

Workshop on POSH Act was organized at Sat Paul Mittal School by Dr. Monika Singla



To refresh the rules and structure of the POSH act, a workshop was held at Sat Paul Mittal School by Dr. Monika Singla, Neurologist, DMC Hospital, Ludhiana for the staff members on 31st January, 2022. The workshop threw light on the eminent features of the POSH act like origin, qualifying matters, reporting structure and implications of the same. In accordance to the Vishaka guidelines Posh act applies in any organization having 10 or more members. The Satyan family was also apprised about the different forms of sexual harassment including- Verbal, nonverbal, physical and visual harassment .It also touched upon the importance of treating both the genders equally. Unfortunately 62% of the victims do not report because of the fear of embarrassment and hope that things would resolve with time. Keeping in view the Supreme court guidelines an Internal Complaint committee has been set up by Sat Paul Mittal School consisting of Ms. Bhupinder Gogia as the Chair person, Ms. Meenu Arora, Ms. Gurprit Kaur and Mr Ajay Kumar Jindal ,Mr Neeraj Thakur as members and Ms. Monika Singla as an external member. The victim can make the complaint discreetly and the committee has to furnish the report within 10 days of the inquiry. A complaint box has been set up near Pravesh Vatika which is not under the supervision of camera in order to ensure discreetness of the victim. The workshop imparted significant knowledge on the matter to the attendees. It provided a sense of safety and confidence to the employees.