

## Workshop on Vishakha Guidelines

### A Report

On the 8<sup>th</sup> of July 2022, Dr Kamayani Bisht, conducted a workshop on the provisions of the Vishakha Guidelines at Govt. College Sanjauli in Shimla, Himachal Pradesh. The workshop aimed to spread awareness among students and staff about the Vishakha Guidelines and the legal recourse available to them in case of sexual harassment in the workplace or educational institutions. 74 staff members and 98 students attended the workshop.

#### Workshop Overview:

The workshop began with an introduction to the Vishakha Guidelines. Dr Bisht explained the key provisions of the guidelines, including the definition of sexual harassment, the duty of employers and institutions to prevent and redress sexual harassment, and the setting up of Internal Complaints Committees (ICCs) to handle complaints of sexual harassment.

The students were also informed about the legal framework for preventing sexual harassment, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the various rights and entitlements of women employees and students under the law.

The workshop was a great success, and the students left with a better understanding of the Vishakha Guidelines and their legal rights. The session was an important step towards creating a safe and respectful environment for women at the workplace and educational institutions. It is hoped that such workshops will be conducted more frequently to raise awareness among the youth about their rights and entitlements and promote gender equality.

### Workshop; Provisions of Vishakha Guidelines

A Lecture on provisions of Vishakha Guidelines by Dr Kamayani Bisht on 08/07/2022



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