

S. No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
8	BBALLB-408	Prevention of Sexual Harassment at Workplace: Law and Practice	Generic Elective	2	2	0	0	50	0	50

**Course Outcomes**

At the end of the course the student will be able to: -	
CO1	Conceptualize the social context of the problem of sexual harassment.
CO2	Examine Sexual Harassment as per law.
CO3	Evaluate and compare the national law with the international norms.
CO4	Integrate and sensitize the students towards gender justice.
CO5	Integrate the entrepreneurial concepts for strengthening family business performance.

**Detailed Syllabus****Unit-I: Understanding Sexual Harassment**

- 1.1 What constitutes Sexual Harassment
- 1.2 Understanding Sexual Harassment as Gender-based violence
- 1.3 Nature, victims, causes and impact of Gender-based violence
- 1.4 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979
- 1.5 Human Rights Act, 1993

**(04 Hrs)****Unit-II: Understanding Sexual Harassment in an Organisational Context**

- 2.1 Psychology of Sexual Harassment and Participation of Women in the Workplace
- 2.2 Origin and Development of Sexual Harassment in India
- 2.3 Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Comparison of compliance requirements
- 2.4 Role of employer in prevention of sexual harassment and employer's responsibilities under-sexual harassment prevention laws
- 2.5 Key roadblocks for organisations in implementation of 2013 Act

**(06 Hrs)****Unit-III: Internal Complaints Committee**

- 3.1 Constitution of ICC
- 3.2 Establishing ICC and Selection of Members
- 3.3 ICC's Compliance Obligations under the Act
- 3.4 Employer's duties with respect to ICC
- 3.5 Developing handbook for ICC members

**(04 Hrs)****Unit-IV: Decision-Making Process by the ICC**

- 4.1 Filing of Complaint
- 4.2 Procedure and Timelines for the ICC to decide a Sexual Harassment
- 4.3 Natural Justice Principles
- 4.4 Decision-Making Process
- 4.5 Inquiry related Powers

**(05 Hrs)****Unit-V: Overview of Other Compliance Requirements and Employer's Duties under Anti-Sexual Harassment Law**

- 5.1 Mandatory Duties of Employers under the Act
- 5.2 Consequences of Violation of Obligations
- 5.3 Anti-sexual Harassment Audits

5.4 Creating and Implementing an Anti-sexual Harassment Policy

5.5 International Standards, Best Practices and Laws

**(05 Hrs)****Textbooks**

S. No.	Name of the Books	Name of the Author	Publisher Name	Edition (Pub. Yr.)
1	Law of Sexual Harassment At Workplace: Practice & Procedure	Amish Tandon	Niyogi Books	1 <sup>st</sup> ed., 2017
2	Prevention of Sexual Harassment of Women at Workplace : A Guide to The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013	Deepa Rafeeqe	Notion Press	1 <sup>st</sup> ed., 2018

**Reference Books**

S. No.	Name of the Books	Name of the Author	Publisher Name	Edition (Pub. Yr.)
1	Law Relating to Sexual Harassment at Work	Alok Bhasin	Eastern Book Company	2 <sup>nd</sup> ed., 2015