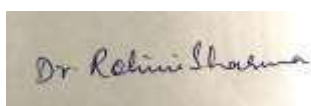


Department of SOL

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Prevention of Sexual Harassment at Workplace: Law & Practice
2.	Course Code	BBALLB-408
3.	Academic Year	2024-25
4.	Semester	4 th
5.	Number of Lesson plans	24
6.	Faculty Assigned	Dr. Rohini Sharma



Faculty Signature

Lesson Plan No. 1	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: What Constitutes Sexual Harassment	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and explain the concept of sexual harassment as outlined under the POSH Act, 2013. Identify and analyze different forms of sexual harassment in the workplace. Understand the legal framework governing sexual harassment in India, including the POSH Act, 2013 and relevant judicial interpretations. Comprehend the significance of each step in the context of corporate law.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is your understanding of sexual harassment? Can workplace behavior be deemed harassment even if unintentional? How does the law define sexual harassment in India? Development (30 minutes) <ol style="list-style-type: none"> Introduce the definition as per Section 2(n) of the POSH Act, 2013. Explain that sexual harassment includes: <ul style="list-style-type: none"> Physical contact and advances Demand or request for sexual favors Sexually colored remarks Showing pornography Unwelcome physical, verbal, or non-verbal conduct of sexual nature Types of Sexual Harassment <ul style="list-style-type: none"> Quid Pro Quo Harassment: Where employment benefits are conditional on submission to sexual advances. Hostile Work Environment: Creating an intimidating, offensive, or uncomfortable workplace. Legal Framework in India <ul style="list-style-type: none"> Discuss key elements of the POSH Act, 2013. Highlight the landmark Vishakha Guidelines issued by the Supreme Court, which laid the foundation for the



	<p>POSH Act.</p> <p>3. Exercise (5 minutes) – Present hypothetical workplace scenarios. Ask students to identify whether the conduct described constitutes sexual harassment under the POSH Act.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf- https://www.un.org/womenwatch/osagi/pdf/whatiss.pdf <p>3. Homework</p> <ul style="list-style-type: none">- Prepare a one-page summary analyzing a case law related to workplace sexual harassment in India. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none">- Define sexual harassment and discuss its various types.- Explain the role of organisations in ensuring a harassment-free environment.- Do we have any enactment dealing with sexual harassment in India? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 2	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Understanding Sexual Harassment as Gender-based violence	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define gender-based violence and explain its relationship with sexual harassment. Identify the social, psychological, and economic impacts of sexual harassment as a form of gender-based violence. Understand the legal framework that addresses sexual harassment in India, with reference to the POSH Act, 2013, Vishakha Guidelines, and CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women). Comprehend the significance of each step in the context of corporate law.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is gender-based violence? How does sexual harassment become a form of violence against women? What impact does harassment have on victims in workplaces and public spaces? Development (30 minutes) <ol style="list-style-type: none"> Defining Gender-Based Violence (GBV) <ul style="list-style-type: none"> Define gender-based violence as any harmful act directed at an individual based on their gender. Highlight that sexual harassment is a significant form of gender-based violence that disproportionately affects women. Forms of Sexual Harassment as GBV <ul style="list-style-type: none"> Explain that sexual harassment can manifest as: <ul style="list-style-type: none"> Verbal Harassment – Unwelcome comments, jokes, or remarks with sexual undertones. Physical Harassment – Unwelcome physical contact, groping, or advances. Emotional/Psychological Harassment – Threats, coercion, or blackmail with sexual implications. Impact of Sexual Harassment as GBV



	<p>Discuss the consequences of workplace harassment, including:</p> <ul style="list-style-type: none"> - Emotional Impact: Anxiety, depression, or PTSD. - Professional Impact: Reduced productivity, loss of career opportunities. - Social Impact: Stigmatization and isolation of victims. <p>3. Exercise (5 minutes) – Ask students to identify how the conduct constitutes gender-based violence and suggest appropriate legal remedies.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.un.org/womenwatch/osagi/pdf/whatissh.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Write a 500-word essay on how organizations can adopt gender-sensitive policies to prevent workplace harassment. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none"> - Define Sexual harassment as a form of gender-based violence. - State the emotional, professional, and legal impacts of sexual harassment. - Examine the legal framework that addresses sexual harassment in India, with reference to the POSH Act, 2013, Vishakha Guidelines, and CEDAW (Convention on the Elimination of All Forms of Discrimination against Women). <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 3	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Nature, victims, causes and impact of Gender-based violence	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define the nature of gender-based violence (GBV) and recognize its characteristics. Identify the victims commonly affected by gender-based violence. Examine the causes that contribute to gender-based violence. Assess the impact of gender-based violence on individuals, families, and society. Identify the social, psychological, and economic impacts of sexual harassment as a form of gender-based violence.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is gender-based violence? How does sexual harassment become a form of violence against women? What impact does harassment have on victims in workplaces and public spaces? Development (30 minutes) <ol style="list-style-type: none"> Nature of Gender-Based Violence (GBV) Define gender-based violence as violence directed at an individual based on their gender or sex, disproportionately affecting women. Highlight that GBV can occur in public or private spaces and includes: <ul style="list-style-type: none"> Physical Violence: Assault, domestic abuse, or harassment. Sexual Violence: Rape, molestation, sexual harassment. Emotional/Psychological Violence: Threats, humiliation, or coercion. Economic Violence: Withholding financial resources, economic exploitation.. Victims of Gender-Based Violence Emphasize that GBV disproportionately targets women, but also affects: <ul style="list-style-type: none"> Children (especially girls). Marginalized Communities (e.g., LGBTQ+ individuals). Men, in some circumstances, particularly in domestic abuse or workplace bullying. Physical Harassment – Unwelcome physical contact,



	<p>groping, or advances.</p> <p>c. Impact of Sexual Harassment as GBV .Discuss the consequences of workplace harassment, including:</p> <ul style="list-style-type: none">- Emotional Impact: Anxiety, depression, or PTSD.- Professional Impact: Reduced productivity, loss of career opportunities.- Social Impact: Stigmatization and isolation of victims. <p>3. Exercise (5 minutes) – Ask students to identify how the conduct constitutes gender-based violence and suggest appropriate legal remedies.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf- https://www.ippf.org/sites/default/files/ippf_cccg_chapter_10_sgbv.pdf- https://www.highereduhry.ac.in/ActsRules/HandbookOnSHWW.pdf <p>3. Homework</p> <ul style="list-style-type: none">- Write a 500-word essay on how organizations can adopt gender-sensitive policies to prevent workplace harassment. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none">- Discuss the nature of GBV and its various forms.- State the causes that perpetuate GBV in society.- Demonstrate the social, psychological, and economic impacts of sexual harassment as a form of gender-based violence. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 4	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Nature, victims, causes and impact of Gender-based violence	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define CEDAW and explain its historical context and significance as a global treaty for women's rights. Identify and analyze the key provisions, principles, and obligations outlined in CEDAW. Evaluate the impact of CEDAW on national legal systems and policies for gender equality. Identify the victims commonly affected by gender-based violence.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What do you understand by international human rights treaties? Have you heard of CEDAW, and what do you think it aims to achieve? Development (30 minutes) <ol style="list-style-type: none"> Historical Background and Significance Explain the context in which CEDAW was adopted, emphasizing the global movement towards gender equality and women's empowerment. <ul style="list-style-type: none"> Discuss its status as often described as the “international bill of rights for women.” Present the main articles of CEDAW, highlighting: Emphasize that GBV disproportionately targets women, but also affects: <ul style="list-style-type: none"> Article 1: Definition of discrimination against women. Article 2: General obligations of states to eliminate discrimination. Article 3: Measures to ensure the full development and advancement of women. Article 7: Elimination of stereotypes and harmful practices. Article 10 & 11: Measures for education and health, emphasizing equality. National Implementation and Impact. Explore how various countries have integrated CEDAW principles into their domestic laws and policies. Analyze examples of legislative reforms and policy changes prompted by CEDAW.



	<p>- Social Impact: Stigmatization and isolation of victims.</p> <p>3. Exercise (5 minutes) – Ask students to identify the key reforms influenced by CEDAW and discuss the outcomes and challenges faced.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.ippf.org/sites/default/files/ippf_cccg_chapter_10_sgbv.pdf - https://www.highereduhry.ac.in/ActsRules/HandbookOnSHWW.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Write a 500-word essay on how effective has CEDAW been in transforming legal and social norms in different regions? <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none"> - State the origins and significance of CEDAW. - Discuss the key provisions and obligations enshrined under CEDAW. - Analyse the impact of CEDAW on national legal systems and ongoing challenges. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 5	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Protection of Human Rights Act, 1993	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the historical background, scope, and significance of the Human Rights Act, 1993. b. Analyze the key provisions and rights guaranteed under the Act, including the enforcement mechanisms. c. Evaluate the impact of the Act on the protection and promotion of human rights in the jurisdiction. d. Identify the social, psychological, and economic impacts of sexual harassment as a form of gender-based violence.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you understand by human rights, and why are they essential in a democratic society? - Have you heard of the Human Rights Act, 1993? What do you think its main objectives might be? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Historical Background and Significance <ul style="list-style-type: none"> - Outline the global human rights movement and the rationale behind enacting the Human Rights Act, 1993. - Discuss how the Act fits into the national legal framework and its role in protecting individual rights. b. Key Provisions and Rights Guaranteed <ul style="list-style-type: none"> - Examine the major rights and freedoms provided under the Act, such as: <ul style="list-style-type: none"> - Right to Life and Personal Liberty - Right to Equality and Non-Discrimination - Freedom of Expression and Assembly c. Judicial Interpretations and Case Studies <ul style="list-style-type: none"> - Analyze landmark cases where the Human Rights Act, 1993 played a crucial role in judicial decisions. - Discuss how courts have interpreted and applied the provisions of the Act to uphold human rights. 3. Exercise (5 minutes) – Ask students to identify which rights under the Human Rights Act, 1993 are implicated and discuss possible judicial remedies.



Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - https://www.indiacode.nic.in/handle/123456789/15709 - https://blog.ipleaders.in/protection-of-human-rights-act-1993/ - https://www.advocatekhoj.com/library/bareacts/protectionofhumanrights/index.php?Title=Protection%20of%20Human%20Rights%20Act,%201993 3. Homework <ul style="list-style-type: none"> - Write a 1000-word essay analyzing the effectiveness of the Human Rights Act, 1993 in protecting the rights of marginalized communities. Include discussion on both its achievements and areas requiring reform. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ul style="list-style-type: none"> - Reflective Questions: - Discuss the historical context and significance of the Human Rights Act, 1993. - Analyze the key provisions and rights guaranteed under the Act, including the enforcement mechanisms. - Examine the practical impact of the Human Rights Act, 1993 on legal practice and society. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 6	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Psychology of Sexual Harassment and Participation of Women in the Workplace	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the psychological factors and consequences associated with sexual harassment in the workplace. Analyze how sexual harassment affects women's participation and career progression in professional settings. Evaluate the measures and strategies that organizations can adopt to mitigate the impact of harassment on women's workplace engagement
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What do you understand by the term 'sexual harassment' in the workplace? How might sexual harassment affect the mental health and work performance of women? Development (30 minutes) <ol style="list-style-type: none"> Understanding the Psychology of Sexual Harassment. Define sexual harassment and introduce its psychological dimensions: <ul style="list-style-type: none"> Emotional and Mental Impact: Anxiety, depression, and reduced self-esteem. Behavioral Reactions: Withdrawal, decreased productivity, and avoidance of work situations. Discuss how these psychological impacts influence both the individual and the broader organizational climate. Participation of Women in the Workplace. Examine the link between workplace harassment and women's career participation: <ul style="list-style-type: none"> Barriers to Career Advancement: Fear of retaliation, diminished confidence, and reluctance to pursue leadership roles. Workplace Culture: How a hostile environment can lead to lower retention rates and reduced organizational diversity. Highlight research findings and statistical data on women's participation rates in organizations with prevalent harassment issues. Examine the major rights and freedoms provided under the Act, Preventive Measures and Organizational Strategies. Discuss legal frameworks like the POSH Act, 2013 and their role in protecting women



	<p>at work. Evaluate proactive strategies such as:</p> <ul style="list-style-type: none"> - Employee Training Programs: Focusing on awareness and behavior modification. - Robust Complaint Mechanisms: Ensuring safe and confidential redressal of harassment cases. - Psychological Support Systems: Counseling services and mental health support for affected employees. <p>3. Exercise (5 minutes) – Divide the class into small groups. Ask each group to discuss and list potential psychological impacts of sexual harassment and how these can deter women's participation in the workplace.</p>
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - https://www.indiacode.nic.in/handle/123456789/15709 - https://blog.ipleaders.in/protection-of-human-rights-act-1993/ - https://www.advocatekhoj.com/library/bareacts/protectionofhumanrights/index.php?Title=Protection%20of%20Human%20Rights%20Act,%201993 3. Homework <ul style="list-style-type: none"> - Write a 750-word essay analyzing the psychological impact of sexual harassment on women's career progression. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions: <ul style="list-style-type: none"> - State the psychological dimensions of sexual harassment and its effects on individual well-being. - Discuss the correlation between harassment and reduced participation of women in professional environments. - Evaluate the Effective strategies and legal measures to mitigate the adverse impacts of sexual harassment on women's career progression. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 7	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Origin and Development of Sexual Harassment in India	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Describe the historical context and evolution of sexual harassment laws in India. b. Analyze the influence of landmark judgments and key legislative developments on workplace safety for women. c. Evaluate the role of international conventions and their impact on India's legal framework regarding sexual harassment. d. Analyze how sexual harassment affects women's participation and career progression in professional settings.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you understand by the term 'sexual harassment'? - Why do you think India needed specific laws to address workplace harassment? - How might sexual harassment affect the mental health and work performance of women? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Early Challenges and Social Context <ul style="list-style-type: none"> - Behavioral Reactions: Withdrawal, decreased productivity, and avoidance of work situations. - Discuss social norms, gender biases, and workplace discrimination prevalent before legal reforms. b. Landmark Case - Vishakha v. State of Rajasthan (1997) <ul style="list-style-type: none"> - Explain the facts of the Vishakha case and the Supreme Court's decision. - Emphasize how the Vishakha Guidelines introduced the foundation for workplace harassment laws in India. - Discuss key directives issued by the court, including the requirement for Internal Complaints Committees (ICC). c. POSH Act, 2013 - Prevention of Sexual Harassment at Workplace Act <ul style="list-style-type: none"> - Explain the objectives, scope, and key provisions of the POSH Act.



	<ul style="list-style-type: none"> - Emphasize the definition of sexual harassment under the Act and the mandatory responsibilities of employers. <p>3. Exercise (5 minutes) – Ask students to present how Vishaka case contributed to the evolution of sexual harassment laws in India.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://www.indiacode.nic.in/handle/123456789/15709 - https://blog.ipleaders.in/protection-of-human-rights-act-1993/ - https://www.advocatekhaj.com/library/bareacts/protectionofhumanrights/index.php?Title=Protection%20of%20Human%20Rights%20Act,%201993 <p>3. Homework</p> <ul style="list-style-type: none"> - Write a 750-word essay analyzing the impact of the Vishakha judgment on modern workplace policies in India. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective questions:</p> <ul style="list-style-type: none"> - Analyse the social and historical context that led to the need for sexual harassment laws. - Examine the impact of the Vishakha judgment and the POSH Act, 2013 on workplace safety. - Determine the role of international conventions in shaping India's legal framework. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 8	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Comparison of compliance requirements	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the key directives established under the Vishakha Guidelines. b. Explain the compliance requirements of the POSH Act, 2013. c. Analyze the differences and similarities between the Vishakha Guidelines and the POSH Act in terms of compliance standards. d. Identify the social, psychological, and economic impacts of sexual harassment as a form of gender-based violence.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you know about the Vishakha Guidelines? - What are the major objectives of the POSH Act, 2013? - Provide a brief background on the Vishakha Judgment and its influence on the development of the POSH Act. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Understanding the Vishakha Guidelines <ul style="list-style-type: none"> - Highlight that sexual harassment is a significant form of gender-based violence that disproportionately affects women. - Origin: Derived from the Vishakha v. State of Rajasthan (1997) case. - Explain the Supreme Court's decision recognizing sexual harassment as a violation of fundamental rights. - Outline key directives for organizations under the Vishakha Guidelines: <ul style="list-style-type: none"> - Creation of an Internal Complaints Committee (ICC). - establishment of preventive measures like awareness programs. - Ensuring prompt redressal of complaints. b. Understanding the POSH Act, 2013 <ul style="list-style-type: none"> - Explain the objectives and scope of the Act. - Key Compliance Requirements under the POSH Act: <ul style="list-style-type: none"> - Formation of ICC in workplaces with 10 or more employees. - Local Complaints Committee (LCC) at the district level for workplaces with fewer employees..



	<p>c. Comparative Analysis: Vishakha Guidelines vs. POSH Act. Discuss the consequences of workplace harassment, including:</p> <ul style="list-style-type: none"> - Emotional Impact: Anxiety, depression, or PTSD. - Professional Impact: Reduced productivity, loss of career opportunities. - Social Impact: Stigmatization and isolation of victims. <p>3. Exercise (5 minutes) – Ask students to compare and discuss one aspect of compliance between the Vishakha Guidelines and the POSH Act</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf - https://cag.gov.in/uploads/cms_pages_files/Vishakha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf - https://www.curaj.ac.in/sites/default/files/VishakaGuidelines_1.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Draft a 500-word report comparing the roles and responsibilities of the ICC under the Vishakha Guidelines and the POSH Act, 2013. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Summarize key points:</p> <ul style="list-style-type: none"> - Discuss the Vishakha Guidelines as laid by the Supreme Court in Vishakha Case. - The POSH Act, 2013 expanded compliance requirements with statutory backing. Is it true, If yes backed your answer with reasons - Highlight the significance of proactive workplace policies in preventing harassment. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 9	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Comparison of compliance requirements	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the key responsibilities of employers in ensuring a harassment-free workplace. Identify preventive measures that employers must implement under the POSH Act, 2013. Evaluate the role of organizational policies and training programs in fostering a safe work environment. Analyze the differences and similarities between the Vishakha Guidelines and the POSH Act in terms of compliance standards.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What role do you think an employer plays in ensuring workplace safety? Why is employer accountability critical in preventing workplace harassment? Development (30 minutes) <ol style="list-style-type: none"> Legal Obligations of Employers under POSH Act, 2013 <ul style="list-style-type: none"> Ensuring the formation of an Internal Complaints Committee (ICC). Displaying details of the ICC and complaint process at conspicuous locations. Organizing awareness and training programs to educate employees about sexual harassment prevention. Establishing an effective grievance redressal mechanism that maintains confidentiality. Conducting periodic risk assessments and safety audits to ensure workplace security. Preventive Measures Employers Must Adopt <ul style="list-style-type: none"> Drafting and implementing a comprehensive POSH Policy outlining acceptable workplace conduct. Ensuring clear reporting lines for filing complaints. Creating a safe work culture that actively discourages inappropriate behavior.



	<ul style="list-style-type: none"> - Providing support systems such as counseling for affected employees. <p>c. Employer’s Role in Redressal and Compliance</p> <ul style="list-style-type: none"> - Cooperating with the ICC and external authorities during investigations. - Ensuring no victimization or retaliation against complainants. - Filing an annual compliance report with the District Officer on ICC activities. - Establishing strict penalties for false complaints while ensuring genuine victims are protected. <p>3. Exercise (5 minutes) – Ask students to outline employer actions required to address and prevent sexual harassment in that situation. Each group will present their solutions.</p>
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf - https://cag.gov.in/uploads/cms_pages_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf - https://www.curaj.ac.in/sites/default/files/VishakaGuidelines_1.pdf 3. Homework <ul style="list-style-type: none"> - Draft a 500-word report comparing the roles and responsibilities of the ICC under the Vishakha Guidelines and the POSH Act, 2013. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ul style="list-style-type: none"> - Reflective Questions: - Employers play a pivotal role in ensuring workplace safety through preventive measures, policy implementation, and grievance redressal. Explain. - What role do you think an employer plays in ensuring workplace safety? - Evaluate the role of organizational policies and training programs in fostering a safe work environment. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 9	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Comparison of compliance requirements	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the key responsibilities of employers in ensuring a harassment-free workplace. Identify preventive measures that employers must implement under the POSH Act, 2013. Evaluate the role of organizational policies and training programs in fostering a safe work environment. Analyze the differences and similarities between the Vishakha Guidelines and the POSH Act in terms of compliance standards.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What role do you think an employer plays in ensuring workplace safety? Why is employer accountability critical in preventing workplace harassment? Development (30 minutes) <ol style="list-style-type: none"> Legal Obligations of Employers under POSH Act, 2013 <ul style="list-style-type: none"> Ensuring the formation of an Internal Complaints Committee (ICC). Displaying details of the ICC and complaint process at conspicuous locations. Organizing awareness and training programs to educate employees about sexual harassment prevention. Establishing an effective grievance redressal mechanism that maintains confidentiality. Conducting periodic risk assessments and safety audits to ensure workplace security. Preventive Measures Employers Must Adopt <ul style="list-style-type: none"> Drafting and implementing a comprehensive POSH Policy outlining acceptable workplace conduct. Ensuring clear reporting lines for filing complaints. Creating a safe work culture that actively discourages inappropriate behavior.



	<ul style="list-style-type: none"> - Providing support systems such as counseling for affected employees. <p>c. Employer’s Role in Redressal and Compliance</p> <ul style="list-style-type: none"> - Cooperating with the ICC and external authorities during investigations. - Ensuring no victimization or retaliation against complainants. - Filing an annual compliance report with the District Officer on ICC activities. - Establishing strict penalties for false complaints while ensuring genuine victims are protected. <p>3. Exercise (5 minutes) – Ask students to outline employer actions required to address and prevent sexual harassment in that situation. Each group will present their solutions.</p>
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf - https://cag.gov.in/uploads/cms_pages_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf - https://www.curaj.ac.in/sites/default/files/VishakaGuidelines_1.pdf 3. Homework <ul style="list-style-type: none"> - Draft a 500-word report comparing the roles and responsibilities of the ICC under the Vishakha Guidelines and the POSH Act, 2013. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ul style="list-style-type: none"> - Reflective Questions: - Employers play a pivotal role in ensuring workplace safety through preventive measures, policy implementation, and grievance redressal. Explain. - What role do you think an employer plays in ensuring workplace safety? - Evaluate the role of organizational policies and training programs in fostering a safe work environment. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 10	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Key roadblocks for organisations in implementation of 2013 Act	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Explain the key responsibilities of employers in ensuring a harassment-free workplace. b. Identify preventive measures that employers must implement under the POSH Act, 2013. c. Evaluate the role of organizational policies and training programs in fostering a safe work environment. d. Analyze the differences and similarities between the Vishakha Guidelines and the POSH Act in terms of compliance standards.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What role do you think an employer plays in ensuring workplace safety? - Why is employer accountability critical in preventing workplace harassment? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Legal Obligations of Employers under POSH Act, 2013 <ul style="list-style-type: none"> - Ensuring the formation of an Internal Complaints Committee (ICC). - Displaying details of the ICC and complaint process at conspicuous locations. - Organizing awareness and training programs to educate employees about sexual harassment prevention. - Establishing an effective grievance redressal mechanism that maintains confidentiality. - Conducting periodic risk assessments and safety audits to ensure workplace security. b. Preventive Measures Employers Must Adopt <ul style="list-style-type: none"> - Drafting and implementing a comprehensive POSH Policy outlining acceptable workplace conduct. - Ensuring clear reporting lines for filing complaints. - Creating a safe work culture that actively discourages inappropriate behavior. - Providing support systems such as counseling for affected employees.



	<p>c. Employer’s Role in Redressal and Compliance</p> <ul style="list-style-type: none"> - Cooperating with the ICC and external authorities during investigations. - Ensuring no victimization or retaliation against complainants. - Filing an annual compliance report with the District Officer on ICC activities. - Establishing strict penalties for false complaints while ensuring genuine victims are protected. <p>3. Exercise (5 minutes) – Ask students to outline employer actions required to address and prevent sexual harassment in that situation. Each group will present their solutions.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf - https://cag.gov.in/uploads/cms_pages_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf - https://www.curaj.ac.in/sites/default/files/VishakaGuidelines_1.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Draft a 500-word report comparing the roles and responsibilities of the ICC under the Vishakha Guidelines and the POSH Act, 2013. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ul style="list-style-type: none"> - Reflective Questions: - Employers play a pivotal role in ensuring workplace safety through preventive measures, policy implementation, and grievance redressal. Explain. - What role do you think an employer plays in ensuring workplace safety? - Why is employer accountability critical in preventing workplace harassment? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 11	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Constitution of ICC	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the legal mandate for forming an Internal Complaints Committee (ICC) under the POSH Act, 2013. Identify the composition and qualifications of ICC members. Evaluate the roles and responsibilities of ICC in handling sexual harassment complaints. Identify preventive measures that employers must implement under the POSH Act, 2013.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is the purpose of forming an Internal Complaints Committee (ICC)? Why is it necessary to have a formal grievance redressal body at the workplace? Development (30 minutes) <ol style="list-style-type: none"> Legal Mandate for ICC Formation <ul style="list-style-type: none"> Explain Section 4 of the POSH Act, 2013 that mandates the formation of ICC in workplaces with 10 or more employees. Highlight the obligation of employers to ensure ICC is established and functional. Composition of ICC <ul style="list-style-type: none"> Presiding Officer: A woman employed at a senior level in the organization. Two Employee Members: Preferably committed to social work or experienced in addressing sexual harassment issues. External Member: A person associated with an NGO or a legal professional familiar with gender issues. Ensure the committee maintains gender balance and its members are trained for complaint handling. Role and Responsibilities of ICC <ul style="list-style-type: none"> Receive complaints of sexual harassment in the workplace. Conduct impartial investigations while ensuring confidentiality. Recommend appropriate disciplinary action against the respondent. Recommend preventive measures to improve workplace safety. Exercise (5 minutes) – Ask students to outline how an ICC should handle the situation while



	ensuring procedural fairness and confidentiality
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading <ul style="list-style-type: none"> https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf https://cag.gov.in/uploads/cms_pages_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf https://www.curaj.ac.in/sites/default/files/VishakaGuidelines_1.pdf Homework <ul style="list-style-type: none"> Write a 750-word essay on the importance of ICC in ensuring gender equality and workplace safety. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> Reflective Questions: <ul style="list-style-type: none"> Discuss the composition and qualifications of ICC under the POSH Act. Critically evaluate the role ICC plays in ensuring a safe and secure workplace. Why is it necessary to have a formal grievance redressal body at the workplace? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 12	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Establishing ICC and Selection of Members	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the legal requirements for establishing an Internal Complaints Committee (ICC) under the POSH Act, 2013. b. Explain the criteria for selecting qualified ICC members. c. Evaluate the roles and responsibilities of each ICC member to ensure effective complaint redressal. d. Identify the composition and qualifications of ICC members.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Why is establishing an ICC essential in ensuring workplace safety? - What qualifications should ICC members possess? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Legal Framework for ICC Establishment <ul style="list-style-type: none"> - Section 4 of the POSH Act, 2013, which mandates ICC formation in workplaces with 10 or more employees. - Employer's duty to notify employees about ICC formation and complaint procedures. - Requirement for the ICC to be accessible to all employees, including remote or off-site staff. b. Selection of ICC Members <ul style="list-style-type: none"> - Presiding Officer: Must be a woman employee at a senior level within the organization. - Two Employee Members: Preferably committed to social work, legal awareness, or with prior experience in handling harassment issues. - External Member: A person associated with an NGO, legal expert, or individual familiar with issues related to sexual harassment. - Highlight the importance of gender balance, impartiality, and training for ICC members. c. Key Considerations for Selecting ICC Members <ul style="list-style-type: none"> - Members must maintain confidentiality and act impartially. - Employees with a background in law, human resources, or counseling are preferable. - Emphasize the need for ICC members to complete POSH Act training for effective complaint handling.



	<p>3. Exercise (5 minutes) – Ask the students to create a step-by-step plan to establish an effective ICC, including criteria for member selection and complaint-handling procedures. Each group will present their approach.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://egyankosh.ac.in/bitstream/123456789/43383/1/Unit-2.pdf - https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf - https://cag.gov.in/uploads/cms_pages_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf - https://www.curaj.ac.in/sites/default/files/VishakaGuidelines_1.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Write a 500-word report on the qualities essential for an ICC member and their impact on promoting a harassment-free workplace. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ul style="list-style-type: none"> - Reflective Questions: - Evaluate the roles and responsibilities of each ICC member to ensure effective complaint redressal. - Explain Section 4 of the POSH Act, 2013, which mandates ICC formation in workplaces with 10 or more employees. - Employers must actively promote ICC awareness to ensure employee engagement. Comment <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 13	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: ICC's Compliance Obligations under the Act	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Explain the psychological factors and consequences associated with sexual harassment in the workplace. b. Analyze how sexual harassment affects women's participation and career progression in professional settings. c. Evaluate the measures and strategies that organizations can adopt to mitigate the impact of harassment on women's workplace engagement
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you understand by the term 'sexual harassment' in the workplace? - How might sexual harassment affect the mental health and work performance of women? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Understanding the Psychology of Sexual Harassment. Define sexual harassment and introduce its psychological dimensions: <ul style="list-style-type: none"> - Emotional and Mental Impact: Anxiety, depression, and reduced self-esteem. - Behavioral Reactions: Withdrawal, decreased productivity, and avoidance of work situations. - Discuss how these psychological impacts influence both the individual and the broader organizational climate. b. Participation of Women in the Workplace. Examine the link between workplace harassment and women's career participation: <ul style="list-style-type: none"> - Barriers to Career Advancement: Fear of retaliation, diminished confidence, and reluctance to pursue leadership roles. - Workplace Culture: How a hostile environment can lead to lower retention rates and reduced organizational diversity. - Highlight research findings and statistical data on women's participation rates in organizations with prevalent harassment issues. - Examine the major rights and freedoms provided under the Act, c. Preventive Measures and Organizational Strategies. Discuss legal frameworks like the POSH Act, 2013 and their role in protecting women



	<p>at work. Evaluate proactive strategies such as:</p> <ul style="list-style-type: none"> - Employee Training Programs: Focusing on awareness and behavior modification. - Robust Complaint Mechanisms: Ensuring safe and confidential redressal of harassment cases. - Psychological Support Systems: Counseling services and mental health support for affected employees. <p>3. Exercise (5 minutes) – Divide the class into small groups. Ask each group to discuss and list potential psychological impacts of sexual harassment and how these can deter women's participation in the workplace.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://www.indiacode.nic.in/handle/123456789/15709 - https://blog.ipleaders.in/protection-of-human-rights-act-1993/ - https://www.advocatekhoj.com/library/bareacts/protectionofhumanrights/index.php?Title=Protection%20of%20Human%20Rights%20Act,%201993 <p>3. Homework</p> <ul style="list-style-type: none"> - Write a 750-word essay analyzing the psychological impact of sexual harassment on women's career progression. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none"> - Evaluate the measures and strategies that organizations can adopt to mitigate the impact of harassment on women's workplace engagement. - How might sexual harassment affect the mental health and work performance of women? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 14	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Employer's duties with respect to ICC	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Describe the statutory duties of an employer under the POSH Act, 2013. b. Analyze the role of the employer in ensuring the constitution and functioning of the ICC. c. Evaluate the consequences of non-compliance by employers and its impact on workplace culture.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Why do you think the employer's role is crucial in the implementation of POSH Act? - What could be the consequences if an employer fails to constitute an ICC? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Explanation of Section 4 and Section 19 of the POSH Act. <ul style="list-style-type: none"> - Key responsibilities include: <ul style="list-style-type: none"> Constitution of the ICC at every workplace Display of the policy and penal consequences of harassment Conducting orientation and training programs for ICC members b. Ensuring Functionality and Independence of the ICC: <ul style="list-style-type: none"> - Appointment of impartial and qualified members - Ensuring presence of an external member (NGO/lawyer with POSH experience) - Provision of adequate resources and infrastructure c. Monitoring timelines of inquiries and maintaining confidentiality d. Non-Compliance & Penalties: <ul style="list-style-type: none"> - Consequences under Section 26 of the POSH Act - Fine up to ₹50,000 for first-time non-compliance - Cancellation of license/re-registration for repeated non-compliance e. Promoting a Safe and Inclusive Work Environment f. Conduct awareness programs, gender-sensitization workshops g. Employer as a role model: Leading by example in handling complaints h. Collaborating with HR and legal teams for better POSH implementation



	<p>3. Exercise (5 minutes) – Identify 3 lapses in employer’s compliance with ICC duties and suggest rectification steps.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- https://www.ijrar.org/papers/IJRAR19D1534.pdf- https://blog.ipleaders.in/posh-act-2013/- https://www.iitk.ac.in/wc/data/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf- https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none">- Draft a compliance checklist for an employer to assess their alignment with POSH Act requirements regarding ICC <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none">- Analyze the role of the employer in ensuring the constitution and functioning of the ICC.- What could be the consequences if an employer fails to constitute an ICC?- Why do you think the employer’s role is crucial in the implementation of POSH Act? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 15	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Developing Handbook for ICC Members under POSH Act	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the need and purpose of an ICC Handbook. b. Identify key components that must be included in a functional ICC Handbook. c. Draft the outline and structure of a practical and legally compliant ICC Handbook.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What is the role of a handbook in guiding ICC members? - Why is it important to have standardized written procedures for ICC functioning? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Purpose and Importance of ICC Handbook: <ul style="list-style-type: none"> - Acts as a guide for all ICC members to understand roles, responsibilities, and procedures. - Ensures legal compliance, procedural fairness, and consistency. - Provides protection to both complainants and respondents through clarity. b. Key Components of the ICC Handbook <ul style="list-style-type: none"> - Introduction- Overview of the POSH Act, 2013, Purpose of the ICC - Composition and Roles- Constitution of ICC under Section 4, Roles and responsibilities of each member. - Complaint Redressal Process- Step-by-step procedure for receiving and handling complaints, Timeframes as per the law. - Inquiry Process- Principles of natural justice, Evidence gathering, hearings, recommendations - Confidentiality Norms-Provisions under Section 16, Penalties for breach c. Record Keeping & Reporting d. Drafting the Handbook-Use plain language, clear structure, and index for easy navigation. e. Ensure it's accessible in both physical and digital format and regular updates as per legal amendments or internal policy changes



	<p>3. Exercise (5 minutes) – Each group of students drafts one section of an ICC handbook (e.g., Complaint Process, Confidentiality Clause, Roles of ICC members, Sample Inquiry Timeline)</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- https://www.ijrar.org/papers/IJRAR19D1534.pdf- https://blog.ipleaders.in/posh-act-2013/- https://www.iitk.ac.in/wc/data/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf- https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none">- Draft one any section of an ICC handbook . <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none">- Why is a handbook necessary?- Name 3 crucial sections of an ICC Handbook.- What legal guidelines should be reflected in the Handbook? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 16	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Filing of Complaint	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Describe the process and legal requirements for filing a complaint of sexual harassment under the POSH Act. Explain the roles and responsibilities of the aggrieved woman and the Internal Complaints Committee (ICC) during the complaint process. Critically analyze challenges faced in the filing process and propose recommendations for improvement.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. How do you think a victim can initiate a complaint under POSH? Why is timely filing of a complaint important? What issues might a woman face while filing a complaint? Development (30 minutes) <ol style="list-style-type: none"> Legal Framework: Section 9 of the POSH Act <ul style="list-style-type: none"> Explain who can file a complaint (aggrieved woman, friend, relative, co-worker, etc.). Discuss the timeline – within 3 months of the incident (extendable by ICC). Written complaint: format and essential contents. <ul style="list-style-type: none"> Step-by-Step Complaint Filing Process Submission of written complaint to ICC or Local Complaints Committee (LCC) Option of assistance to the complainant in writing Documentation required with the complaint Option for conciliation before inquiry (Section 10) Practical Challenges and Solutions Fear of retaliation and victimization Lack of awareness about the complaint mechanism Confidentiality and stigma issues Role of employer in facilitating complaint redressal Exercise (5 minutes) – Discuss how a complaint can be made under the POSH Act, 2013
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading



	<ul style="list-style-type: none"> - https://www.ijrar.org/papers/IJRAR19D1534.pdf - https://blog.ipleaders.in/posh-act-2013/ - https://www.iitk.ac.in/wc/data/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf - https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Draft one any section of an ICC handbook . <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none"> - Why is timely filing of a complaint important? - What issues might a woman face while filing a complaint? - Discuss how a complaint can be made under the POSH Act, 2013 <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 17	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Procedure and Timelines for the ICC to Decide a Sexual Harassment Complaint	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Describe the procedure the Internal Complaints Committee (ICC) must follow after receiving a complaint. Understand the timelines prescribed under the POSH Act for each stage of redressal. Evaluate the procedural safeguards and suggest measures to ensure timely and fair inquiry
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What do you think the ICC does after receiving a complaint? How much time should be taken to resolve a sexual harassment complaint? Why is it important to have strict timelines? Development (30 minutes) <ol style="list-style-type: none"> Legal Framework: Sections 11 to 14 of the POSH Act <ul style="list-style-type: none"> Initiation of Inquiry upon complaint receipt (Section 11) Explanation of ICC's quasi-judicial powers during the inquiry (summoning, examining witnesses, etc.) Timeline of Proceedings: <ul style="list-style-type: none"> Inquiry to be completed within 90 days from the receipt of complaint. Report submission within 10 days of inquiry completion. Action by employer within 60 days of receiving the report. Detailed Step-by-Step Process <ul style="list-style-type: none"> ICC's initial review and acceptance of the complaint Calling for written responses Hearings: Opportunity for both parties to be heard Examination of witnesses and evidence Drafting and submitting final report Procedural Safeguards: <ul style="list-style-type: none"> Ensuring confidentiality Right to fair hearing Equal opportunity for representation Maintenance of records



	<p>3. Exercise (5 minutes) – Students are asked to draft a timeline chart or flowchart showing all major procedural steps and deadlines the ICC must follow.</p>
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none"> - https://www.lexology.com/library/detail.aspx?g=ac04f76c-e587-4ae7-bae0-bc3d8790efcd - https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Draft a procedural checklist for an ICC to follow once a complaint is received. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none"> - Evaluate the procedural safeguards and suggest measures to ensure timely and fair inquiry - What do you think the ICC does after receiving a complaint? - How much time should be taken to resolve a sexual harassment complaint? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 18	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Procedure and Timelines for the ICC to Decide a Sexual Harassment Complaint	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Define and explain the concept and significance of natural justice in legal proceedings. b. Identify the two core principles of natural justice: <i>audi alteram partem</i> and <i>nemo judex in causa sua</i>. c. Evaluate the application of natural justice principles in the functioning of the ICC under the POSH Act. d. Analyze case law and real-world examples to understand the practical relevance of these principles.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you understand by the term “natural justice”? - Why is fairness essential in any inquiry process? - How does bias affect justice? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Meaning and Origin: <ul style="list-style-type: none"> - Definition of Natural Justice - Its evolution from common law and constitutional principles b. Principles of Natural Justice- Audi Alteram Partem – Right to be heard <ul style="list-style-type: none"> - Both complainant and respondent must be given an opportunity to present their side - Adequate notice and access to documents c. Nemo Judex in Causa Sua – No one can be a judge in their own cause. d. Application under POSH Act <ul style="list-style-type: none"> - Requirement to maintain impartiality - Equal opportunity during examination and cross-examination - Confidentiality balanced with transparency - Biased members on IC - Denial of opportunity to reply - Ex-parte decisions 3. Exercise (5 minutes) –



	Students are asked to discuss the principles of natural justice with the help of case laws.
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading 3. https://articles.manupatra.com/article-details/Natural-Justice 4. https://ijtr.nic.in/articles/art36.pdf 5. https://jlsr.thelawbrigade.com/wpcontent/uploads/sites/5/2024/02/JLSR_Mohua-Singh.pdf 6. https://articles.manupatra.com/article-details/Audi-Alteram-Partem-and-Nemo-Judex-In-Causa-Sua-The-Two-Pillars-of-Natural-Justice 7. https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf 8. Homework <ul style="list-style-type: none"> - Write a short note on how the principle of natural justice can be violated during ICC inquiries and how to remedy it. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none"> - Evaluate the application of natural justice principles in the functioning of the ICC under the POSH Act. - Discuss the principles of natural justice with the help of case laws. - Why is fairness essential in any inquiry process? - How does bias affect justice? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 19	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Decision making Process of ICC	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand how the ICC arrives at a decision post-inquiry. b. Explain the basis of recommendation and report writing under Section 13 of the POSH Act. c. Analyze the role of evidence, witness testimony, and principles of fairness in decision-making. d. Identify best practices and legal safeguards in ICC's decision-making.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Should the ICC follow the standard of "proof beyond reasonable doubt"? - What makes a decision legally sound and fair? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Legal Framework (Section 13 of the POSH Act) <ul style="list-style-type: none"> - ICC must complete the inquiry and submit a report within 10 days of completion. - Report must include findings and reasons for conclusions b. Basis of Decision <ul style="list-style-type: none"> - Preponderance of probabilities standard (not criminal beyond reasonable doubt) - Evaluation of documentary evidence and oral testimony - Corroboration is helpful but not mandatory - Role of cross-examination and demeanor observation c. Components of a Decision Report: <ul style="list-style-type: none"> - Details of the complaint - Summary of inquiry proceedings - Findings based on evidence - Recommendation (e.g., disciplinary action, compensation, or closure) 3. Exercise (5 minutes) – Students will be given a situation to decide under the POSH Act, 2013.
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading



	<ol style="list-style-type: none"> 3. https://ijassonline.in/HTMLPaper.aspx?Journal=International%20Journal%20of%20Advances%20in%20Social%20Sciences;PID=2024-12-2-1 4. https://www.ijfmr.com/papers/2024/6/32697.pdf 5. https://jlsr.thelawbrigade.com/wpcontent/uploads/sites/5/2024/02/JLSR_Mohua-Singh.pdf 6. https://articles.manupatra.com/article-details/Audi-Alteram-Partem-and-Nemo-Judex-In-Causa-Sua-The-Two-Pillars-of-Natural-Justice 7. https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf 8. Homework <ul style="list-style-type: none"> - Evaluate the points to be considered by ICC, while deciding a complaint, constituted under the POSH Act, 2013. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none"> - Inquiry conclusion and reporting obligations - Should the ICC follow the standard of "proof beyond reasonable doubt"? - Analyze the role of evidence, witness testimony, and principles of fairness in decision-making. - What makes a decision legally sound and fair? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 19	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Decision making Process of ICC	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand how the ICC arrives at a decision post-inquiry. b. Explain the basis of recommendation and report writing under Section 13 of the POSH Act. c. Analyze the role of evidence, witness testimony, and principles of fairness in decision-making. d. Identify best practices and legal safeguards in ICC's decision-making.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Should the ICC follow the standard of "proof beyond reasonable doubt"? - What makes a decision legally sound and fair? 2. Development (30 minutes) <ol style="list-style-type: none"> a. Legal Framework (Section 13 of the POSH Act) <ul style="list-style-type: none"> - ICC must complete the inquiry and submit a report within 10 days of completion. - Report must include findings and reasons for conclusions b. Basis of Decision <ul style="list-style-type: none"> - Preponderance of probabilities standard (not criminal beyond reasonable doubt) - Evaluation of documentary evidence and oral testimony - Corroboration is helpful but not mandatory - Role of cross-examination and demeanor observation c. Components of a Decision Report: <ul style="list-style-type: none"> - Details of the complaint - Summary of inquiry proceedings - Findings based on evidence - Recommendation (e.g., disciplinary action, compensation, or closure) 3. Exercise (5 minutes) – Students will be given a situation to decide under the POSH Act, 2013.
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading



	<ol style="list-style-type: none"> 3. https://ijassonline.in/HTMLPaper.aspx?Journal=International%20Journal%20of%20Advances%20in%20Social%20Sciences;PID=2024-12-2-1 4. https://www.ijfmr.com/papers/2024/6/32697.pdf 5. https://jlsr.thelawbrigade.com/wpcontent/uploads/sites/5/2024/02/JLSR_Mohua-Singh.pdf 6. https://articles.manupatra.com/article-details/Audi-Alteram-Partem-and-Nemo-Judex-In-Causa-Sua-The-Two-Pillars-of-Natural-Justice 7. https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf 8. Homework <ul style="list-style-type: none"> - Evaluate the points to be considered by ICC, while deciding a complaint, constituted under the POSH Act, 2013. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none"> - Inquiry conclusion and reporting obligations - Should the ICC follow the standard of "proof beyond reasonable doubt"? - Analyze the role of evidence, witness testimony, and principles of fairness in decision-making. - What makes a decision legally sound and fair? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 20	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Consequences of Violation of Obligations	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify the statutory obligations imposed on employers under the POSH Act, 2013. Understand the legal consequences of non-compliance or violation of these obligations. Analyze penalties under Section 26 and related provisions. Evaluate judicial precedents and real-life cases where employers were penalized for non-compliance.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What are the responsibilities of an employer under the POSH Act? Why is the employer's role central in ensuring workplace safety? What should happen if an employer fails to comply? Development (30 minutes) <ol style="list-style-type: none"> Employer's Obligations (Section 19) <ul style="list-style-type: none"> Constitution of ICC Organizing awareness programs Providing necessary facilities to ICC Assisting during inquiry Ensuring implementation of recommendations Treating sexual harassment as misconduct Monitoring the timely submission of reports Legal Consequences of Violation (Section 26): <ul style="list-style-type: none"> Fine up to ₹50,000 Repeat offence: Twice the punishment or Cancellation of business license Possibility of attracting other legal liabilities Exercise (5 minutes) – Identify 3 lapses in employer's compliance with ICC duties and suggest rectification steps.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading <ul style="list-style-type: none"> https://socialwelfare.tripura.gov.in/sites/default/files/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf https://www.iitk.ac.in/wc/data/Handbook%20on%20Sexual%20Harassment%20



	<p>f%20Women%20at%20Workplace.pdf</p> <ul style="list-style-type: none">- https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none">- Draft a compliance checklist for an employer to assess their alignment with POSH Act requirements regarding ICC <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none">- Analyze penalties under Section 26 and related provisions.- What are the responsibilities of an employer under the POSH Act?- Why is the employer's role central in ensuring workplace safety?- Evaluate judicial precedents and real-life cases where employers were penalized for non-compliance. Role and structure of ICC- Consequences of not forming or supporting ICC <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 21	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Anti-sexual Harassment Audits	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the concept and scope of anti-sexual harassment audits. b. Identify key compliance indicators in POSH audits. c. Evaluate how audits help improve organizational accountability. d. Analyze audit mechanisms and reporting structures.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Why do you think audits are necessary in sexual harassment cases? - Should organizations be periodically checked for POSH compliance? - What could happen if an audit reveals serious lapses? 2. Development (30 minutes) <ol style="list-style-type: none"> a. What is an Anti-Sexual Harassment Audit? <ul style="list-style-type: none"> - A systemic review to assess compliance with POSH Act, 2013 - Ensures presence and effectiveness of ICC, training, awareness, redressal mechanisms b. Key Components of an Audit: <ul style="list-style-type: none"> - Existence and constitution of ICC - Display of POSH policy at workplace - Conduct of regular awareness programs - Proper documentation of complaints, inquiries, and outcomes c. Annual report submission to District Officer d. Availability and accessibility of POSH policy to employees e. Audit Tools and Mechanism: <ul style="list-style-type: none"> - Interviews, surveys, policy review, document audit - Confidentiality and sensitivity during audit - Conducted annually or as per risk assessment - Can be initiated by HR, Compliance teams, or external agencies f. Benefits of Audits: <ul style="list-style-type: none"> - Mitigates risk of non-compliance penalties - Encourages safer and more inclusive workplace culture - Reduces reputational risk - Prepares for legal scrutiny or inspection by labor authorities 3. Exercise (5 minutes) – Students are asked to analyse the role and importance of anti-sexual harassment audits.



<p>Closure</p>	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - file:///C:/Users/acer/Downloads/s10672-023-09487-w.pdf - https://www.undp.org/sites/g/files/zskgke326/files/2023-03/UNDP-NP-Publication-Womens-Safety-Audit-2023.pdf - https://socialwelfare.tripura.gov.in/sites/default/files/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf - https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf 3. Homework <ul style="list-style-type: none"> - Evaluate the importance of anti-sexual harassment audits. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
<p>Evaluation</p>	<p>Reflective Questions:</p> <ul style="list-style-type: none"> - Why do you think audits are necessary in sexual harassment cases? - Should organizations be periodically checked for POSH compliance? - Evaluate how audits help improve organizational accountability. - Analyze audit mechanisms and reporting structures Ability to identify and apply POSH compliance standards <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 22	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: Anti-sexual Harassment Audits	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the concept and scope of anti-sexual harassment audits. b. Identify key compliance indicators in POSH audits. c. Evaluate how audits help improve organizational accountability. d. Analyze audit mechanisms and reporting structures.
Teaching Aids (if any)	a. Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Why do you think audits are necessary in sexual harassment cases? - Should organizations be periodically checked for POSH compliance? - What could happen if an audit reveals serious lapses? 2. Development (30 minutes) <ol style="list-style-type: none"> a. What is an Anti-Sexual Harassment Audit? <ul style="list-style-type: none"> - A systemic review to assess compliance with POSH Act, 2013 - Ensures presence and effectiveness of ICC, training, awareness, redressal mechanisms b. Key Components of an Audit: <ul style="list-style-type: none"> - Existence and constitution of ICC - Display of POSH policy at workplace - Conduct of regular awareness programs - Proper documentation of complaints, inquiries, and outcomes c. Annual report submission to District Officer d. Availability and accessibility of POSH policy to employees e. Audit Tools and Mechanism: <ul style="list-style-type: none"> - Interviews, surveys, policy review, document audit - Confidentiality and sensitivity during audit - Conducted annually or as per risk assessment - Can be initiated by HR, Compliance teams, or external agencies f. Benefits of Audits: <ul style="list-style-type: none"> - Mitigates risk of non-compliance penalties - Encourages safer and more inclusive workplace culture - Reduces reputational risk - Prepares for legal scrutiny or inspection by labor authorities 3. Exercise (5 minutes) – Students are asked to analyse the role and importance of anti-sexual harassment audits.



<p>Closure</p>	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - file:///C:/Users/acer/Downloads/s10672-023-09487-w.pdf - https://www.undp.org/sites/g/files/zskgke326/files/2023-03/UNDP-NP-Publication-Womens-Safety-Audit-2023.pdf - https://socialwelfare.tripura.gov.in/sites/default/files/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf - https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf 3. Homework <ul style="list-style-type: none"> - Evaluate the importance of anti-sexual harassment audits. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
<p>Evaluation</p>	<ul style="list-style-type: none"> - Reflective Questions: - Why do you think audits are necessary in sexual harassment cases? - What is an Anti-Sexual Harassment Audit? - Should organizations be periodically checked for POSH compliance? - Analyse the role and importance of anti-sexual harassment audits. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 23	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: International Standards, Best Practices and Laws	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the key international conventions and frameworks on sexual harassment. Compare global best practices with Indian standards (POSH Act, 2013). Critically analyze global compliance frameworks adopted by multinational companies. Evaluate the influence of international norms on Indian legislation.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What kind of international bodies might regulate sexual harassment norms? Why is global benchmarking important for Indian workplaces? Development (30 minutes) <ol style="list-style-type: none"> International Legal Frameworks: ILO Convention No. 190 (2019): <ul style="list-style-type: none"> First international treaty to address violence and harassment in the world of work United Nations Women Guidelines <ul style="list-style-type: none"> Gender equality and safe workplaces Sustainable Development Goals (SDG 5 – Gender Equality) CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women): <ul style="list-style-type: none"> Mandates state accountability for violence against women in all settings Regional and National Laws <hr/> <ol style="list-style-type: none"> Exercise (5 minutes) – Students are asked to analyse the role of international law in shaping the Indian national with respect to prevention of sexual harassment of women at work place.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading <ul style="list-style-type: none"> https://www.un.org/womenwatch/daw/cedaw/



	<ul style="list-style-type: none"> - https://www.ilo.org/topics-and-sectors/violence-and-harassment-world-work#:~:text=Adopted%20in%20June%202019%20ILO,gender%2Dbased%20violence%20and%20harassment. - https://www.highereduhry.ac.in/ActsRules/HandbookOnSHWW.pdf - https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Evaluate the importance of international law relating to prevention of sexual harassment of women at workplace. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none"> - What kind of international bodies might regulate sexual harassment norms? - Analyse the role of international law in shaping the Indian national with respect to prevention of sexual harassment of women at work place. - Why is global benchmarking important for Indian workplaces? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>

Lesson Plan No. 24	Course Name: Prevention of Sexual Harassment of Women at Work place: Law & Practice Topic: International Standards, Best Practices and Laws	Course No.: BBALLB-408
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the key international conventions and frameworks on sexual harassment. Compare global best practices with Indian standards (POSH Act, 2013). Critically analyze global compliance frameworks adopted by multinational companies. Evaluate the influence of international norms on Indian legislation.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What kind of international bodies might regulate sexual harassment norms? Why is global benchmarking important for Indian workplaces? Development (30 minutes) <ol style="list-style-type: none"> Best Practices in Global Workplaces <ul style="list-style-type: none"> Zero-tolerance policies Anonymous reporting systems Independent investigation bodies Periodic training and impact assessments Leadership accountability and regular audits Relevance for Indian Context <ul style="list-style-type: none"> How multinational companies implement POSH in India Areas where Indian law aligns or falls short Potential for strengthening Indian frameworks through global inspiration <hr/> <ol style="list-style-type: none"> Exercise (5 minutes) – Students are asked to analyse the role of international law in shaping the Indian national with respect to prevention of sexual harassment of women at work place.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading <ul style="list-style-type: none"> https://www.un.org/womenwatch/daw/cedaw/ https://www.ilo.org/topics-and-sectors/violence-and-harassment-world-work#:~:text=Adopted%20in%20June%202019%20ILO,gender%2Dbased%20violence%20and%20harassment.



	<ul style="list-style-type: none"> - https://www.highereduhry.ac.in/ActsRules/HandbookOnSHWW.pdf - https://www.iitk.ac.in/wc/data/Sexual-Harassment-at-Workplace-Act.pdf <p>3. Homework</p> <ul style="list-style-type: none"> - Evaluate the importance of international law relating to prevention of sexual harassment of women at workplace. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none"> - What kind of international bodies might regulate sexual harassment norms? - Analyse the role of international law in shaping the Indian national with respect to prevention of sexual harassment of women at work place. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>