

Report on Workshop on Effective Functioning of Internal Complaints Committee (ICC)

January 19, 2017 at Conference Room, Ruby, Dadar

A workshop on Effective Functioning of ICC was conducted by Governance Committee on January 19, 2018 at Bombay Chamber, Dadar. Ms. Usha Maheshwari, Additional Director, Bombay Chambers welcomed speakers and delegates. Ms. Maheshwari introduced the Chamber and briefed about history and the milestone achieved by Bombay Chamber.

Ms. Veena Sharma, Director Forensic, Financial Advisory; Ms. Swahili Pandit, Deputy Manager and Ms. Adrija Sengupta, Senior Manager, from Deloitte India conducted session using of case study methodology.

The prevention of sexual harassment at workplace should all level of employees and stakeholders to understand what constitutes sexual harassment. Most importantly it requires the employer to proactively prevent, prohibit and redress such incidents. Organizations need to understand preventing sexual harassment should not be about merely complying with regulations, but also about managing the social and reputational damage to the organisation that follows when such incidents occur.

Further speaker explained that workplace does not only involve interaction with colleagues but also involves interaction with contracted staff, part-time employees, potential candidates / visitors, customers or business associates, agents, vendor etc. The discussion covered the topics like definition of sexual harassment at workplace; time period to accept complaint; the composition of the ICC; Complaint redressal process timeline; conciliation process Powers and duties of ICC members and appeal process.

The workshop was very interactive and the participants got the opportunity to share their practices followed in their organizations and clarified the doubts. We received an overwhelming and encouraging feedback from the delegates.

