

AWARENESS ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) RULES, 2013

Women Empowerment and Development Cell of VFSTR (Deemed to be University) had organized an awareness session on Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Rules, 2013 on 24th July 2023. Mrs. Sushma Uday Singumahanthy, Regional Head-HR, Wipro Technologies, Hyderabad is the guest speaker. She emphasized how the Act aimed to give women a secure working environment and that it had put in place procedures for preventing and resolving sexual harassment claims. She also discussed acceptable and unacceptable workplace behavior. The students thought the lesson was interesting and helpful for them in their daily lives. She went into detail about the complaint process, the inquiry process, the timetables, and the duties of the Internal Complaints Committee (ICC). She exhorted the students to stay vigilant and combat crime. She used examples as well to paint a clear picture of how sexual harassment takes place and suggested few measures to prevent it. She urged female employees to become aware of the rights that are guaranteed to them by this Act. The event was successful in making young people aware of the POSH Act and its importance in the workplace.



Mrs. Sushma Uday Singumahanthy, Regional Head-HR, Wipro Technologies, Hyderabad
delivering a Talk on POSH ACT on 24th July 2023



AWARENESS ON GENDER SENSITIZATION

Women Empowerment and Development Cell of VFSTR (Deemed to be University) had organized a gender sensitization program from 5th to 6th August, 2023. Mrs Pooja Kandula, Program Manager from Child Protection-British Asian Trust was invited as speaker. In association with **Young Indian Amaravati** University took the initiative of conducting an awareness session among students about gender equality and sexual abuse. She addressed the gathering on gender and patriarchy, understanding types of people in society, types of sexual abuse and do's and don'ts. She also addressed the students on sexual harassment, kinds of touch (safe unsafe) and laws relating to prevention of sexual harassment. She presented live cases about how people are abusing children through many ways and explained about POCSO (Protection of Children Against Sexual Offences Act,2012) by presenting the current statistics of people who are sexually abused every year. Session was very informative as students were involved in activity based learning. Around 130 students from various branches participated in the session. Students were asked to come out with positive and negative aspects of marriage, role of men and women etc. Each and every student participated actively and completed the program successfully. The session was coordinated by WEDC team of VFSTR.



Mrs Pooja Kandula, Program Manager from Child Protection-British Asian Trust was delivering talk on Gender sensitization 5 – 6, August, 2023



AWARENESS SESSIONS ON GENDER EQUALITY

Women Empowerment and Development Cell members of VFSTR organized an awareness session on **Gender Equality** to B.Tech first year students on 19th to 20th August, 2023. Two parallel sessions were organized by Dr. N. Jalaja, Dr. P. Lakshmi Narayanamma and Mrs. Nazma the team of WEDC, VFSTR (Deemed to be University). The topic of gender, gender equality and inequality, difficulties with gender inequality, and the main causes of gender discrimination were discussed with the students.

In order to progress the debate, Dr. P. Lakshmi Narayanamma discussed on gender equality and the need for gender sensitization for everyone, not just one specific gender. The speakers went on to describe how we must behave depending on the gender to which we have been assigned in India, including how to speak, dress, groom, and even how to conduct ourselves.

Dr. Jalaja outlined the implications and advantages of gender equality while highlighting the persistence of stereotypical attitudes in our culture. She forced us to face the facts about how we operate in certain ways that are unconscious practices of seeming truths.

Dr. Nazma mentioned that students face several online threats such as social media crimes, gaming scams, cyberbullying, image manipulation, body shaming, etc. Likewise, hackers look for opportunities to access personal data. A total of 500 students attended the session. The session concluded by affirming that gender awareness is a continuing course that necessitates us to focus on supporting people with varied gender identities and sexual orientations.



Dr. Jalaja and Dr. Nazma interaction with I B.Tech Students 19 – 20, August, 2023

