

## Report of PoSH physical training by Resolve Legal, Advocates & Consultants

**Date: 26th-27th December 2023**

**Venue: Saksham Bharti Foundation (SBF) four Centres- Muradganj, Akbarpur, Auraiya and Bakewar in Uttar Pradesh**

**Objective:** The girls and women from villages should not be left behind, they must be mainstreamed. To encourage them to join workplaces it is important to create a gender sensitive & harassment-free workplace. And through education and training create awareness, and empower individuals to raise voices against harassment.

SBF Gender sensitization and Internal Complaints Committee (PoSH Committee) who attended workshop

Sr. No.	Name	Designation	Position
1.	Sanjay Arora	Co-ordinator	CEO
2.	Gurpreet Kaur	Member	Representative female faculty/staff
3.	Ram Murat	Member	Representative male staff

### Special Invitees

1.	Manish	Muradganj Center Incharge
2.	Mohini Sharma	Akbarpur Center Incharge
3.	Sana Imran	Auraiya Center Incharge
4.	Ashila Shakya	Bakewar Center Incharge

### Resolve Legal

Jyotika Kalra, Advocate, Managing Partner Resolve Legal (Former Member National Human Rights Commission) & Aditya Jha, Associate Advocate Resolve Legal



## MURADGANJ



- On 26th December 2023, straight from the Railway station, Resolve Legal team along with Saksham Bharti team visited the newly inaugurated centre in MuradGanj, we were warmly received by Manish, the centre incharge. In the beginning of the session, CEO Sanjay Arora explained about the importance of trainings and Ms. Gurpreet Kaur gave an introduction about the PoSH Act.
- Ms. Jyotika Kalra led an insightful workshop, delving into the challenges women encounter when seeking employment, addressing issues from family constraints and restrictions to workplace harassment. She not only highlighted these problems but also offered potential solutions and a path forward. As the Center had started just two days before, the issue of sexual harassment was not discussed in details. However it was emphasised that only when the workplace will become safe, more and more girls will be willing to join the workplaces
- Advocate Aditya Jha emphasised the pivotal role of working women in fostering family sustainability and positively impacting the nation's economy.
- There were around 25 students and 3 teachers who benefited from the workshop, followed by a Q & A session.

## AKBAR PUR



- On 26th December 2023 itself, from Muradganj, we went to another centre at Akbarpur where we were welcomed by the centre incharge Mohini Sharma. CEO Sanjay Arora reiterated the importance of training and commitment for SBF to have a safe workplace. Ms. Gurpreet Kaur, gave an introduction about the PoSH Act.
- Here Mrs. Jyotika Kalra, leading the training sessions, started with the case of Bhawri Devi a social worker with Government of Rajasthan, working against child marriages who faced ire of her rapist solely on the basis of her work . how her rape which mainly focused on Gender Sensitisation, aiming towards demystifying gender roles, with specific emphasis on the need for women getting skill training and being able to earn. She further delved deep into the PoSH Act, the concept of sexual harassment at workplace and explained how it is different from any other kind of harassment. She gave live examples of good touch and bad touch with the help of students. She emphasised that it is important to say loud and clear that it is an unwelcome behaviour. She also stressed on the importance of raising voice against harassment. It also included engaging dialogues rather than just instructional training.
- Further Advocate Aditya Jha shared a situation where a junior staff suffered sexual harassment from her deputy manager. He explained how to draft a sexual harassment complaint in this situation and explained steps involved in drafting a sexual harassment complaint. Advocate Aditya Jha explained how to draft a sexual harassment complaint and the necessary steps involved with help of a PPT in Hindi, especially designed considering the participants to be from rural background.
- Then there was a question answer session with students where students asked questions which were answered by the resource persons.
- Around 80 students & 5 teachers participated in the training. Some of the questions raised by participants were answered at the end, constructive feedback was taken.

## AURAIYA





- On 27/12/2023, we visited Auraiya centre in the morning, we were duly welcomed by Sana Imran, the centre Incharge. CEO Sanjay Arora reiterated the importance of training and commitment for SBF to have a safe workplace. Ms. Gurpreet Kaur gave an introduction about the PoSH Act and the PoSH committee.
- An impactful training sessions was held there on the PoSH Act, the session was led by Mrs Jyotika Kalra. She started with case of Bhanwari Devi and elaborated what is sexual harassment in the workplace and the importance of speaking up against such behavior. The importance of opposition to such behaviour was discussed so that offender may not have excuse that according to him, it was not offending. She also discussed the importance of Gender Sensitization, and further focused on empowering women through skill training.
- Advocate Aditya Jha explained how to draft a sexual harassment complaint and the necessary steps involved with help of a PPT in Hindi, especially designed considering the participants to be from rural background.
- Around 40 students and five teachers participated Q&A session, followed by students sharing their understanding of Sexual Harassment at workplace on the podium.

## BAKEWAR



- On 27/12/2023, in the evening we visited another centre at Bakewar, we were duly welcomed by Anshila Shakya, the centre Incharge. CEO Sanjay Arora introduced SBF and its commitment for a safe workplace. Ms. Gurpreet Kaur gave an introduction about the PoSH Act and introduced the PoSH committee to



students .

- There also comprehensive training sessions were held on Gender Sensitization, aiming to demystify societal gender norms. The session was led by Mrs Jyotika Kalra, who started with the rape suffered by Bhanwari Devi in Rajasthan. She focused on what is sexual harassment and how it is different than any other form of harassment. She explained the PoSH Act, shedding light on sexual harassment in the workplace and the importance of speaking up against such behavior.
- Advocate Aditya Jha with help of example, elaborated on drafting sexual harassment complaints and the necessary steps involved with a PPT in Hindi.
- A Q&A session allowed students to pose queries, addressed by the experts. Small group discussions were conducted among the 40-50 students many teachers were present, fostering focused interactions. Constructive feedback was gathered at the conclusion of the training.

### **Conclusion:**

The journey went through various centres and workshops, focusing toward safe workplaces and gender empowerment. Led by dedicated experts like Advocate Jyotika Kalra and Advocate Aditya Jha, the sessions not only addressed challenges faced by women in the workforce but also provided actionable solutions and support. Advocate Jyotika Kalra assured the participants that if they have any issue of sexual harassment even beyond these centers, they would all be addressed. Encouraging active participation from students and teachers, these initiatives underscored the importance of education, skill development, and speaking up against harassment, symbolising a collective stride toward a more inclusive and empowered society.

### **Action Items:**

- Continued partnership between Resolve Legal and Saksham Bharti Foundation to further propagate safe workplaces.
- Consideration of follow-up sessions or workshops to reinforce and deepen the understanding and awareness imparted during the training.

**ADITYA JHA**  
ASSOCIATE ADVOCATE  
RESOLVE LEGAL