

Series **SustainaStaff**

CHAPTER 8

UNDERSTANDING THE LAW ON **SEXUAL HARASSMENT** AT WORKPLACE

From Compliance to Prevention

Resource Person

Prof. (Dr.) Sandhya Kumari

Professor, Chitkara Law School



18 April 2026



11:30 AM 12:30 PM



Pierre Hall, Le-Corbusier Block

SCAN TO REGISTER



Event Name	SustainaStaff 8: Understanding the Law on Sexual Harassment at Workplace
Date	18 April 2026
Venue	Pierre Hall, Le-Corbusier Block
Organizer	Centre of Excellence for Sustainability in collaboration with Chitkara Law School
Resource Person	Prof. (Dr.) Sandhya Kumari
Total number of Participations	25+
SDGs Covered	4,5,10,16 & 17
Duration	1 hour

Objective

To create awareness among staff regarding workplace sexual harassment laws, promote a safe and respectful work environment, and empower individuals with knowledge of their rights and responsibilities under legal frameworks.

Description

The “SustainaStaff Series 8: “**Understanding the Law on Sexual Harassment at Workplace**” was organized by the Centre of Excellence for Sustainability in collaboration with Chitkara Law School. The session aimed to sensitize staff members about the legal aspects, preventive measures, and redressal mechanisms related to workplace sexual harassment.

The session was conducted by **Prof. (Dr.) Sandhya Kumari** Chitkara Law School, who provided in-depth insights into the provisions of the POSH (Prevention of Sexual Harassment) Act. The key highlights of the session included:

- Understanding what constitutes sexual harassment at the workplace
- Overview of the POSH Act and its legal framework



- Roles and responsibilities of employees and employers
- Importance of Internal Complaints Committee (ICC)
- Procedures for reporting and redressal of complaints
- Preventive strategies to ensure a safe work environment
- Interactive discussion and real-life case examples

The session encouraged active participation and created a safe space for discussion, allowing attendees to clarify doubts and gain practical understanding.

Outcomes

- Enhanced awareness about workplace rights and legal protections
- Improved understanding of prevention and reporting mechanisms
- Encouraged a culture of respect, safety, and inclusivity
- Strengthened institutional commitment to gender equality and justice
- Empowered staff to contribute towards a harassment-free workplace



