Marathwada Mitra Mandal's Shankarrao Chavan Law College, Pune

POSH

Affiliated to Savitribai Phule Pune University, Pune &
Approved by Bar Council of India, New Delhi

(Accredited with 'A' Grade by NAAC)

Equal Opportunity Cell

Organizes

One Day State Level Seminar

"Empowering & Educating Youth for the Prevention of Sexual Harassment"

On 11th February, 2023, 10.00AM - 2.00PM,
at Kale Hall, Gokhale Institute of Politics and Economics, Pune

You are Cordially Invited

Table Program

Inaugural ceremony

Welcome & Lighting of Lamp

Welcome Address by Dr. Kranti Deshmukh, Principal MMSCLC

Introduction and Felicitation of Guests

Address by the chief guest

DR. PARAG BINIWALE

MD, FICOG, FICMCH Diploma in Pelviscopy (Germany), Consultant Ob Gyn, Pune; Chairman, Young Talent Promotion Committee, FOGSI 2008-2010; Chairman, Adolescent Health Committee, Pune Ob Gyn Society

Sessions

Session 1 (10:30 AM to 10:45AM)

Ms. Anita More

Senior Inspector, Bharosa Cell, Crime Branch Pune

Topic: "Friendly Accessibility to Police Personnel in time of distress"

Session 2 (10:45AM to 11.30AM)

Dr. Jyoti Shetty

Professor and HOD, Psychiatry, Bharti Vidyapeeth Medical College

Topic: "Sexual Harassment and Mental Health – Framework to understand Consequences, Intervention and Prevention"

Session 3 (11.30AM to 12.15PM)

Adv. Vaishali Bhagwat

Founder, Vaishali Bhagwat Advocates

Topic: "Five Laws that Protect Victims and their Rights"

Session (12:15PM to 1:00PM)

Dr. Vaishali Korde Nayak

Prof. HOD Ob Gy, MIMER Medical College, Sr. Consultant Critical Care Obs, Ruby Hall Clinic, Pune

Topic: "Sexual Violence: Current Scenario, Types and its Management and our Role as Active Bystanders"

Valedictory Ceremony

Address by **Dr. Kranti Deshmukh, Principal, MMSCLC Pune**

We eagerly await your presence

Conveners

Mr. B.G. Jadhav
Exe. President, SCLC

Dr. Kranti Deshmukh
Principal, SCLC

Co-ordinators

Asst. Prof. Dr. Renu Naidu
Chairperson, Equal Opportunity Cell

Asst. Prof. Pooja Baghel
Program Co-ordinator

EDUCATE. INFORM. PROTECT

Marathwada Mitra Mandal's
SHANKARRAO CHAVAN LAW COLLEGE, PUNE
202/A, Deccan Gymkhana, Pune 411004

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Equal Opportunity Cell

Organized One Day State Level Seminar on
"Empowering & Educating Youth for the Prevention of Sexual Harassment"

Introduction: Sexual harassment is a type of discrimination based on sex. When someone is sexually harassed in educational institute, it can undermine their sense of personal dignity and safety, disrupt their education, and interfere with their ability to reach their full potential in life. If left unchecked, sexual harassment in the educational institution setting has the potential to escalate to violent behaviour, including sexual assault.

A student experiencing sexual harassment may stop doing their educational institution work and taking part in educational institution-related activities. They may skip or drop classes, or they may drop out of educational institution entirely. Psychological effects may include anxiety, depression, disrupted sleep, loss of appetite, inability to concentrate, lowered self-esteem, loss of interest in regular activities, social isolation, and feelings of sadness, fear or shame.

Education providers have a legal duty to take steps to prevent and respond to sexual harassment. Educators can prevent many cases of sexual harassment by having a clear, comprehensive anti-sexual harassment policy. An effective sexual harassment policy can limit harm and reduce liability. It also promotes the equity and diversity goals of educational institutions.

Education providers should monitor their environments regularly to make sure they are free of sexually harassing behaviours. Taking steps to keep a poison-free environment will help make sure that sexual harassment does not take root, and does not have a chance to grow

This particular workshop **"Empowering and Educating Youth for Prevention of Sexual Harassment"** is an initiative to spread information about the social and legal implications for sexual harassment, the anti-sexual harassment policy and the steps in place for resolving complaints along with how to deal with the mental trauma that comes with such an incidence.

The workshop will be conducted by a team of professionals, a doctor, a legal expert, a police personnel and a mental health practitioner.

The Seminar had the following five sessions:

Session 1 (10:30 AM to 10:45AM)

Title: "Friendly Accessibility to Police Personnel in time of Distress"

Resource Person: Ms. Anita More, Senior Inspector, Bharosa Cell, Crime Branch, Pune

Duration: 15 minutes

Aim: To disseminate information about role of police in sensitive cases and how police can be easily accessible for help of sexual harassment victims.

Benefits: As students gain reliable and relevant information about the working of the police personnel, they may become more confident in taking the cases to the police in order to file a complaint. while cases like murder or theft can be investigated suo motu, cases of sexual assault or harassment absolutely require the victim's involvement in the investigation.

It boils down to evidence. In a murder case a corpse can, in itself, be proof that a crime has been committed. But in a sexual assault case, the crucial evidence cannot come from anyone else but from the victim. That such cases are sensitive is all the more reason to make inquiries with the victim before proceeding.

This session will help students understand the legal process that follows after such a crime has been committed and will be reassuring for the participants that they can make a complaint without being victim blamed.

Content of this session:

- Role of Police in a case of Sexual Harassment
- How to file a complaint without being victim blamed.
- Things to do after the commission of the crime.
- Reassurance to the victim to come forward and file a complaint.

Session 2 (10:45AM to 11.30AM)

Title: "Sexual Violence: Current Scenario, Types and its Management and our Role as Active Bystanders"

Resource person: Dr. Vaishali Korde Nayak, Professor & HOD Obgy, MIMER Medical College and Senior Consultant Critical Care Obstetrics, Ruby Hall Clinic, Pune.

Duration: 45 minutes

Aim: It is a need to understand the current scenario of sexual violence and its types along with effective ways of managing it. Bystander intervention training in preventing sexual harassment has shown positive results in military and campus in the past. This approach, however, remains new to educational spaces which needs to be understood and addressed.

Benefits: Bystander intervention is an integral aspect of policy alignment that helps combat sexual harassment in workplaces. The bystander effect is a common psychological effect that hinders people from intervening in cases of misconduct when other people are around. Bystander intervention can help institutes create an environment that moves beyond legal compliance on paper and create active processes in place for better institutional culture.

Content of this session:

- Current Scenario of the issues.
- Magnitude of the Problem
- Various Types of Violence
- Basic needs of the survivor
- Things to Do and Not to do
- Evidence Collection and its impact on Examination Pattern.

Mode of the Workshop: Offline

Date and day: Saturday, February 11th, 2023

Session 3 (11.30AM to 12.15PM)

Title: "Sexual Harassment and Mental Health – Framework to understand Consequences, Intervention and Prevention"

Resource person: Dr. Jyoti Shetty, Professor and HOD, Psychiatry, Bharti Vidyapeeth Medical College, Pune

Duration: 45 minutes

Aim: To understand intersectionality which will help reduce harassment on campuses helping in more inclusive and safer environment.

Benefits: 'Prevention is always better than cure'. If students learn and practice ways of nurturing their mental health, they will be able to face challenges with a positive attitude.

Content of this session:

- Red Flags to understand sexual harassment.
- Mental health consequences in the short term and long term.
- Interventional Strategies – Societal, Institutional, Individual Level.
- Preventive Strategies including awareness and education.

- Recognising contributing factors like Patriarchy and minority group exclusions (including religious, caste and gender minorities)

Mode of the Workshop: Offline

Date and day: Saturday, February 11th, 2023

Session 4 (12.15PM to 1.00PM)

Title: "Five Laws that Protect Victims and their Rights"

Resource person: Adv. Vaishali Bhagwat, Founder, Vaishali Bhagwat Advocates, Pune

Duration: 45 minutes

Aim: To understand the legal perspective in cases of sexual harassment and to gain knowledge of such legal remedies which will empower women to stand for their rights.

Benefits: Knowledge of the law is very essential; it helps us to promote legal culture. Every member of society should have the basic understanding of law. So, the primary reason that makes it essential to know the laws is as it allows a person to protect himself/herself and also making sure that they are acting lawfully and have recourse to legal remedies.

Content of this session:

- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- The Protection of Women from Domestic Violence Act, 2005
- The Information Technology Act, 2000
- The Special Marriage Act, 1954
- The Indian Penal Code

Mode of the Workshop: Offline

Date and day: Saturday, February 11th, 2023

Session 5 (1.00PM to 2.00PM)

Title: "Question and Answer Session"

(The Forum was opened for questions in order to answer the practical difficulties or concerns.)

Number of Participants:

210 students of B.A.LLB, BBA.LLB, LLB students, department heads of Marathwada Mitra Mandal of institutes and students from various other colleges participated in one day state level seminar.

Feedback Details:

- Every participant participated in every session of the seminar and looking at their responses and queries that they had, more such programs need to be organised for the budding lawyers and the faculty members as well.
- Students/ participants realized that the fundamental problem is lack of awareness, anxiety, acceptance, lack of education, guilt, confusion, hesitation to ask questions related to gender violence.
- Not only this, education providers have a legal duty to take steps to prevent and respond to sexual harassment. Educators can prevent many cases of sexual harassment by having a clear, comprehensive anti-sexual harassment policy. An effective sexual harassment policy can limit harm and reduce liability.
- It also promotes the equity and diversity goals of educational institutions

Dr. Renu Naidu
Assistant Professor of Sociology
Chairperson Equal Opportunity Cell
MM's Shankarrao Chavan Law College, Pune

Dr. Kranti Deshmukh
Principal
MM's Shankarrao Chavan Law College, Pune

Dated: 14/02/2023