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WOMEN EMPOWERMENT AND DEVELOPMENT CELL

With reference to AICTE/Fin/WH/2015-16 Dt. 03.11.2022, it is hereby informed that Universities have to observe Discrimination Against Women Pakhwada from 25.11.2022-10.12.2022. In this regard, WEDC & ICC, VFSTR is planned a series of activities to enhance the awareness on “women related laws and POSH Act”. This would help in increasing the women faculty ratio and minimise the gender sensitive issues. Following programmes are planned as a part of Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013:

- Rally organization is planned on 25/11/2022 at 2PM to bring the awareness for among the students and employees on Discrimination Against Women Pakhwada from 25.11.2022-10.12.2022
- A group discussion and a debate is organized To observe the 25th November as the International Day for Elimination of Violence Against Women
- Internal Complaints Committee: To conduct a special drive to review the pending cases and take appropriate action before 09.12.2022.
 - One day programme to resolve the women related issues in Campus by Legal Aid Cell, Vignan Institute of Law.
- Two workshops are organized on POSH ACT on 12/12/2022.

1. **Rally on 25/11/2022:** All first year boys and girls took part in the Rally.

International Day for Elimination of Violence against Women

2. International Day for Elimination of Violence against Women:

To observe the 25th November as International Day for Elimination of Violence against Women Rally was conducted by I B. Tech students in the campus under the wing of WEDC. After rally small batches were formed and group discussion was conducted.

Following are the topics covered in the group discussion:

- Challenges faced by women
- Measure to overcome

Around six teams (30 members) participated in the discussion and presented their views on challenges faced by women and measure to overcome.

During the discussion, following are the key challenges identified

- Glass Ceiling
- Abortion of girl child
- Workplace safety issues
- Lack of support from parents
- Misuse of technology

Suggestions given to overcome the Challenges

- Defence classes
- Orientation Programmes
- Counselling to parents
- Awareness session on gender sensitization for both girls and boys
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3. Workshop on POSH Act:

Women Empowerment and Development Cell and Internal Complaint Committee (ICC), of VFSTR (Deemed to be University) Organised a workshop on the topic "Prevention of Sexual Harassment(POSH) of women at work place ACT" on 12th December 2022. The purpose of this work shop was to improve the awareness about "*THE THINGS WOMEN MUST KNOW ABOUT REPORTING SEXUAL HARASSMENT at WORKPLACE*". The session was addressed by MYTHILI NAIDU PALADUGU presently working as advocate in GBA dealing with civil matters and family matters.

She was a Certified family and mental health counsellor. Wards of all disciplines and staff attended the program. As an example she provides some information about "what actually sexual harassment includes "such as

- a) Physical contact and advances
- b) A demand for sexual favours
- c) other unwelcoming physical, verbal or non-verbal conduct.

After that question-and-answer session was followed. The session concluded with Guest felicitation and vote of thanks by Mrs. Nazma Sultana Shaik, Assistant professor, Department of information technology towards the guest.

Workshop on POSH Act:

Internal Complain Committee Cell of Vignan's Foundation for Science Technology and Research (Deemed to be University) organised a workshop on the topic "Prevention and Prohibition of Sexual Harassment (POSH) Act on December 12, 2022. This workshop was designed to enhance student knowledge about and to make them more aware of the practical application of the Preventing Sexual Harassment Act 2013. An introduction to sexual harassment at work and the methods by which an Internal Complaint Committee reacts to such complaints was provided at the workshop. The session was addressed by Dr. Ch. Sudhakara Babu, Principal, JC College of Law, Guntur. All disciplines of students and staff attended the program. As an example of the type of acts that constitute sexual harassment of a woman at work, he provided some practical examples, which made the presentation quite interactive. Further, the esteemed speaker explained that under the prevention of sexual harassment Act 2013, aggrieved women included those employed either temporarily or permanently in the organized and unorganized sectors. The latter part of his presentation covered the process of redressing complaints of Sexual Harassment at Workplace by aggrieved women, as well as compounding of offence. The event concluded with a vote of thanks from Dr. P. Lakshmi Narayanamma, Associate Professor, Department of Management Studies towards the Guest.

Around ---girls and ----boys took part in the two workshops from various schools and departments. The o of students attended is represented in the table.1.

S.No	Stream	Girls	Boys
1	Applied	20	17
2	BT	50	20
3	CIVIL	02	15
4	CSE	60	60
5	ECE	30	30
6	EEE	01	11
7	CHEMICAL	06	24
8	Petroleum	0	09
9	FT	45	15
10	IT	30	40
11	MECH	-	23
12	MBA	-	-
Total (478)		244	234

Glimpses of Activities:

Group Discussion on **International Day for Elimination of Violence against Women**



Workshop on POSH Act by Ch. Sudhakara Babu

