

**Awareness program on “Sexual Harassment of
Women at Workplace (Prevention, Prohibition and Redressal) Act 2013”
organized on 19-12-2020 at ICAR-NBAIR, Bengaluru**

An awareness program on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (SHWW) Act 2013” was organized on 19th December 2020 at 3:00 PM at Hebbal campus of ICAR- National Bureau of Agricultural Insect Resources, Bengaluru to celebrate the Seventh Anniversary of the Act.

The program was attended by the Director, Dr. N. Bakthavatsalam, Administrative Officer, Shri, Malay Bisht, Chairperson, Institute Women Cell (WC) & Internal Committee (IC), Dr. K. Sreedevi, Women cell team, Vigilance Officer, Institute Staff Welfare team, In Charge, Yelahanka Campus Heads of three Divisions, Scientists, Technical staff, Administrative and finance staff, Research Fellows, Students, Contractual staff of both the campuses. Altogether 127 members attended the program.

The meeting was conducted in accordance with the norms of COVID-19 prevention following appropriate social distancing and wearing of masks.

The awareness program was started with the ICAR song and welcome address by Ms Dipanwita Deb, AAO and Member, WC. Mr Malay Bisht, AO briefed about the CCS rules and SHWW Act, 2013 to the gathering. Dr K. Sreedevi Chairperson, WC&IC explained in detail (bilingually, English and local language) about the genesis of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, its provisions, rules and regulations, formation and duties of Internal committee to address the issues at Institute. Dr Sreedevi emphasized about the gender equality, right to work and briefed about the sections of the Act and the staff were openly asked to approach the women cell without any hesitation in case of any need.

During the program, Dr T. Venkatesan (Vigilance Officer), Dr A. N. Shylesha (Chairperson, Staff Welfare and In-charge Head, Division of Germplasm Conservation and Utilization), Dr. M. Nagesh (ex Vigilance Officer and In-charge Head, Division of Genomic Resources) expressed their views and sensitized the staff about the human rights and the Act.

During the Presidential remarks, Dr N. Bakthavatsalam, Director ICAR- NBAIR reemphasized about the institute’s Zero tolerance approach and the serious implications towards this issue. Later Director expressed the concern and reinforced the provisions and regulations under the ACT and told staff to abide by those principles.

The program ended with a vote of thanks by Dr Ankita Gupta, Senior Scientist & Member Secretary & Women Cell & ICC.



Dr. N. Bakthavatsalam, Director, ICAR-NBAIR addressing the gathering



Staff of ICAR-NBAIR attending the meeting



Dr. K. Sreedevi briefing about Sexual Harassment of Women at Workplace Act, 2013



Staff of ICAR-NBAIR attending the meeting



Dr. Nagesh, In-charge Head, Division of GCU expressing his views



Women Cell team briefing the Act provisions



Presentation of vote of thanks by Dr. Ankita Gupta, Member Secretary, WC & IC