

Commemoration of PoSH Act 2013 on Dec 9th 2021

Organised by the Internal Complaints Committee

The Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013(PoSH 2013) was notified on Dec 9th 2013. To commemorate and to spread awareness on prevention of sexual harassment in the workplace, the Internal Complaints Committee(ICC) of the Institute organized a programme as per instruction from the Ministry of Women and Child development. As a chartered institute under the DST program of Gender Advancement for Transforming Institutions (GATI), SCTIMST prides itself on providing a safe environment for women to work in and to develop as a professional.

To increase awareness two posters were designed and printed by the ICC and put up both at the AMCHSS foyer, where employees and students passed to the administrative and academic offices, and the BMT Wing notice-boards. The names of all the members of the ICC and their email addresses were displayed on these posters.



On 3rd December, a poster competition on the following two themes was announced for the poster competition in English, Hindi and Malayalam

1. Gender Advancement for Transforming Institutions(GATI) - ensuring gender equality is a Human fight, not a Woman's fight.
2. Safe workplace- an Institute's pride

By 7th December, a total of 23 posters were received from the staff and students of the Institute, from BMT Wing, Hospital wing and AMCHSS. These were given for evaluation to Dr. Bismi Gopalakrishnan, Advocate and Professor of Faculty of Law, University of Kerala. Dr.Bismi was also invited to deliver a talk on the theme: "**Prevention of Sexual Harassment at the Workplace (PoSH Act 2013) Legal & Human Right Considerations**"

On 9th December, prizes for the poster competition were declared and prizewinning posters were displayed at AMCHSS and BMT Wing.



Display of prizewinning posters at AMCHSS



Display of posters in the MSV block lobby at BMT wing

On 9th December at 2pm , a valedictory function was held . Dr.Kavita raja, Chairperson, ICC welcomed the gathering and gave an overview of the purpose of conducting this commemoration ceremony. Then the chief guest of the occasion, Medical Superintendent Dr.Rupa Sreedhar, addressed the gathering, including online attendees from all three wings of the Institute. Being a former member of the ICC, she emphasised on the importance of the ICC in an establishment, the duties of the ICC and the procedure for complaint redressal. Members of the ICC attended the meeting online and offline.

Prizes were given as cash prize with a certificate, for 1st and second positions in Hindi, Malayalam and English. A consolation prize was also given to the Hindi Cell of the Institute for giving a poster with a good message in Hindi. The cash Prize was sponsored by the Gender Advancement for Transforming Institutions (GATI) project of the DST, for which the nodal officer, is Dr.Jayashree RS, Scientist F, Division of Biophotonics and Imaging, who is a member of the ICC.



Medical Superintendent addressing the gathering



Medical Superintendent distributing the prizes

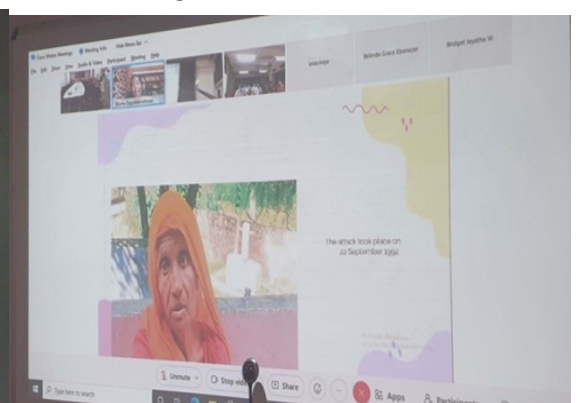


Prizewinning posters at AMCHSS



To spread awareness on prevention of sexual harassment in the workplace, Dr. Bismi Gopalakrishnan, who is the external expert of the ICC delivered a talk on “Prevention of Sexual Harassment at the Workplace (PoSH Act 2013) – Legal and Human Right Considerations” on 09 December 2021 at 3 pm on the virtual platform.

Dr. Bismi Gopalakrishnan giving the talk online with a picture slide on the right



Arrangements were made to access this link online in (i) Auditorium 2, Hospital Wing, (ii) Lecture Hall 1 AMCHSS, (3) Seminar Hall, Level 2, MS Valiathan Block. Wide publicity was given to these programs to ensure maximum participation. At BMT wing, the program schedule was circulated through Agastya (internal mail). The staff (G4 Cleaning staff) that had no access to computers and emails, special arrangements was made in MSV block to ensure their participation. Staff from all

categories including doctors, nurses, scientists, technicians, administrative staff and contract employees attended the talk. The talk was mostly in Malayalam , hence understood by all.



Staff at Hospital Wing attending the talk



Staff at BMT Wing including contract workers and at AMCHSS , mainly post graduate and doctoral students attending the talk

The meeting came to a close at 4pm with a vote of thanks by Dr.Kavita Raja, Chairperson, ICC

Dr.Kavita Raja
Chairperson, ICC