

Awareness Session on Sexual Harassment at Work Place

Organised by GENSEN CELL, University of Lucknow

Date- 24 June 2020

Venue- ONGC Centre for Advanced Studies, University of Lucknow



The problem of sexual harassment at the place of work, relates not so much due to reluctance to understand biological differences between “Men” and “Women” but due to the gender or social roles and myths attributed to men and women in social and economic life and its perceptions about gender sexuality in society. Oft argued is that Women “Provoke” or “Ask for” the conduct or that it is a price a woman must pay for stepping out of the “home and hearth” designated for them.

The coordinator of GENSEN Cell Dr. Roli Misra explained the definition of Sexual harassment. The Act defines sexual harassment as unwelcome acts or behaviour (whether directly or by implication) namely, physical contact and advances, a demand or request for sexual favours, making sexually coloured remarks, showing pornography, any other unwelcome physical, verbal or non-verbal conduct of sexual nature. Any act of unwelcome and sexual nature shall be considered as sexual harassment.



Giving details and working of the Act she enlightened the participants how this Act can help in creating a safe and secure environment for the female teachers, staff and students in the campus. This awareness workshop was attended by limited participants maintaining social distancing.

The basic problem with people at workplace is that they are not aware of this form of violence which they commit unknowingly at times. It is of utmost importance to create awareness about Sexual Harassment as it is considered as a violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourage women's participation in work, thereby adversely affecting their social and economic

empowerment and the goal of inclusive growth. With this idea the legislature formulated the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.



The vote of thanks was proposed by member GENSEN cell, Ms Anupama Singh.