

KU organises workshop on prevention of sexual harassment at workplace



Srinagar, Dec 12: To raise awareness about workplace safety and promote a culture of respect, the Internal Complaints Committee (ICC), University of Kashmir (KU), organised a two-day capacity building workshop on Prevention of Sexual Harassment at Workplace (POSH).

Speaking at the inaugural session, Vice-Chancellor KU Prof. Nilofer Khan emphasised the University's commitment to creating safe and inclusive spaces for all.

"Our university is dedicated to creating an environment where respect and dignity are upheld, and the ICC plays a pivotal role in ensuring justice and safety for everyone," she stated.

Dean Academic Affairs KU, Prof. Shariefuddin Pirzada, stressed the importance of addressing workplace issues through awareness and dialogue.

"Such workshops are crucial in sensitizing individuals and ensuring a safer workplace culture," he said.

Registrar KU, Prof. Naseer Iqbal, reiterated the institution's zero-tolerance policy towards workplace harassment.

"Workshops like this are essential for raising awareness and implementing effective measures to create a secure working environment for everyone," he said.

In her special address, Dean Academic Affairs Cluster University Srinagar, Prof. Yasmeen Ashai, emphasised the need to address gender-based bias and harassment proactively.

"Creating safe spaces in academic institutions is essential to ensure dignity and mutual respect," she remarked.

Expert speaker, Prof. Arvinder A. Ansari, Jamia Millia Islamia New Delhi, described sexual harassment as a fundamental rights violation including the right to dignity, equality and a safe working environment.

"Sensitization and understanding one's rights are essential to developing workplaces rooted in respect and equality," she noted.

Earlier, in her welcome address, Presiding Officer, ICC KU Prof. Aneesa Shafi, welcomed the participants and highlighted the need for such initiatives.

"This workshop is aimed at bridging the gap between policy and practice to ensure a deeper understanding of the social and legal aspects of harassment," she said.

The inaugural session was attended by various deans, heads of departments, faculty members, students, and scholars from the varsity. Participants from various regional colleges and universities are a part of this capacity building workshop.

The proceedings of the inaugural session were conducted by Director Institute of Kashmir Studies KU, Prof. Aaliya Ahmed and the formal vote of thanks was proposed by Director EMMRC KU, Dr. Salima Jan.

The workshop includes technical sessions on various social and legal dimensions of workplace harassment.