



## **POSHasya**

A Conclave  
on

### **Preventing Sexual Harassment in Workplaces PRESENTED BY PARITY CONSULTING**

*February 15, 2019  
ITC Welcom Hotel, Magrath Road,  
Bangalore*

#### **Conclave Agenda**

##### **1. Welcome and Introductory Remarks**

**10-10:15am**

Parity's vision for POSHasya – a community of POSH ambassadors committed to creating safe and inclusive workplaces

**Speaker: Kalpana Tatavarti, Founder & CEO, Parity Consulting**

##### **2. Key Note Address**

**10:15-10:30am**

Why we should care about sexual harassment in workplaces.

**Speaker: Arundhati Chandrashekar, Director, Department of Women & Child Development, Karnataka**

##### **3. Speaker Perspective - Effective Compliance**

**10:30-11:00am**

What are the key provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013? Compliance has been introduced in order to tackle workplace sexual harassment. When implementing the key provisions, how can organizations ensure that compliance maps to effectively curbing workplace sexual harassment?

**Speaker: Swarnima, Partner, Trilegal**

\*\*\*\*\*11:00-11:15am TEA BREAK\*\*\*\*\*

#### **4. Panel Discussion- Spotting and Reporting Sexual Harassment**

**11:15-12 noon**

For many years, behaviors of sexual harassment were considered "normal". As more people are speaking up, the norms of behavior are shifting. How can organizations keep up with these changes and more importantly, equip their employees to recognize sexual harassing behaviors? There is still a stigma around reporting sexual harassment. How can organizations encourage reporting?

**Moderator**

**Monica Dhar, Head Diversity & Inclusion, Reliance Industries**

**Panelists**

**Richa Dubey, Director, Human Resources, Schneider Electric**

**Nisha Verma, Senior Vice President HR, Welspun India Ltd**

**Nandini Mehta, Head, Business HR, Max Retail Division, Lifestyle International Pvt. Ltd.**

**Tina Vas, Sr Vice President HR M&A, HGS**

#### **6. Planning for a Future Where No One Has to Say #MeToo**

**12:00-1:00pm**

Alyssa Milano, the woman who triggered the #MeToo movement, in a video addressed to her daughter said that she hoped her daughter never had to say #MeToo. How do we make sustainable changes addressing the present reality but laying the groundwork for a future that is free from workplace sexual harassment?

**Speaker Perspective:** The Indian #MeToo landscape and how organizations are impacted.

**Rashmi Pradeep, Partner, Cyril Amarchand Mangaldas**

#### **Panel Discussion**

**Moderator:**

**Abhaya, Lead Consultant, Prevention of Sexual Harassment, Parity Consulting**

**Panelists:**

**Rahul Gonsalves, Founder, UnCommon Design**

**Srikanth Suvvaru, Head of Candidate Attraction and Engagement, RBS**

**Komal Singh, Employer Relations Leader, Intuit**

**Rashmi Pradeep, Partner, Cyril Amarchand Mangaldas**

\*\*\*\*\* 1:00-2:00pm LUNCH BREAK \*\*\*\*\*

#### **7. Parity Masterclass – Case Laws Through a Social Lens**

**2:00-2:30pm**

Case laws are important to understand the nuances and ground reality of the Act. Laxmi Char will conduct a master class that will look at recent case laws in the wider social

context. Participants will gain insight into Parity's unique socio-legal framework, that will equip them to understand the provisions of the Act as well as the spirit of the Act.

**Speaker: Laxmi Char, Co Founder, Parity Consulting**

## **8. Panel Discussion – Equipping our ICCs: Advantages, Challenges and Successes**

**2:30-3:15pm**

ICCs are a very unique concept and there are not many precedents we can look for within the wider international community. ICCs are vested with immense power. How do we ensure that ICCs are well-equipped and what are the common challenges that we see?

### **Moderator:**

**Kalpana Tatavarti, Founder, Parity Consulting**

### **Panelists**

**Sukanya Gopinath, Head, Ethics Management, Titan Company**

**K. Sribhoomi Yesaswini, Partner, Kasturi & Associates**

**Sajan Mathai, Senior Director, Oracle India**

**Padmaja AR, Vice President, Robert Bosch Engineering and Business Solutions Private Limited**

\*\*\*\*\* 3:15-3:30pm TEA BREAK \*\*\*\*\*

## **9. Speaker Perspective: Implementing the Act**

**3:30-4:00pm**

In following the provisions of the law, there are often operational challenges while implementing it. What are common operational challenges faced by HR? How does HR handle them? Priya shares her experiences.

**Speaker: Priya Mathilakath, Head HR, Retail and Corporate, Titan Company**

## **10. Leading by Example: Best Practices Presentations**

**4:00-4:50pm**

Organizations that are leading the way in preventing sexual harassment share their best practices and their journey in being thought leaders.

### **Presentations By:**

**Padmavathy Basavaiah, Case Management Leader, IBM**

**Sarika Pradhan, POSH Head and Behavioural Development Head, Wipro**

**Komal Singh, Employee Relations Leader, Intuit**

## **11. Closing Remarks:**

**4:50-5:00pm**

**Speaker: Meena Jagtiani, Senior Consultant, Parity Consulting**