



A Report on

“Case study discussion- Analyze real-life cases of workplace harassment.”

Organized by

Internal Complaint Cell

on

10.02.2025

Report Submitted by: Dr.K.V. Geetha Devi, HoD-MBA, ICC Chairperson

Venue: KKB-310

Total Participants: 60

Mode of Conduct: Offline

Introduction

The Internal Complaints Committee (ICC) of Madanapalle Institute of Science and Technology organized an insightful case study discussion on *Analyzing Real-Life Cases of Workplace Harassment*. The session aimed to create awareness about workplace harassment, its implications, and legal remedies, empowering students and faculty to recognize and address such issues effectively.

Objective of the Program

The primary goals of the session were:

- To provide an in-depth understanding of workplace harassment and its various forms.
- To analyze real-life cases and derive lessons on handling harassment incidents.
- To educate participants about legal frameworks and redressal mechanisms.
- To encourage a safe, respectful, and inclusive work and academic environment.

Session Highlights

The session, led by Dr. K.V. Geeta Devi, featured an interactive discussion focusing on:

- Case Study Analysis: Participants examined real-life workplace harassment cases, discussing the causes, consequences, and resolutions.
- Legal Aspects: The resource person elaborated on laws such as the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*.
- Group Discussions: Attendees engaged in small group activities to analyze different case scenarios and propose solutions.
- Preventive Measures: Best practices to prevent harassment and foster a positive workplace culture were highlighted.

Key Takeaways

- Understanding the different types of workplace harassment and their impact.
- Awareness of the legal provisions and grievance redressal mechanisms available.
- Importance of reporting incidents and seeking support from ICC.
- Strategies to create a safe and respectful workplace environment.

Outcome of the Program

- Increased awareness among participants regarding workplace harassment and its consequences.
- Empowerment of students and faculty to identify and report harassment cases.
- Strengthened knowledge of legal rights and redressal procedures.
- Promotion of a culture of zero tolerance towards workplace harassment.