



Maharaja Agrasen Institute of Management Studies

(A unit of Maharaja Agrasen Technical Education Society)

Affiliated to GGSIP University; Recognized u/s 2(f) of UGC

NAAC Accredited with Grade "A++"

Recognized by Bar Council of India; ISO 9001:2015 Certified Institution

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Name of the Event: Prevention of Sexual Harassment

Organizing Unit: Internal Complaints Committee, MAIMS

Collaborating Unit/Name and Designation of Resource Persons: Prof. (Dr.) Vagheshwari Deswal;

Date of the Event: February 13, 2025

Location: 927

Number of Faculty Participated: 90 approx

On February 13, 2025, the Internal Complaints Committee (ICC) of Maharaja Agrasen Institute of Management Studies (MAIMS) successfully conducted a **POSH (Prevention of Sexual Harassment) workshop** for faculty members. The session was led by **Prof. (Dr.) Vagheshwari Deswal**, a distinguished academician and expert in gender studies and legal frameworks related to workplace safety.

The workshop commenced with a formal welcome address, emphasizing MAIMS' commitment to fostering a safe and inclusive workplace environment. Prof. (Dr.) Deswal provided a comprehensive overview of the **POSH Act, 2013**, outlining its significance, legal provisions, and mechanisms for addressing grievances.

Key topics covered during the session included:

- Understanding Sexual Harassment: Definition, types, and real-life case studies.
- Legal Framework & Employer Responsibilities: Role of Internal Complaints Committees (ICCs) in handling complaints.
- Grievance Redressal Mechanisms: Step-by-step procedures for reporting and addressing complaints.
- Preventive Measures: Promoting awareness and creating a gender-sensitive work culture.



The session was highly interactive, with faculty members engaging in discussions and seeking clarifications on workplace policies and preventive measures. Case-based learning and real-world examples were used to highlight challenges and best practices in handling workplace harassment.

As a token of appreciation, Prof. (Dr.) Deswal was felicitated with a memento and a sapling, symbolizing growth and commitment to a safer work environment. The workshop concluded on a productive note, reinforcing MAIMS' dedication to maintaining a harassment-free academic ecosystem.

For more information and guidelines on **POSH policies at MAIMS** faculty members were encouraged to refer to official institutional documents and reach out to the ICC for further support.