

Empowering Women in IT (eWIT)

Invites you to a

Webinar Series

On

Prevention of Sexual Harassment and Work from Home

On 2nd May 2020 (Saturday)

From 4.00pm – 4.40pm

Presenting

Advocate Shivakami Ravichandran

BSL. LLB. (ILS); LLM. (Warwick)

Registration Details

[Registration Link](#)

- Zoom login details will be sent to members who register

Agenda

- Speakers Introduction
- What is Sexual Harassment?
- POSH Law in India– Brief Overview
- Origins and Important Caselaw - Vishaka, Apparel Export, Nirbhaya.
- The Importance of POSH in India
- ICC – Composition/ Process in Brief
- Duty of the Employer
- Kinds of Harassment
- Sex-based discrimination
- Physical Harassment
- POSH In WFH Situations
- How to deal with Work From Home Harassment.
- Q & A

About Advocate Shivakami Ravichandran

- **Advocate Shivakami Ravichandran** is a law graduate from the renowned ILS Law College (Pune, India) where she successfully completed the integrated five-year law course (1999-2004).
- She was the only recipient of the India Law PG Scholarship in 2005 at the University of Warwick (Coventry, United Kingdom).
- Shivakami has been a member of the Bar Council of Tamil Nadu since 2006. She is a women's rights and Matrimonial lawyer with close to 10 years of experience in the area of gender equality and human resources/labour law
- Her previous work experience includes work in the field of sexual harassment (prevention, prohibition and redressal) in Chennai and New Delhi, India. Her work in the field of gender discrimination includes the provision of legal advisory services, legal research, ombudsperson and training services. Specifically, she works on legal research and statutory evaluation and has worked on studies on the issue of sexual harassment for the ILO and with VV Giri National Labour Institute in India.
- She undertakes a number of related services which includes advising organizations and Human Resources consultants on legal compliances relevant to employment and matrimonial law in India, creating anti-harassment and anti-bullying workplace policies, setting up organizational (IC) committees in accordance with the law, preparing reference materials for IC members, conducting training and workshops on gender sensitization and safety for employees, Human Resource(s) staff, security personnel and committee members.
- She also conducts investigations and inquiries as an external IC member/ombudsperson. She provides confidential and informal assistance in resolving workplace disagreements and disciplinary concerns. Her interventions include investigation of complaints, feedback, reporting and advisory services.
- Shivakami is based out of Chennai. She has been on the panel with Cohere Consultants since 2015 and provides support and assistance to Cohere clients in their workplaces in southern India.
- She can be contacted at shivakami@cohereconsultants.com. Mobile Number: (+ 91) 8800664777