

REPORT

PREVENTION OF SEXUAL HARRASMENT AT WORKPLACE AWARENESSES AND SENSITISATION WORKSHOP

17 November 2025

Conference Hall, Rajiv Gandhi National University of Law, Punjab

The Internal Complaints Committee (ICC), in collaboration with the Centre for Constitutional Law and Governance (CCLG), Rajiv Gandhi National University of Law, Punjab, organised a Sensitisation Programme on Sexual Harassment Awareness exclusively for students on 17 November 2025 at the Conference Hall which was attended by approximately 50 students. The session aimed to foster awareness, promote sensitivity, and reinforce institutional commitment to cultivating a safe, respectful, and accountable university environment.

The programme commenced with **Prof. (Dr.) Kamaljit Kaur, Dean Research**, presenting a planter to the distinguished keynote speaker, **Prof. (Dr.) Vageshwari Deswal**, Professor of Law, University of Delhi, celebrated for her scholarship in criminal law, gender justice, and jurisprudence. Students from all academic years attended the session, reflecting strong engagement and enthusiasm from across the student community.

The session began at 2:30 PM with introductory remarks highlighting the relevance of sensitisation, the importance of understanding sexual harassment, and the role of institutional mechanisms in ensuring a secure campus climate. Prof. (Dr.) Deswal addressed the gathering and explained the meaning and scope of sexual harassment, traced the historical evolution of the term, and elaborated on legal provisions, landmark judicial pronouncements, and complaint redressal procedures.

She further highlighted the subtle behaviours, everyday interactions, language, and attitudes that are often normalised yet contribute to unsafe and exclusionary environments. She discussed the role of individuals, particularly the influence of societal conditioning and patriarchy in shaping perceptions and conduct, urging students to introspect, unlearn problematic patterns, and consciously adopt empathy and respect in daily interactions.

She also guided students on how to respond in situations involving harassment, whether as individuals affected, bystanders, or supporters emphasising awareness, reporting mechanisms, and institutional support systems. The discussion underscored the importance of empathy,

accountability, and personal responsibility in nurturing a dignified and inclusive academic environment.

An interactive segment followed the address, allowing students to raise questions and seek clarity on legal remedies, redressal processes, and responsibilities as responsible members of the academic community.

The programme concluded with a formal vote of thanks presented by **Mr. Siddhartha Fuller**, who acknowledged the valuable insights shared by the resource person and appreciated the active involvement of participating students. The session successfully deepened awareness, encouraged dialogue, and strengthened the University's ongoing efforts toward fostering a safe, respectful, and gender-sensitive campus culture.



REPORT

PREVENTION OF SEXUAL HARRASMENT AT WORKPLACE AWARENESSES AND SENSITISATION WORKSHOP

18 November 2025

Seminar Hall, Rajiv Gandhi National University of Law, Punjab

The Internal Complaints Committee (ICC), in collaboration with the Centre for Constitutional Law and Governance (CCLG), Rajiv Gandhi National University of Law, Punjab, organised a Sensitisation Programme on Sexual Harassment Awareness for teaching and non-teaching staff on 18 November 2025 at the Seminar Hall which was attended by approximately 110 teaching and non-teaching staff working on campus. The session aimed to foster awareness, promote sensitivity, and reinforce institutional commitment to cultivating a safe, respectful, and accountable University environment.

The programme commenced with the ceremonial presentation of a planter and memento to the distinguished keynote speaker, **Prof. (Dr.) Vageshwari Deswal**, Professor of Law, University of Delhi, celebrated for her scholarship in criminal law, gender justice, and jurisprudence. **Prof. (Dr.) Jai S. Singh (Vice-Chancellor)**, **Prof. (Dr.) Kamaljit Kaur (Dean Research)**, and **Prof. (Dr.) Naresh Kumar Vats (Dean Academics)** were warmly welcomed at the beginning of the programme. The session witnessed participation from teaching faculty, administrative staff, security personnel, and housekeeping staff, demonstrating strong engagement from all institutional stakeholders.

The session began with introductory remarks highlighting the relevance of sensitisation, the importance of understanding sexual harassment, and the role of institutional mechanisms in ensuring a secure campus climate. Prof. (Dr.) Deswal addressed the gathering and explained the meaning and scope of sexual harassment, traced the historical evolution of the term, and elaborated on legal provisions, landmark judicial pronouncements, and complaint redressal procedures. She further highlighted the subtle behaviours, everyday interactions, language, and attitudes that are often normalised yet contribute to unsafe and exclusionary environments. She discussed the role of individuals particularly the influence of societal conditioning and patriarchy in shaping perceptions and conduct, urging participants to introspect, unlearn problematic patterns, and consciously adopt empathy and respect in daily interactions.

She also guided the participants on how to respond in situations involving harassment whether as individuals affected, bystanders, or supporters emphasising awareness, reporting mechanisms, and institutional support systems. The discussion underscored the importance of empathy, accountability, and personal responsibility in nurturing a dignified and inclusive academic and workplace environment. An interactive segment followed the address, allowing participants to raise questions and seek clarity on legal remedies, redressal processes, and responsibilities as responsible members of the University community. The programme concluded with a formal vote of thanks by **Dr. Gurneet Singh**, who acknowledged the valuable insights shared by the resource person and appreciated the active involvement of the participants. The session successfully deepened awareness, encouraged dialogue, and strengthened the University's ongoing efforts toward fostering a safe, respectful, and gender-sensitive institutional culture.

