MADRAS MANAGEMENT ASSOCIATION
ESTD. 1956

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17 June 2021,
10 am - 1 pm
Zoom webinar

posh@kelphr.com

www.kelphr.com

KONRAD ADENAUER STIFTUNG

kelpHR

Theatre Based (Live Act) on PoSH Redressal mechanisms





Brief Overview

This is a training program for members of the Internal Committee (IC) of an organization. The IC has been bestowed with certain powers under the Sexual Harassment of Women in the Workplace (SHWP) Act 2013 equivalent to that of a civil court, to hear and decide cases of sexual harassment. Such powers should be deployed in a skillful and sensitive manner, balancing out the need for clear-eyed investigative skills as well as an empathetic response.

Session Content

- Setting Expectations
- Safe Space and confidentiality guidelines
- Mock inquiry sessions - Complaint procedure, prerequisites for questioning complainant and respondent.
- Rights, roles and responsibilities of the complainant and respondent and IC.
- Examination process (Best practices)
- Do's and Don'ts.
- Evidence.
- Cross-examination.
- Penalties, compensation, and punishment.
- Timelines.

Key Takeaways

At the end of the course, you should be able to:

- Take on record a complaint of sexual harassment.
- Take a statement from the complainant / witness / respondent.
- Conduct a hearing as part of a proceeding.
- Apply your mind to the resolution of serious and sensitive issues such as sexual harassment of women at the workplace.

For Whom

- Members of the Internal Committee of an organisation.
- HR professionals and leaders
- Senior Management
- Ethics committee members
- Others.



Facilitators Profile

Smita Shetty Kapoor

is the CEO, Co-Founder and subject matter expert at KelpHR. KelpHR was incorporated in the year 2013 and over the last 8 years has been a pioneer in the space of safe, inclusive and happy workplaces.

Smita's brainchild plugged a much needed gap in the HR space, with innovative solutions for Prevention of Sexual Harassment (PoSH) at the Workplace and then widened the repertoire to include Diversity & Inclusion and a host of Employee Assistance Programs.

KelpHR has over 500 happy clients pan-India across industries and sectors. Some of KelpHR's clients include Hyundai Motors, Aveva, Daimler, McKinsey, Wood Plc, Murugappa Group, Prodapt, Ford Motors, TPI Composite and many more.

Smita is the third party for DDB Mudra Group, SRCC Children's Hospital, Tata Consulting Engineers, Alvarez & Marsal India Private Ltd, Hopscotch Wholesale Trading Pvt Ltd, Lions Clubs International and many more organizations. She provides support to organizations and recommends leadership programmes for women empowerment to corporates at various stages.



Facilitators Profile

Bhoomika Halemane

has a background in Psychology, Social Work, and Applied Theater. Her personal and academic interests are Gender, Safety, Mental & Sexual Health, Women Empowerment, Educational Equity and Theater for Social Intervention.

She is passionate about integrating drama and application of theater techniques into learning and development. She carries around seven plus years of professional work experience in teaching, training, consulting and research particularly within the public, private and voluntary sectors.





Fee Details

MMA Member Fee:

Rs. 799/- (Including 18% GST)

Non - member Fee:

Rs. 949/- (including 18% GST)

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For Registration

Email at:
mma@mmachennai.org or call 044-28291133 with your Name, Contact no, Email id.

(Please await our advice before making payment)

Date and Timing

17 June 2021
10 am - 1 pm

Register online at
mma@mmachennai.org

KelpHR

For more details and clarifications if any, please contact the following

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Gp. Capt R. Venkatraman (Retd) - 9444700068

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