



Model Institute of Engineering
& Technology (Autonomous)
Course Handout

Kot Bhalwal, Jammu

COURSE HANDOUT

Prevention of Sexual harassment of women at work place: law & Practice
(BBALLB-408)

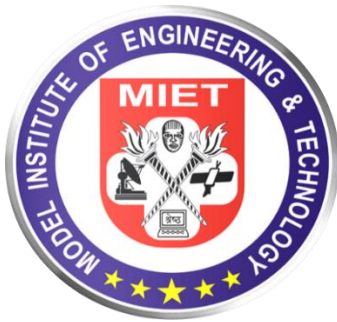
BBALLB - 4th SEMESTER

ACADEMIC YEAR (2024-25)

Dr. Rohini Sharma

Assistant Professor

School of Law



School of Law

Model Institute of Engineering & Technology (Autonomous)

Kot Bhalwal, Jammu - 181122

www.mietjmu.in

Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



Please Do Not Print Unless Necessary





Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
							Sessional	Final Exam	Total
BBALLB-408	Prevention of Sexual harassment of women at work place: law & 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

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

(4 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

(6 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

(4 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



(5 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

(5 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	1st 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	1st 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	2nd ed., 2015



COURSE PLAN		
Unit-I Understanding Sexual Harassment		
S. No	Topics	Recommended Books
1	What constitutes Sexual Harassment	https://www.un.org/womenwatch/osagi/pdf/whatissh.pdf
2	Understanding Sexual Harassment as Gender-based violence	https://edib.harvard.edu/files/dib/files/resource_guide_august_17_2016_final_2.pdf
3	Nature, victims, causes and impact of Gender-based violence	https://www.unfpa.org/sites/default/files/resource-pdf/UNFPA-MBMLMW_MOD2-EN.pdf
4	Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979	https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women
5	Human Rights Act, 1993	https://www.indiacode.nic.in/bitstream/123456789/13233/1/the_protection_of_human_rights_act_1993.pdf
Unit-II Understanding Sexual Harassment in an Organisational Context		
6	Psychology of Sexual Harassment and Participation of Women in the Workplace	https://pmc.ncbi.nlm.nih.gov/articles/PMC9495880/ file:///C:/Users/acer/Downloads/PsySexualHarassmentSMBurn.pdf
7	Origin and Development of Sexual Harassment in India	https://www.legalserviceindia.com/legal/article-8431-evolution-of-law-on-sexual-harassment-of-women.html
8	Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Comparison of compliance requirements	https://doe.gov.in/files/inline-documents/DoE_Prevention_sexual_harassment.pdf
9	Role of employer in prevention of sexual harassment and employer's responsibilities under-sexual harassment prevention laws	https://gptsoraba.in/english/doc/vishakaguidelines.pdf
10	Key roadblocks for organisations in implementation of 2013 Act	https://www.icsi.edu/media/webmodules/Governance_and_Compliance_Standard_on_POSH.pdf
Unit-III Internal Complaints Committee		
11	Constitution of ICC	https://www.highereduhry.ac.in/ActsRules/HandbookOnSHWW



		pdf
12	Establishing ICC and Selection of Members	https://www.studyiq.com/article/s/posh-act/?srsId=AfmBOoqWzNbR22HPt5FsZgcv8ilPcInxIF0Z30_9XxwvSSulvm5dULu3
13	ICC's Compliance Obligations under the Act	https://cdnbbsr.s3waas.gov.in/s3ec05147ebe637038ca50a1265abac8de/uploads/2024/09/2024092777.pdf
14	Employer's duties with respect to ICC	https://legalonus.com/an-in-depth-analysis-of-the-three-major-elements-of-the-posh-act-prohibition-of-sexual-harassment-internal-complaints-committee-and-punishments-for-violations/
15	Developing handbook for ICC members	https://www.iiitdmj.ac.in/women-cell/7212233_Handbool-on-sexual-harassment-of-women-at-workplace.pdf
Unit- IV Decision-Making Process by the ICC		
16	Filing of Complaint	
17	Procedure and Timelines for the ICC to decide a Sexual Harassment	https://dsnlu.ac.in/storage/2022/12/DSNLU-ICC-Rules_1-1.pdf
18	3 Natural Justice Principles	https://articles.manupatra.com/article-details/Natural-Justice
19	Decision-Making Process	https://www.barandbench.com/law-firms/view-point/inquiries-under-the-posh-act-powers-responsibilities-and-ramifications#:~:text=The%20bodies%20while%20undertaking%20any,Section%2010%2C%20POSH%20Act%5D
20	Inquiry related Powers	https://www.barandbench.com/law-firms/view-point/inquiries-under-the-posh-act-powers-responsibilities-and-ramifications#:~:text=The%20bodies%20while%20undertaking%20any,Section%2010%2C%20POSH%20Act%5D
Unit-V Overview of Other Compliance Requirements and Employer's Duties under Anti-Sexual Harassment Law		
21	Mandatory Duties of Employers under the Act	https://doe.gov.in/files/inline-documents/DoE_Prevention_sexual_harassment.pdf
22	Consequences of Violation of Obligations	



23	Anti-sexual Harassment Audits	https://financialservices.gov.in/beta/sites/default/files/2024-08/HANDBOOK-POSH.pdf
24	Creating and Implementing an Anti-sexual Harassment Policy	https://www.icsi.edu/media/webmodules/Governance_and_Compliance_Standard_on_POSH.pdf
25	International Standards, Best Practices and Laws	https://documents1.worldbank.org/curated/ar/634731575937410468/pdf/International-and-Regional-Legal-Frameworks.pdf

ADDITIONAL WEB RESOURCES

1.	MOOC: Women and Peace by Dr. Sunita Dhal Indira Gandhi National Open University, NewDelhi https://onlinecourses.swayam2.ac.in/nou24_hs36/preview
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GRADING AND ASSESSMENT

- **Sessional Test:** 20 marks
- **Assignment:** 20 marks
- **Attendance:** 10 marks
- **Final Examination:** 0 marks

COURSE POLICIES

- **Attendance:** Minimum 75% attendance is mandatory to appear in the final examination of the course.
- **Academic Integrity:** MIET's academic integrity policies apply. Plagiarism will not be tolerated.
- **Late Submissions:** Assignments and projects must be submitted by the specified timelines.

FACULTY INFORMATION

- **Office Hours**
Monday (12:05 PM - 12:55 PM)
Friday (12:05 PM - 12:55 PM)
- **Contact Information**
rohini.llb@mietjammu.in