

Department of Training

NIMIT SAFE

Naipunnya[®]
To reach the unreachable

Date of event: 09/12/2024

Faculty In-charge: Ms. Rajani Stanley

Pongam, Koratty East, Thrissur District, Kerala State, India. Pin-680308.

Phone +91 9605001987, 04802730340, 2730341, 2733573

www.naipunnya.ac.in, mail@naipunnya.ac.in



No: NIMIT/NTR/ CP-COM /03/2024-25

Date: 02/12/2024

Circular

Subject: NIMIT SAFE – Seminar on “Sexual Harassment of Women at Workplace Act”

As part of the NIMIT SAFE initiative, a seminar on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act will be conducted to raise awareness and ensure a safe, respectful working environment for all.

This seminar aims to educate staff about the key provisions of the Act, rights and responsibilities at the workplace, and the mechanisms available for prevention and redressal of grievances.

Program Details:

- Date: 09.12.2024
- Venue: Seminar Hall, Main Block
- Time: 2:30 – 4:30 p.m.

Your participation is highly valued, as this session is crucial for fostering a secure and inclusive campus environment.



Fr. Dr. Paulachan K.J

(Principal)

REPORT

NIMIT SAFE: Seminar on Workplace Equality and Safety

A seminar titled NIMIT SAFE: Seminar on Workplace Equality and Safety was held on December 9, 2024, at the NBS Seminar Hall, Naipunnya Institute of Management and Information Technology, Pongam. Organized for the teaching and non-teaching faculty, the session took place from 2:30 PM to 4:30 PM. The resource persons for the event were Dr. Sabu Varghese, Director HR & IT at NIMIT, and Ms. Joyshree, HOD of MSW. The seminar commemorated the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. It focused on raising awareness about workplace harassment and fostering a gender-equal environment.

Dr. Sabu Varghese emphasized the importance of gender equality, defining it as the equal rights, opportunities, and treatment of all individuals regardless of gender. He explained that achieving gender equality in the workplace is not only a matter of social justice but also essential for enhancing organizational performance and fostering innovation. Ms. Joyshree discussed the provisions of the Sexual Harassment of Women at Workplace Act and its critical role in creating safe and respectful work environments. She highlighted strategies to address harassment and the importance of regular training to increase staff awareness.

The event underscored the need for regular awareness programs to educate faculty and staff about the legal framework, workplace guidelines, and preventive measures against harassment. An interactive Q&A session allowed participants to share their concerns and clarify doubts, ensuring active engagement.

"NIMIT SAFE" successfully reinforced the institution's commitment to promoting workplace safety and equality. It encouraged all participants to contribute toward building an inclusive and respectful work culture.

Prepared by:



Ms. Rinku K Vithayathil

(Event in charge)

Verified by:



Ms. Rajani Stanley

HoD, Dept of Training

Approved by:



Rev. Fr. Dr. Paulachan K.J

Principal



BROCHURE

 **NAIPUNNYA INSTITUTE OF INFORMATION AND MANAGEMENT
TECHNOLOGY, PONGAM, THRISSUR**

**PRESENTS
A
SEMINAR ON**

**'Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal) Act'**

**ON 9TH DECEMBER, 2024
FROM 2.30.P.M. - 4.30.P.M.**

FOR TEACHING AND NON - TEACHING STAFF

**STOP SEXUAL
HARASSMENT**

Anti-Sexual Harassment Policy
Any unwelcome verbal abuse, or physical contact at a sexual or related
affects working conditions or creates a hostile work environment.



Victim as well as offender may be a MAN OR A WOMAN

and harassment can come from same gender or opposite gender

RESOURCE PERSONS

**Dr Sabu Varghese. Director HR & IT ,NIMIT &
MsJoyshreee, HOD MSW**



PROGRAM SCHEDULE

NIMIT SAFE: Seminar on Workplace Equality and Safety

Date: December 9, 2024
Venue: NBS Seminar Hall

Time: 2:30 PM - 4:30 PM

Welcome Address : Ms. Akhila Thomas, Assistant Professor, Dept. of Hotel Management

Inaugural Speech : Rev.Fr. Dr. Paulachan K J, Executive Director/Principal, NIMIT

Session 1

Gender Equality in the Workplace : Dr. Sabu Varghese, Director, IT/HRD Cell, NIMIT

Session 2

Overview of the Sexual Harassment Act 2013: Ms. Joysree, HoD, MSW

Open Forum: Q&A Session

Vote of Thanks : Ms. Anitha Mary Alex, Associate Professor, PG Dept of Commerce



PHOTOGRAPHS /SCREENSHOTS

