

# Greater Jammu

Vol. 16 No: 79 | JAMMU, WEDNESDAY, MARCH 20, 2024 | Pages: 12 | Price: ₹ 5.00 | Air surcharge ₹ 1.00 for Leh

the daily newspaper

Wednesday 20<sup>th</sup> March 2024

## IIM Jammu fostering a safe and inclusive environment, hoists POSH workshop



Prof. B.S. Sahay, Director IIM presenting a memento to Mahalakshmi Rajagopal, a Holistic Wellness Professional.

### GJ REPORT

**JAMMU, MAR 19:** The Indian Institute of Management (IIM) Jammu recently organized a Prevention Of Sexual Harassment (POSH) workshop, affirming its commitment to fostering a safe and inclusive environment. The workshop, tailored for faculty members, staff, officers, and students, was inaugurated on March 18, 2024, with the second session scheduled for the fol-

lowing day, March 19, 2024. Conducted by Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30 years of experience, the workshop aimed to raise awareness about sexual harassment and promote a culture of respect and safety within the institute. The initial session saw active participation from faculty members, officers, and staff, while the afternoon session engaged the student

body.

Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu, delivered the welcome address, emphasizing the importance of the workshop in fostering a culture of respect and safety. Rajagopal highlighted the need for robust POSH guidelines and the importance of creating a supportive environment for reporting incidents of harassment. The second session, held in the newly inaugurated Auditorium of IIM Jammu, Mandapam, was attended by MBA Batch 7, Batch 8 and PhD scholars. Rajagopal discussed the mandatory nature of POSH compliance and the role of Internal Committees in ensuring a safe environment. Prof. B.S. Sahay, Director of IIM Jammu, expressed gratitude for Rajagopal's insights and encouraged open dialogue among students.



Wednesday 20<sup>th</sup> March 2024

# IIM Jammu Fostering A Safe And Inclusive Environment By Conductive POSH Workshop

**JAMMU, JAMMU AND KASHMIR TOP J&K NEWS**  
By Statetimes\_editor Last updated Mar 20, 2024



STATE TIMES NEWS

JAMMU: The Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creating a safe and inclusive environment by hosting the Prevention Of Sexual Harassment (POSH) workshop. The workshop, tailored for the faculty members, staff, officers, and students of the institute, was inaugurated on 18th March, 2024. The second half of this essential session is scheduled to continue on the following day, the 19th of March 2024, further reinforcing the institute's commitment to fostering a culture of respect and awareness.

The workshop sessions were expertly conducted by Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute.

The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She said, "Today, we take a crucial step towards fostering a culture of respect and safety within our institute. I invite you all to engage in open, enlightening discussions, because it is through understanding and awareness that we can create a truly inclusive community."

During her session, Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent any form of harassment from occurring within the workplace or academic environment.

Rajagopal also underlined the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment. On this issue, she spoke, "Even when no one speaks up, sexual harassment could still be happening quietly. It's up to us to be the voices in our circles, standing up against it and supporting those who need us."

The success of the initial session paved the way for an equally impactful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the institute warmly welcoming Mahalakshmi Rajagopal onto the stage. The Auditorium of IIM Jammu, Mandapam was filled with the students from MBA Batch 07, Batch 08, and PhD scholars.

Mahalakshmi Rajagopal said, "I extend my sincere appreciation to the esteemed Director and the administration of IIM Jammu for organizing this crucial session. It holds immense importance for each of us, especially all the students present here, as each of you are going to be stepping into the corporate world in the near future."

She highlighted that POSH compliance is mandatory for organizations with 10 or more employees as per the Government of India mandate, with penalties and license cancellation for non-compliance. The discussion differentiated POSH implementation in organizations and higher education institutions, emphasizing the various possible relationships between complainants and respondents. The session also covered key terms such as body language, boundaries, unequal opportunities, gender-based harassment, and creating hostile environments. Additionally, it outlined the supportive measures necessary, including the role and composition of the Internal Committee, ensuring a safe and supportive environment for all.

During the workshop, Prof. B.S. Sahay, Director of IIM Jammu, emphasized the importance of

creating an environment where students feel empowered to freely ask questions, express their thoughts, and contribute ideas on how to effectively address and prevent sexual harassment. In his words, "It is vital that our students feel empowered to voice their questions, thoughts, and ideas, as we collectively work towards curbing sexual harassment and fostering a safe and inclusive environment and I feel immensely happy to see that the students are taking part in this discussion without any inhibitions."

The event also saw the presence of Cmdr Kesavan Baskkaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC.

<https://statetimes.in/iim-jammu-fostering-a-safe-and-inclusive-environment-by-conductive-posh-workshop/>



Wednesday 20<sup>th</sup> March 2024

## IIM Jammu fostering a safe and inclusive environment by conductive POSH workshop

### STATE TIMES NEWS

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The workshop sessions were expertly conducted by Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members,



Prof. B.S. Sahay, Director of IIM Jammu felicitating Mahalakshmi Rajagopal.

officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute.

The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She said, "Today, we take a crucial step towards fostering a culture of respect and safety within our institute. I invite

you all to engage in open, enlightening discussions, because it is through understanding and awareness that we can create a truly inclusive community."

During her session, Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent any form of harassment from occurring within the work-

place or academic environment.

Rajagopal also underlined the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment.

On this issue, she spoke, "Even when no one speaks up, sexual harassment could still be happening quietly. It's up to us to be the voices in our circles, standing up against it and supporting those who need us."

The success of the initial session paved the way for an equally impactful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the institute warmly welcoming Mahalakshmi Rajagopal onto the stage. The Auditorium of IIM Jammu, Mandapam was filled with the students from MBA Batch 07, Batch 08, and PhD scholars.

Mahalakshmi Rajagopal

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She highlighted that POSH compliance is mandatory for organizations with 10 or more employees as per the Government of India mandate, with penalties and license cancellation for non-compliance. The discussion differentiated POSH implementation in organizations and higher education institutions, emphasizing the various possible relationships between complainants and respondents. The session also covered key terms such as body language, boundaries, unequal opportunities, gender-based harassment, and creating hostile environments. Additionally, it outlined the supportive meas-

ures necessary, including the role and composition of the Internal Committee, ensuring a safe and supportive environment for all.

During the workshop, Prof. B.S. Sahay, Director of IIM Jammu, emphasized the importance of creating an environment where students feel empowered to freely ask questions, express their thoughts, and contribute ideas on how to effectively address and prevent sexual harassment.

In his words, "It is vital that our students feel empowered to voice their questions, thoughts, and ideas, as we collectively work towards curbing sexual harassment and fostering a safe and inclusive environment and I feel immensely happy to see that the students are taking part in this discussion without any inhibitions."

The event also saw the presence of Cmr Kesavan Baskaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC.

Wednesday 20<sup>th</sup> March 2024

## IIM Jammu Fostering a Safe, Inclusive Environment by hosting POSH Workshop

**REFUGEE MESSAGE BUREAU**  
JAMMU, MAR 19

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The workshop sessions were expertly conducted by Ms. Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 20+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the Institute.

The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She extended a gracious welcome to the esteemed

faculty members, staff, and officers gathered for this vital event. She also extended a special welcome to Ms. Mahalakshmi Rajagopal, acknowledging her expertise and the importance of her presence. On the occasion, she said, "Today, we take a crucial step towards fostering a culture of respect and safety within our Institute. I invite you all to engage in open, enlightening discussions, because it is through understanding and awareness that we can create a truly inclusive community."

During her session, Ms. Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent any form of harassment from occurring within the workplace or academic environment. Ms. Rajagopal also underlined the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment. On this issue, she spoke, "Even when no one speaks up, sexual harassment could still be happening quietly. It's up to us to be the voices in our circles, standing up against it and supporting those who need us." Her insights resonated strongly with the audience, reinforcing the significance of proactive measures in ensuring



the safety and well-being of all individuals within the Institute.

The workshop witnessed enthusiastic participation and engaging discussions among the faculty members, staff, and officers, alongside Ms. Mahalakshmi Rajagopal. The success of the initial session paved the way for an equally impactful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the Institute warmly welcoming Ms. Mahalakshmi Rajagopal onto the stage. The Auditorium of IIM Jammu, Mandapam was filled with the students from MBA Batch 07, Batch 08, and PhD scholars, who greeted her with resounding applause. This enthusiastic reception set a positive tone for an insightful and impactful continuation of the workshop, highlighting the Institute's commitment to fostering a culture of respect and awareness among its student community.

it outlined the supportive measures necessary, including the role and composition of the Internal Committee, ensuring a safe and supportive environment for all.

During the workshop, Prof. B.S. Sahay, Director of IIM Jammu, took the opportunity to express his sincere gratitude and appreciation to Ms. Mahalakshmi Rajagopal for her invaluable insights and guidance. He highlighted the significance of her visit to the Institute and the impact of the seminar on fostering a culture of awareness and respect. Prof. Sahay further emphasized the importance of creating an environment where students feel empowered to freely ask questions, express their thoughts, and contribute ideas on how to effectively address and prevent sexual harassment. In his words, "We are grateful to Ms. Mahalakshmi Rajagopal for her enlightening session today. It is vital that our students feel empowered to voice their questions, thoughts, and ideas, as we collectively work towards curbing sexual harassment and fostering a safe and inclusive environment and I feel immensely happy to see that the students are taking part in this discussion without any inhibitions."

Throughout the session, the students actively participated in the workshop by posing thoughtful questions and seeking clarifications on various aspects of sexual harassment in both

workplace and educational settings.

The event also saw the presence of Cmdr Kesavan Baskaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC. As the workshop drew to a close, Prof. B.S. Sahay extended heartfelt gratitude to Ms. Mahalakshmi Rajagopal and presented her with a token of appreciation. The culmination of the session was not the end, as counselling sessions between the students and Ms. Rajagopal were arranged, further fostering a platform for open dialogue and support.

On the 19th of March 2024, students at the Indian Institute of Management (IIM) Jammu's Canal Road Transit Campus had the privilege of engaging with Ms. Mahalakshmi Rajagopal in a dynamic interaction session. This event was attended by students from various academic programs, including the MBA (HA&HM) batch, IPM batch, and Executive MBA batch (online mode). Additionally, a counselling session was held at both the campuses to address the concerns and queries of the students.

This event showcases IIM Jammu's unwavering commitment to creating a safe, respectful, and inclusive environment for all its members. Through initiatives like these, the Institute continues to empower its community with knowledge, awareness, and resources to combat problems like sexual harassment.

# JOURNEY

# Line

DAILY JAMMU, VOL. 29, ISSUE 79, (PAGES 12) / PRICE RS. 2, SURCHARGE Re 1 (FOR OUT STATIONS)  
REGD. NO JK-192/15-17/RNI No. 72075/98

WEDNESDAY, MARCH 20, 2024

Wednesday 20<sup>th</sup> March 2024

## IIM Jammu Fostering a Safe and Inclusive Environment by Conductive POSH Workshop

### JL NEWS SERVICE

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The workshop sessions were expertly conducted by Ms. Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute. The morning session of the workshop



began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She extended a gracious welcome to the esteemed faculty members, staff, and officers gathered for this vital event. She also extended a special welcome to Ms. Mahalakshmi Rajagopal, acknowledging her expertise & the importance of her presence. On the occasion, she said, "Today, we take a crucial step towards fostering a culture of respect and safety within our institute. I invite you all to engage in open, enlightening discussions, because it is through understanding and awareness that we can create a truly inclusive community."

During her session, Ms. Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent any form of harassment from occurring within the workplace or academic environment. Ms. Rajagopal also underlined the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment. On this issue, she spoke, "Even when no one speaks up, sexual harassment could still be happening quietly. It's up

to us to be the voices in our circles, standing up against it and supporting those who need us." Her insights resonated strongly with the audience, reinforcing the significance of proactive measures in ensuring the safety and well-being of all individuals within the institute.

The workshop witnessed enthusiastic participation and engaging discussions among the faculty members, staff, & officers, alongside Ms. Mahalakshmi Rajagopal. The success of the initial session paved the way for an equally impactful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the institute warmly welcoming Ms. Mahalakshmi Rajagopal onto the stage.

The Auditorium of IIM Jammu, Mandapam was filled with the students from MBA Batch 7, Batch 8, and PhD scholars, who greeted her with resounding applause. This enthusiastic reception set a positive tone for an insightful and impactful continuation of the workshop, highlighting the institute's commitment to fostering a culture of respect & awareness among its student community.



## IIM Jammu launches 'POSH' Workshop

### NL CORRESPONDENT

**JAMMU TAWI, MARCH 19** The Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creating a safe and inclusive environment by hosting the Prevention of Sexual Harassment (POSH) workshop. The workshop, tailored for the faculty members, staff, officers, and students of the institute, was inaugurated on 18th March, 2024. The second half of this essential session is scheduled to continue on the following day, the 19th of March 2024, further reinforcing the institute's commitment to fostering a culture of respect and awareness. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute. The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Inter-

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Taking to the stage, she highlighted that POSH compliance is mandatory for organizations with 10 or more employees as per the Government of India mandate, with penalties and license cancellation for non-compliance. During the workshop, Prof. B.S. Sahay, Director of IIM Jammu, took the opportunity to express his sin-



cere gratitude and appreciation to Mahalakshmi Rajagopal for her invaluable insights and guidance. Throughout the session, the students actively participated in the workshop by posing thoughtful questions and seeking clarifica-

tion on various aspects of sexual harassment in both workplace and educational settings. The event also saw the presence of Cmdr Kesavan Baskkaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC.



Wednesday 20<sup>th</sup> March 2024

## IIM-J fostering a safe, inclusive environment by conductive POSH workshop

EARTH NEWS SERVICE

**JAMMU:** The Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creating a safe and inclusive environment by hosting the Prevention of Sexual Harassment (POSH) workshop. The workshop, tailored for the faculty members, staff, officers, and students of the institute, was inaugurated on Tuesday.

The workshop sessions were expertly conducted by Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute.

The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She extended a gracious welcome to the esteemed faculty members, staff, and officers gathered for this vital event.

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which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the institute warmly welcoming Mahalakshmi Rajagopal onto the stage. Taking to the stage, Rajagopal said, "I extend my sincere appreciation to the Director and the administration of IIM Jammu for organizing this crucial session. It holds immense importance for each of us, especially all the students present here, as each of you are going to be stepping into the corporate world in the near future."

She highlighted that POSH compliance is mandatory for organizations with 10 or more employees as per the Government of India mandate, with penalties and license cancellation for non-compliance. The discussion differentiated POSH implementation in organizations and higher educa-

tion institutions, emphasizing the various possible relationships between complainants and respondents. The session also covered key terms such as body language, boundaries, unequal opportunities, gender-based harassment, and creating hostile environments. Additionally, it outlined the supportive measures necessary, including the role and composition of the Internal Committee, ensuring a safe and supportive environment for all. During the workshop, Professor BS Sahay, Director of IIM Jammu took the opportunity to express his sincere gratitude and appreciation to Mahalakshmi Rajagopal for her invaluable insights and guidance. He highlighted the significance of her visit to the institute and the impact of the seminar on fostering a culture of awareness and respect.

Throughout the session, the students actively participated in the workshop by posing thoughtful questions and seeking clarification on various aspects of sexual harassment in both workplace and educational settings.

The event also saw the presence of Cmrdr Kesavan Baskaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC.

The students at the Indian Institute of Management (IIM) Jammu's Canal Road Transit Campus had the privilege of engaging with Mahalakshmi Rajagopal in a dynamic interaction session. This event was attended by students from various academic programs, including the MBA (HA&HM) batch, IPM batch, and Executive MBA batch (online mode). Additionally, a counselling session was held at both the campuses to address the concerns and queries of the students.

Wednesday 20<sup>th</sup> March 2024

## IIM Jammu fostering a safe and inclusive environment by conductive POSH Workshop



### JAMMU BULLETIN NEWS JAMMU, MAR 19:

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commitment to fostering a culture of respect and awareness. The event was presided over by Prof. B.S. Sahay, Director, IIM Jammu.

Present on the occasion were Cmdr Kesavan Baskkaran, CAO, IIM Jammu and Dr. Yashoda Devi, Chairperson, Internal Complaints Committee (ICC), IIM Jammu. The workshop sessions were expertly conducted by Ms. Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and well-being of children, adolescents,

and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute. On the 19th of March 2024, students at the Indian Institute of Management (IIM) Jammu's Canal Road Transit Campus had the privilege of engaging with Ms. Mahalakshmi Rajagopal in a dynamic interaction session. This event was attended by students from various academic programs, including the MBA (HA&HM) batch, IPM batch, and Executive MBA batch (online mode). Additionally, a counselling session was held at both the campuses to address the concerns and queries of the students. This event showcases IIM Jammu's unwavering commitment to creating a safe, respectful, and inclusive environment for all its members. Through initiatives like these, the institute continues to empower its community with knowledge, awareness, and resources to combat problems like sexual harassment.

# DHARTI TIMES

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During the workshop, Prof. B.S. Sahay, Director of IIM Jammu, took the opportunity to express his sincere gratitude and appreciation to Ms. Mahalakshmi Rajagopal for her invaluable insights and guidance. He highlighted the significance of her visit to the institute and the impact of the seminar on fostering a culture of awareness and respect. Prof. Sahay further emphasized the importance of creating an environment where students feel empowered to freely ask questions, express their thoughts, and contribute ideas on how to effectively address and prevent sexual harassment. In his words, "We are grateful to Ms. Mahalakshmi Rajagopal for her enlightening session today."

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Wednesday 20<sup>th</sup> March 2024

# IIM Jammu Fostering a Safe and Inclusive Environment by Conductive POSH Workshop

**TT CORRESPONDENT**

**JAMMU, MAR. 19:** The Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creating a safe and inclusive environment by hosting the Prevention Of Sexual Harassment (POSH) workshop. The workshop, tailored for the faculty members, staff, officers, and students of the institute, was inaugurated on 18th March, 2024. The second half of this essential session is scheduled to continue on the following day, the 19th of March 2024, further reinforcing the institute's commitment to fostering a culture of respect and awareness.

The workshop sessions were expertly conducted by Ms. Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute.

The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She extended a gracious welcome to the esteemed faculty members, staff, and officers gathered for this vital event. She also extended a special welcome to Ms. Mahalakshmi Rajagopal, acknowledging her expertise and the importance of her presence. On the occa-



sion, she said, "Today, we take a crucial step towards fostering a culture of respect and safety within our institute. I invite you all to engage in open, enlightening discussions, because it is through understanding and awareness that we can create a truly inclusive community."

During her session, Ms. Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent any form of harassment from occurring within the workplace or academic environment. Ms. Rajagopal also underlined the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment. On this issue, she spoke, "Even when no one speaks up, sexual harassment could still be happening quietly. It's up to us to be the voices in our circles, standing up against it and supporting those who need us." Her insights resonated strongly with the audience, reinforcing the significance of proactive measures in ensuring the

safety and well-being of all individuals within the institute.

The workshop witnessed enthusiastic participation and engaging discussions among the faculty members, staff, and officers, alongside Ms.

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VOL NO. 16 ISSUE NO. 126

JAMMU, WEDNESDAY, MARCH 20, 2024

PAGES 12 • PRICE Rs/- 1

Wednesday 20<sup>th</sup> March 2024

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EXCEL EXPRESS BUREAU  
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Vol. 12 ISSUE NO: 69 Postal Regd. No. L-29/JK-509/22-24 RNI NO. JKENG/2013/48845 Pages 12 PRICE ₹. 2/-

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NIJ News Service

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During her session, Ms. Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent

any form of harassment from occurring within the workplace or academic environment. Ms. Rajagopal also underscored the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment. On this issue, she spoke, "Even when no one speaks up, sexual harassment could still be happening quietly. It's up to us to be the voices in our circles, standing up against it and supporting those who need us." Her insights resonated strongly with the audience, reinforcing the significance of proactive measures in ensuring the safety and well-being of all individuals within the institute. The workshop witnessed enthusiastic participation and engaging discussions among the faculty members, staff, and officers, alongside Ms. Mahalakshmi Rajagopal. The success of the initial session paved the way for an equally impactful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the institute warmly welcoming Ms. Mahalakshmi Rajagopal onto the stage. The Auditorium of IIM Jammu, Mandapam was filled with the students from MBA Batch 05, Batch 08 and PhD scholars, who greeted her with resounding applause. This enthusiastic reception set a positive tone for an insightful and impactful continuation of the workshop, highlighting the institute's commitment to fostering a culture of respect and awareness among its student community.

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Throughout the session, the students actively participated in the workshop by posing thoughtful questions and seeking clarification on various aspects of sexual harassment in both workplace and educational settings.

The event also saw the presence of Ompr. Kesavan Baskaran, CAD of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC. As the workshop drew to a close, Prof. B.S. Sahay extended heartfelt gratitude to Ms. Mahalakshmi Rajagopal and presented her with a token of appreciation.

The culmination of the session was not the end, as counselling sessions between the students and Ms. Rajagopal were arranged, further fostering a platform for open dialogue and support.

On the 19th of March 2024, students at the Indian Institute of Management (IIM) Jammu's Central Road Transit Campus had the privilege of engaging with Ms. Mahalakshmi Rajagopal in a dynamic interaction session. This event was attended by students from various academic programs, including the MBA (HARPM) batch, IPM batch, and Executive MBA batch (online mode).

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By India Education Diary Bureau Admin On Mar 19, 2024

Share

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Taking to the stage, Ms. Mahalakshmi Rajagopal said, "I extend my sincere appreciation to the esteemed Director sir and the administration of IIM Jammu for organizing this crucial session. It holds immense importance for each of us, especially all the students present here, as each of you are going to be stepping into the corporate world in the near future."

She highlighted that POSH compliance is mandatory for organizations with 10 or more employees as per the Government of India mandate, with penalties and license cancellation for non-compliance. The discussion differentiated POSH implementation in organizations and higher education institutions, emphasizing the various possible relationships between complainants and respondents. The session also covered key terms such as body language, boundaries, unequal opportunities, gender-based harassment, and creating hostile environments. Additionally, it outlined the supportive measures necessary, including the role and composition of the Internal Committee, ensuring a safe and supportive environment for all.

During the workshop, Prof. B.S. Sahay, Director of IIM Jammu, took the opportunity to express his sincere gratitude and appreciation to Ms. Mahalakshmi Rajagopal for her invaluable insights and guidance. He highlighted the significance of her visit to the institute and the impact of the seminar on fostering a culture of awareness and respect. Prof. Sahay further emphasized the importance of creating an environment where students feel

empowered to freely ask questions, express their thoughts, and contribute ideas on how to effectively address and prevent sexual harassment. In his words, “We are grateful to Ms. Mahalakshmi Rajagopal for her enlightening session today. It is vital that our students feel empowered to voice their questions, thoughts, and ideas, as we collectively work towards curbing sexual harassment and fostering a safe and inclusive environment and I feel immensely happy to see that the students are taking part in this discussion without any inhibitions.”

Throughout the session, the students actively participated in the workshop by posing thoughtful questions and seeking clarification on various aspects of sexual harassment in both workplace and educational settings.

The event also saw the presence of Cmdr Kesavan Baskkaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chairperson of the ICC. As the workshop drew to a close, Prof. B.S. Sahay extended heartfelt gratitude to Ms. Mahalakshmi Rajagopal and presented her with a token of appreciation. The culmination of the session was not the end, as counselling sessions between the students and Ms. Rajagopal were arranged, further fostering a platform for open dialogue and support.

On the 19th of March 2024, students at the Indian Institute of Management (IIM) Jammu’s Canal Road Transit Campus had the privilege of engaging with Ms. Mahalakshmi Rajagopal in a dynamic interaction session. This event was attended by students from various academic programs, including the MBA (HA&HM) batch, IPM batch, and Executive MBA batch (online mode). Additionally, a counselling session was held at both the campuses to address the concerns and queries of the students.

This event showcases IIM Jammu’s unwavering commitment to creating a safe, respectful, and inclusive environment for all its members. Through initiatives like these, the institute continues to empower its community with knowledge, awareness, and resources to combat problems like sexual harassment.

<https://indiaeducationdiary.in/iim-jammu-fostering-a-safe-and-inclusive-environment-by-conductive-posh-workshop/>



Wednesday 20<sup>th</sup> March 2024

## IIM Jammu Fostering a Safe and Inclusive Environment by Conductive POSH Workshop



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Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creating a safe and inclusive environment by hosting the Prevention Of Sexual Harassment (POSH) workshop. The workshop, tailored for the faculty members, staff, officers, and students of the institute, was inaugurated on 18th March, 2024. The second half of this essential session is scheduled to continue on the following day, the 19th of March 2024, further reinforcing the institute's commitment

to fostering a culture of respect and awareness. The event was presided over by Prof. B.S. Sahay, Director, IIM Jammu.

Present on the occasion were Cmdr Kesavan Baskkaran, CAO, IIM Jammu and Dr. Yashoda Devi, Chairperson, Internal Complaints Committee (ICC), IIM Jammu.

The workshop sessions were expertly conducted by Ms. Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute.

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<https://www.campusvarta.com/article/iim-jammu-fostering-a-safe-and-inclusive-environment-by-conductive-posh-workshop>



Wednesday 20<sup>th</sup> March 2024

## IIM Jammu fostering a safe and inclusive environment by conductive POSH workshop

Written by: JK Monitor News Network

Created: 19 March 2024

**JAMMU:** The Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creating a safe and inclusive environment by hosting the Prevention Of Sexual Harassment (POSH) workshop. The workshop, tailored for the faculty members, staff, officers, and students of the institute, was inaugurated on 18th March, 2024.

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The workshop sessions were expertly conducted by Ms. Mahalakshmi Rajagopal, a Holistic Wellness Professional with over 30+ years of experience dedicated to the mental health and wellness of children, adolescents, and adults. The initial session was held in the morning and was attended by the esteemed faculty members, officers, and staff of IIM Jammu. Following its success, the workshop reconvened in the afternoon, where it was actively participated in by the vibrant student body of the institute.

The morning session of the workshop began with a warm welcome address by Dr. Yashoda Devi, Chairperson of the Internal Complaints Committee (ICC) at IIM Jammu. She extended a gracious welcome to the esteemed faculty members, staff, and officers gathered for this vital event. She also extended a special welcome to Ms. Mahalakshmi Rajagopal, acknowledging her expertise and the importance of her presence. On the occasion, she said, *"Today, we take a crucial step towards fostering a culture of respect and safety within our institute. I invite you all to engage in open, enlightening discussions, because it is through understanding and awareness that we can create a truly inclusive community."*

During her session, Ms. Mahalakshmi Rajagopal shed light on the critical need for organizations and higher education institutions to have robust Prevention of Sexual



Harassment (POSH) guidelines in place. She emphasized that such measures are essential to prevent any form of harassment from occurring within the workplace or academic environment. Ms. Rajagopal also underlined the importance of creating a supportive atmosphere where both male and female members feel empowered to speak up and report incidents of harassment.

On this issue, she spoke, *"Even when no one speaks up, sexual harassment could still be happening quietly. It's up to us to be the voices in our circles, standing up against it and supporting those who need us."* Her insights resonated strongly with the audience, reinforcing the significance of proactive measures in ensuring the safety and well-being of all individuals within the institute.

The workshop witnessed enthusiastic participation and engaging discussions among the faculty members, staff, and officers, alongside Ms. Mahalakshmi Rajagopal. The success of the initial session paved the way for an equally impactful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a student at the institute warmly welcoming Ms. Mahalakshmi Rajagopal onto the stage. The Auditorium of IIM Jammu, Mandapam was filled with the students from MBA Batch 07, Batch 08, and PhD scholars, who greeted her with resounding applause. This enthusiastic reception set a positive tone for an insightful and impactful continuation of the workshop, highlighting the institute's commitment to fostering a culture of respect and awareness among its student community.

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students feel empowered to freely ask questions, express their thoughts, and contribute ideas on how to effectively address and prevent sexual harassment.

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