

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

lowing day, March 19, Conducted by 2024. 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. Yashoda Dr. 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.



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

JAMMUJAMMU AND KASHMIRTOP 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-conductiveposh-workshop/



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

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

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occurring within the work-

officers, and staff of IIM Jamm. Following its suc-cess, the workshop recon-vened in the afternoon, where you all to engage in open, enlightening discussions, because it is through under-standing and awareness that it was actively participated in by the vibrant student body of the institute. we can create a truly inclu-sive community." During her session, Mahalakshmi Rajagopal

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

REFUGEE MESSAGE BUREAU JAMMU, MAR 19 faculty members, staff, and officers gathered for

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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 Harass ment (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 proac



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 unfold-ed 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. Mahalakshmt Rajagopal onto the stage. The Audi-torium of IIM Jammu, Mandapam was filled with the students from MBA Batch 07. Batch 08, and PhD olars, 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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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 tdeas 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 discusston without any inhibitions

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The event also saw the presence of Cmdr Kesavan Baskaran, CAO of IIM Jammu, and Dr. Yashoda Devi, Chatrperson of the ICC. As the workshop drew to a close, Prof. B.S. Sahay extended heartfelt gratttude to Ms. Mahalakshmi Rajagopal and presented her with a token of appreclation. 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 Ratagopal in a dynamic Interaction session. This event was attended by students from various aca demic 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 inclustwe 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



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

JL NEWS SERVICE

JAMMU, Mar 19: The Indian Institute of Management (IIM) Jammu marked a significant stride in its dedication to creat-ing a safe and inclusive environment by hosting the Prevention Of Sexual (POSH) Harassment 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 Jamimu. 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 institu-tions 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

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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 Internal Complaints Committee (ICC) at IIM Jammu. She also extended a special welcome to Mahalakshmi Rajagopal, acknowledging her expertise and the importance of her presence. 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. 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, who greeted her with resounding applause.

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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 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.



IIM-J fostering a safe, inclusive environment by conductive POSH workshop EARTH NEWS SERVICE

JAMMU: The Indian Institute of Manage-ment (IIM) Jammu marked a significant stride in its dedication to creating a safe

ment (1104) 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 stu-dents 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 cludren, 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 suc-cess, the workshop reconvened in the after-noon, where it was actively participated in by the witsmat student body of the institute. The morning session of the workshop

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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 Committee Complaints (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,

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Wednesday 20th March 2024

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

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safety within our institute. I invite you all to engage in open, enlightening discus-sions, 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 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 inaugurat-ed Auditorium of IIM

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IIM Jammu, took the oppor-tunity 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 contheir thoughts, and con-tribute ideas on how to effectively address and pre-vent sexual harassment. In his words, "We are grateful to Ms. Mahalakshmi to Ms. Mahalakshmi Rajagopal for her enlighten-ing session today.

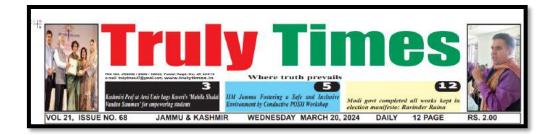
It is vital that our students feel empowered to voice their questions, thoughts, and ideas, as we collectively work towards curbing sexual harassment and fostering a safe and inclusive environ-ment and I feel immensely happy to see that the students are taking part in this discussion without any inhi-bitions."

Throughout the session, the students actively partici-pated in the workshop by posing thoughtful questions and seeking clarification on various aspects of sexual harassment in both workplace and educational set-

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 to Ms. Mahalakshmi Rajagopal and presented her Rajagopal and presented her with a token of appreciation. The culmination of the ses-sion was not the end, as counselling sessions between the students and Ms. Rajagopal were arranged, further fostering a platform for open dialogue and support and support. On the 19th of March

2024, students at the Indian Institute of Management (IIM) Jammu's Canal Road (IIM) Jammu's Canal Road Transit Campus had the privilege of engaging with Ms. Mahalakshmi Rajagopal in a dynamic interaction session. This interaction session. This event was attended by stu-dents 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 This event showcases inw Jammu's unwavering com-mitment to creating a safe, respectful, and inclusive environment for all its mem-bers. Through initiatives like these, the institute continues to empower its community to empower its community with knowledge, awareness, and resources to combat problems like sexual harass-ment.



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

T CORRESPONDEN JAMMU, MAR. 1 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 Dravention Of Sexual Prevention Of Sexual Harassment (POSH) work-shop. The workshop, tai-lored for the faculty members, staff, officers, and students of the institute, was inaugurated on 18th March, 2024. The second half of this essential session 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 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 meas-ures 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 support-ive atmosphere where both 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 res-onated strongly with the audience, reinforcing the significance of proactive measures in ensuring the

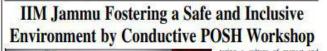
safety and well-being of all individuals within the institute.

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 impact-ful second leg, which unfolded within the newly inaugurated Auditorium of IIM Jammu, Mandapam. The second session of the workshop began with a stu-dent at the institute warmly welcoming Mahalakshmi Ms Rajagopal age. The 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 with resounding her 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. 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 relationsmps between complainants and respondents. The session 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 gratifude 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 enlighten-ing session today.





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EXCEL EXPRESS BUREAU JAMMU, MAR 19

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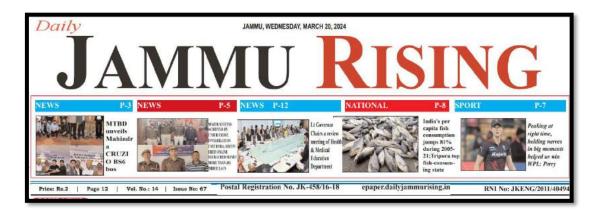
IIM Jammu fostering a safe and inclusive environment by conductive POSH Workshop

GY 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 Sexual Prevention of 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.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.



Wednesday 20th March 2024

IIM Jammu fostering a safe, inclusive environment by conducting POSH workshop

JAMMU RISING 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.

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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 а 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 emphathat such sized 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."

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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.

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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."



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

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ND News Service Jammu, March 19, 2024. The Indian Institute of Management (UM) Jammu marked a significant stride in its debeators to creating a safe and inclusive environment by Inst-ing the Provention Of Secural Harmosment (POSH) workshop, The workshop, tailored for the Inculty members, staff, officers, and sco-dents of the institute, was image-menters, staff, officers, and sco-dents of the institute, was image-menters, staff, officers, and sco-dents of the institute, was image-menters, staff, officers, and sco-dents of the institute, was image-menters, staff, officers, and sco-dents of the institute, was institu-menters, staff, officers, and sco-dents of the institute was institu-need on 18th March, 2024. The sec-ond half of this resential sector is scheduled to continue on the follow-ing day, the 18th of March 2024. ing day, the 19th of March 2024, fur ther reinforcing the institute's com-mitment to distering a radiure of

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

By India Education Diary Bureau Admin On Mar 19, 2024

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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 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.

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.

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



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- 19 Mar, 2024
- 76
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to fostering a culture of respect and awareness. The event was presided over by Prof. B.S. Sahay, Director, IIM Jammu.

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

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Wednesday 20th March 2024

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

Written by: JK Monitor News Network Created: 19 March 2024

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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 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.

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