



MANAGEMENT DEVELOPMENT PROGRAMME ON

PREVENTION OF SEXUAL HARASSMENT

20th March, 2020

Joint Certificate Programme by



PROGRAMME INTRODUCTION

“Equality of status and opportunity” must be secured for all and equality of every person is guaranteed by the Constitution. This programme will help you to understand all aspects of Prevention of Sexual Harassment (POSH) at workplaces based on the handbook on Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 Government of India, Ministry of Women and Child Development, November 2015.

The focus of our programme is to create awareness on sexual harassment, provide you a concrete understanding about PoSH and enlighten the learners about the redressal procedures. POSH is an abbreviation for Prevention of Sexual Harassment.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was introduced with an objective to provide protection against sexual harassment of women at workplace.

PROGRAMME OBJECTIVES

- Understand Sexual Harassment
- Know the history of how PoSH was formulated
- Know about prevention, prohibition and redressal mechanism in PoSH
- Understand how to create an Internal Committee in your organisation
- Understand the role of Internal Committee in the redressal mechanism
- Understand how to work towards safe and secure workplaces

PROGRAMME CONTENT

- Why is PoSH Training Required?
- Define Sexual Harassment and offensive behaviors that can be considered harassment
- Explain the statutory regulations and legal background of Sexual Harassment
- Related Judicial Pronouncements
- Provisions of the Act
- Constitution of Internal Complaints Committee (ICC)
- Duties and Roles of ICC
- Third Party Harassment
- The elements of handling and prevention of unacceptable behaviour
- How to handle sexual harassment issues and complaints
- The various duties of the employer / employee to curb harassment
- Understand various complications that arise while dealing with such cases
- Mandatory Compliances
- Case Studies and Role Plays

PROGRAMME OUTCOMES

- Conduct Awareness Programmes for PoSH in your organisation
- Guide your organisation in forming the Internal Complaints Committee
- Help and counsel both complainant and respondent
- Follow all the compliance norms to avoid penalties
- Enable your organisation to become zero tolerant about sexual harassment issues

Who Should ATTEND

- HR professionals
- L&D professionals / Members from the leadership team
- IN-HOUSE Counsels / legal team members
- Internal Committee members
- NGO representatives



About India Centre for Global Excellence

- 27+ Years of Excellence
 - Proven Success
 - Industry Experts
 - Customised Training
- a) India Centre for Global Excellence (ICGE), is the Training Arm & Centre of Excellence of New Delhi Institute of Management.
 - b) ICGE was founded with the core mission of delivering high-quality Business Education to learners around the world.
 - c) For over 27 years, we have specialised in helping our clients identify people and process challenges that may be preventing their organisations from achieving optimal results.
 - d) Our goal is to partner with you to assess, envision, develop and execute powerful training that increases productivity, improves performance and inspires continuous.
 - e) Focus on excellence through a wide range of Learning Solutions.
 - f) ICGE programmes are designed to deliver a case-based, active, and social learning experience in a highly engaging learning environment. Each programme is designed and taught by leading Faculty and top Industry Practitioners who bring their expertise and passion to learners from around the globe.

About PHDCCI

PHD Chamber of Commerce and Industry (PHDCCI) has been working as a catalyst for the promotion of Indian industry, trade and entrepreneurship for the past 115 years. It is a forward looking, proactive and dynamic pan-India apex organization. As a partner in progress with industry and government, PHD Chamber with a special focus on MSMEs' works at the grass roots level, with strong national and international linkages for propelling progress, harmony and integrated development of the Indian economy.

About New Delhi Institute of Management

NDIM was founded in 1992 with the Vision of being a global learning hub, a unique gurukul to nurture courageous global change leaders through holistic, transformative and innovative learning.

Approved and awarded by AICTE Govt. of India

Approved by the All India Council for Technical Education (AICTE), Ministry of HRD, Government of India, since 1996.

Awarded by CII & ASSOCHAM

Awarded 'Best Industry-Linked' MBA School of India by the AICTE and CII in 2017 & 2018. Awarded 'Most Preferred B-School of the Year – North' by Assocham on 21st Feb 2019

27 Year old India's Premier B-School

Consistently ranked among the top MBA schools of India by KPMG, PWC, Mail Today, Business India and Business Standard

NDIM Offers Industry Supported PGDM (MBA) Courses

9 Unique Specialisations

1000+ Companies have recruited Students

Remarkable Campus Recruitment

NDIM's faculty is highly rated and is drawn from 260 Industries & Corporate Houses and 31 International Universities

NDIM is the India Centre of Asian Institute of Technology, Thailand for DBA

A dozen of International MoUs with European and US Business schools and universities

NDIM Provides Maximum Hands- On Learning to Its Students

Summer Internships, Winter Internships, CSR Projects, Industry Interactions, Corporate Monitoring, Live Projects, Visits to Business Chambers & Corporate Offices NDIM Students worked at 1596 Live Projects with 252 Companies & NGOs and were offered 200+ International Live Projects with free boarding & lodging facilities during the last 2 years in addition to 200+ Live Projects on "Family Business", thus multiplying Placement & Entrepreneurship Opportunities for all its students in a big way.

About DMA

DMA is one of the most renowned professional body devoted to the dissemination of Management Principles and Practices. The body is focused to promote professional management through modern management techniques/ practices. It has over 3200 members, including 160 leading Corporates, a high profile Managing Committee of distinguished professionals from industry, government, and academia, supported by an efficient full-time secretariat.

Programme Faculty



**Ms. Kamal
Agarwal**

Ms. Kamal is an MBA in Human Resources and an ISTD-certified Corporate Trainer. She holds over 15 years of experience providing up-to-date and effective skills improvement, leadership and values-based development programmes to companies across a variety of industries.

Her areas of specialisation include Management and Leadership, Interpersonal Behavioural Skills, Communication skills, Stress management, Conflict management, Team building, Presentation Skills, Change Management and Positive Attitude.

Ms. Kamal is also a certified Dermatoglyphics Multiple Intelligence Test (DMIT) assessor. She is also a certified POSH Enabler by Ministry of Women and Child Development.

Ms. Kamal has delivered training in renowned companies including ITC, Maruti, Hero Honda, Sony, ICICI Prudential, Max Life, Airtel, Xansa, Reliance, Gati, Tata Telecom.

Programme Date & Venue

City: New Delhi

Dates: 20th March, 2020

Venue: New Delhi Institute of Management
60 & 50 (B&C), Tughlakabad Institutional
Area, New Delhi – 110062

Fee per participant

Corporate Delegates: 2500 /-*

* 18% GST applicable

Fee Inclusions

- Certification
- Programme Participation
- Networking Lunch
- High Tea

Discounts

- 10% discount in case an organisation nominates 2 or more participants for the Programme
- 20% discount in case an organisation nominates 4 or more participants for the Programme
- If an individual has attended an MDP Workshop at NDIM in the last 12 months, they will be eligible for a 20% discount

Training Calender

2019-20

April 2019

Critical, Innovative
Thinking & Problem
Solving Approach *19th & 20th*

June 2019

Enhancing Managerial
Effectiveness *20th & 21st*

Social Media for Sales,
Business & Brand
Development *27th & 28th*

July 2019

Logistic & Supply Chain
Management *18th & 19th*

AI & IoT in Manufacturing
& Production *25th & 26th*

August 2019

Finance For Non-
Finance *22nd & 23rd*

September 2019

Driving profitability of
enterprises through
genuine strategic thinking *26th & 27th*

Notes: Dates are subject to change

November 2019

Decoding the Brand
Strategy framework in a
Volatile Market *7th & 8th*

Online Reputation
Management *21st & 22nd*

December 2019

Train the Trainer *18th, 19th
& 20th*

January 2020

Future of Work:
Megatrends &
Challenges *16th & 17th*

March 2020

Enhancing Managerial
Effectiveness *05th & 6th*

Prevention of Sexual
Harassment *20th*

Contact Us

Dr. Jatinder

Director







jatinder@phdcci.in

Sagar Raj Upadhyay

Sr. Assistant Secretary

+91-9650685819

Sagar.upadhyay@phdcci.in

-
-  New Delhi Institute of Management
50 (B&C), 60, Tughlakabad Institutional Area, M.B. Road, New Delhi - 110 062
 -  011-40111000 & 011-29956566
 -  www.ndimdelhi.org
www.indiacentreforglobalexcellence.com
 -  ICGEDelhi
 -  India-Centre-for-Global-Excellence-512673082562532
 -  india-centre-for-global-excellence