

“LEGAL AWARENESS EVENT: HUMAN RIGHTS DAY”

(Report on the event
conducted at Training
Centre, BSES Yamuna
Power Limited, Delhi)

The event was conducted in Training Centre of BSES Yamuna Pvt. Ltd. to educate and further knowledge of attendees of the Training and Mentorship program about legal framework of sexual harassment at work places. It was accompanied by discussing with the participants an overview of what comes within the purview of sexual harassment at work place.

Conducted
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1. Concept Note:

A legal literacy campaign was organised by the Legal Aid Centre at Symbiosis Law School Noida organized on the Human Rights Day i.e. 10th December 2018. As the convenor of the LAC, SLS-N, I undertook the responsibility to conduct an event to create awareness about sexual harassment at workplace in furtherance of this campaign.

2. Objective

The main objective of this campaign was to create awareness about sexual harassment that occurs in workplaces and educate participants about the legal recourse that can be availed by the victim.

- To educate the participants about the acts that qualify as sexual harassment such as request for sexual favours, bad touch, sexual remarks.
- To make the participants aware of their rights
- To make the participants aware of the machinery available within the organization to address such complaints
- To create awareness about the required laws which should be included when FIR is lodged
- To make participants aware about the consequences of ignorance of such acts
- To motivate the participants to report cases whenever and wherever they encounter such incidents

3. Preliminary Preparations

- An approval was sought from the HR department of BSES Yamuna to include a video on the acts that constitute as sexual harassment at workplace in order to educate participants of the remedies available.
- This video was intended to be played by the Training Centre during the training sessions of their employees and apprentices.
- A video highlighting acts that constitute as sexual harassment and remedies available to victims within the organization and outside the organization was prepared
- Discussion with the employees to understand the gravity of occurrence of such issues within the organization and the organization's approach to address them
- Thorough research on relevant laws and caselets regarding sexual harassment

4. Conducting the program

The event was conducted in the Training Centre of BSES Yamuna which is a power distribution company of the state government. This centre is responsible for providing training to its employees and apprentices and it falls within the domain of the organizations' HR department. Some of its training programs are provided in coordination with Ministry of human resource development.

The event commenced by a thorough introduction of the legal aid centre of SLS-Noida and its initiatives. All the employees of the organisation scheduled for training on that particular date attended the session. Then a short video clip highlighting acts that constitute as sexual harassment and remedies available to victims within the organization and outside the organization was prepared.

5. Response of the target population

The response of the attendees of the training program was observed to be appreciative, and the participation was encouraging. The platform used to spread knowledge i.e. videos can be said to be well-liked and preferable.

6. Future Plan of Action

I am in no position to know or fathom whether or not the videos will be shown in successive days of the training program, or in future endeavours of BSES Yamuna Pvt. Ltd. I would like to mention here that I did recommend the H.R. Department officials that showing of these videos can be a good practice for the training centre to develop. I also shared with them the videos, if and when they decide to show the videos in future.

7. Feedback

Conducting the event was truly an enriching and enhancing experience for me, personally. The feedback received from the officials of BSES Yamuna Pvt. Ltd. and the participants was positive and encouraging. They participated in discussions as well.

8. Remarks

It was a very enriching experience. I am glad that the event was able to educate the participants about sexual harassment as workplace. Organising this event helped me grow personally by improving my managerial and communication skills. It also allowed me to enhance my knowledge base on the relevant issue that was addressed.

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