

**Bharati Vidyapeeth (Deemed To Be) University,  
College of Engineering, Pune.**

**Report of International Women's Day Celebration**

**Expert Talk on “Know your Laws, Know your Rights”**

Women Cell of Bharati Vidyapeeth (Deemed to be) University, College of Engineering, Pune organized a workshop on “Know your laws, Know your Rights” which was scheduled on 8<sup>th</sup> March 2021 as celebration of International Woman's Day. Adv. Nayana Pardeshi, N.M. Associates, Mumbai was invited to conduct the workshop. The inauguration of the workshop was done. The women Cell In charge Prof. K.S. Kulkarni introduced the speaker to all the participants.

The speaker, Adv. Nayana Pardeshi initially introduced about the topic. She explained the difference between sex and gender saying, sex is biological difference between male & female whereas, and Gender is sociological upbringing of male and female. She also explained the various terms like what ‘Sexual Harassment’ is and who the ‘Aggrieved woman’ is. In order to know the various issues of sexual harassment at work place, she explained the scope of work place includes every establishment, branches, branch offices, government offices, private offices, corporate offices, schools, colleges, sports academy, nursing home, hospitals, and malls etc. where there are more than ten people. The maid working in house also has rights against sexual harassment as house where she is employed in her workplace. She said, when there are more than ten employees working in organization there has to be internal committee or Grievance Redressal system which should be headed by 50% women.

She said that women can also file complaint for emotional abuse, sexual abuse and economic abuse. Emotional abuse is like if any women are tortured for not having a child. Sexual abuse is if a woman is forced to keep the sexual relations. Economic abuse is if a woman is deprived from using her money, not allowing to have her ‘stridhan’ with her, using her debit and credit card by others. Under domestic violence act, a woman can file complaint against emotional abuse, sexual abuse and economic abuse. A woman can file complaint to the Protection Officer appointed by

the women and child department, she can also file a complaint to the NGO or make a complaint to the police or go to the court through a lawyer.

The session was followed by question and answer session. The workshop was successfully conducted under the motivation from Principal Dr. A.R. Bhalerao and under the guidance of women cell In charge. Prof. K.S. Kulkarni. Workshop was enjoyed by the participants. It was truly interactive and helpful for everyone.

