspects and ICC & LCC

- Composition, eligibility, and appointment process of ICC members.
- Importance of diversity in the committee.
- Complaints and Redressal Mechanism
- Filing a complaint: Procedure and formats & Common Mistakes Made During the Compliance Process.
- Timelines for resolution and penalties for non-compliance.
- Case studies on successful redressal.
- Q&A session for students to clarify doubts.

# Week 4: Other Laws Pertaining to Workplace Sexual Harassment & Case Law

- Industrial Employment (Standing Orders) Act
- Indian Penal Code
- Companies Act, 2013

### Cases to be discussed:

1. Vishaka v. State of Rajasthan 2.Ranjana Agnihotri vs. University of Delhi 3. Pinky Anand vs. National Insurance Company Ltd 4. Vijaya Rahatkar vs. State of Maharashtra 5.Varun Bhagat vs. DLF Ltd 6.Shanta Kumar v. Council of Scientific and Industrial Research (CDIR) & Ors, Delhi High Court 7. K.P. Anil Rajagopal v. State of Kerela, Kerela High Court 8.Aureliano Fernandes v. State of Goa 9. Silajit Guha v. Sikkim University and Ors. 10. Dr. Sohail Malik vs. Union of India and Anr. 11. Meritor Savings Bank v. Vinson 12.Canada v. Janzen 13. London Borough of Hackney v. Sivanandan 14.Bullock v. the State of Georgia 15. Sexual Harassment at the Workplace: Decision of the European Court of Human Rights 16. Ms. C (Name and Address Confidential) v. Indian Institute of Corporate Affairs



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**SCAN & PAY** 

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