



ICAR-NAARM observes 'Sexual Harassment of Women at Workplace Prevention Week' during 02-09 December 2024

As a part of the 'Sexual Harassment of Women at Workplace Prevention Week', an awareness program was organised on 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' on 9th December, 2024. Dr. B. Nirmala, Chairperson, Internal Complaints Committee (ICC) and Nodal Officer, Prevention of Sexual Harassment of Women at Workplace (POSH) at ICAR-NAARM sensitised the women employees as to what needs to be done for registering complaints regarding any acts of sexual harassment that they encountered and elaborated upon the provisions of POSH Act, 2013. She also pointed out that this Act is applicable not only in government offices but also in private/ unorganized and organised establishments as well. Also, the participants were appraised about the SHe-Box portal of Government of India for registering the complaints. Dr. Ramasubramanian V., Joint Director (In-Charge), ICAR-NAARM, who chaired the program, emphasised the need to provide a safe and dignified workplace for women free from all forms of harassment and intimidation. He urged that any women employee, irrespective of whether she is regular or contractual, in case of facing the problem of sexual harassment, can approach the ICC. He suggested that an awareness lecture, preferably in local language Telugu, can be organized on forthcoming Women's Day (March 08), among other events, so that the employees are made aware of their rights. Shri Vivek Purwar, Head of Administration & Registrar, ICAR-NAARM, elucidated the punishments for the offenders and mentioned that such offences are treated as misconduct as per service rules. He also suggested that all employees may be invited to attend such sensitisation program. All the members of the ICC of ICAR-NAARM participated in the program. The program ended with formal vote of thanks by Mrs. S. Shanthi, Member Secretary, ICC. The program was attended by 85 women (both permanent and contractual) staff of the Academy.



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**Awareness program on
'Prevention of Sexual Harassment of Women at Workplace'**

09 December, 2024

