



Centre for Organization Development
Consulting • Training • Research

presents

Program on **Prevention of Sexual Harassment at** **Workplaces: Train the Trainer Program**



COD campus
Hyderabad



October
6-8, 2025

Program Director
Prof. Lalitha Akundi

Focus

To address rising concerns over women's safety at work, the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted—marking a turning point in Indian workplace policies. The Act aims to safeguard women employees and promote good governance.

The Ministry of Women and Child Development, GoI, has empanelled select organizations, including the Centre for Organization Development, to conduct training on the Act. This program aims to raise awareness and help participants understand the Act's procedures for prevention and redressal of workplace harassment.

Objectives

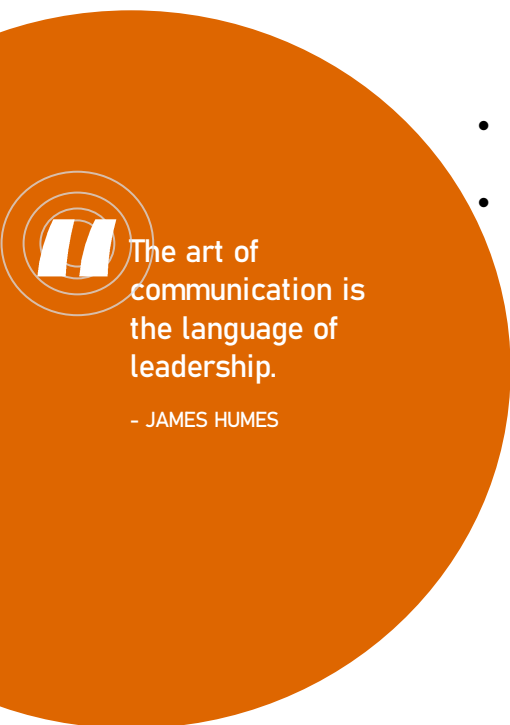
- To create necessary awareness on the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- To Explore Compliance Requirements under the Act.
- To provide knowledge on the constitution and role of the Internal Complaints Committee and its enquiry process

Content

- ☐ Gender Discrimination
- ☐ Sexual Harassment and Gender Discrimination
- ☐ Dimensions and types of SHWP
- ☐ Prevention of SHWP
- ☐ Visakha Guidelines and other important judicial pronouncements
- ☐ SHWWO(PPR)ACT2013
 - Relevant Provisions
 - Fair Procedure
 - Service & Conduct Rules
- ☐ Steps in Conducting the Enquiry
- ☐ Mock Enquiry Session

Who can Participate?

HR Heads/Managers, and all the employees responsible for the proper implementation of the Act at the Workplace.



Methodology

The program is designed to facilitate experiential learning through interactive sessions, which are organized around case studies, group activities, discussions, psychometric instruments, exercises, films etc.

Duration

The Program starts at 9.30 AM on 6th October, and concludes on 8th October 2025 at 5.15 PM. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the program or in the morning of the following day.

Venue

The program will be held at the Centre for Organization Development, Madhapur, Hyderabad. It is fully residential and the participants will be accommodated in single air-conditioned rooms at its campus.

Program Fee

The program fee is Rs.24,000/- + GST. The fee includes tuition, board and lodging, courseware and other facilities of the Centre like internet usage, well equipped gym etc. Local participants, not availing hostel accommodation, will be given a discount of Rs. 1,000/- per day for the duration of the program.

Last Date for Nominations

Friday, September 26, 2025

Certificate of Participation

The Centre issues a Certificate of Participation on conclusion of the Program.

COD Alumni Association

Participants of the Program will become members of COD Alumni Association.





PROF LALITHA AKUNDI

Prof. A. Lalitha, is Program Director and core Faculty at Centre for Organization Development and for over 15 years, Prof Akundi has partnered with companies, institutions and government departments to design, develop and deliver insightful, engaging and interactive Leadership Development programs, extended-duration workshops, and executive education courses covering a

education courses covering a wide range of HR practice areas, including leadership development strategy, collaboration, mentoring relationships, stakeholder management, and team-building. She has been directing the Leadership Development and Emotional Intelligence at Workplace Programs of DST for more than 9 years at COD. She closely works with DRDO, NMDC, MRPL, Bank of Baroda, Indian Overseas Bank, Oriental Bank of Commerce, LIC, HPCL, and the Ministry of Finance, Government of Afghanistan, among many others. She has created operational frameworks, defined HR processes, and administered organizational climate and employee engagement surveys for many public sector companies, led training needs analyses and impact evaluations at AMR-APARD, and authored HR manuals for APMDC, NMDC, e-Pragati, AP Transco, APTDC and NMDC-CMDC. Prof Akundi is the author of several well-regarded academic papers and articles.

Prof Akundi holds an MPhil in Social Sciences and is DiSC-certified. Certified Emotional Intelligence Practitioner, Trained Experiential Educator and POSH Enabler.

About COD

Established in 1980, with the sole objective of disseminating knowledge in organization development and change management. The Centre for Organization Development (COD), is a not-for-profit management consulting, training and research organization, set up with the active involvement of public and private sector participation. COD over a period of four decades consulted over 500 Business Organizations.

COD does Consulting, Training and Research across the following four verticals of practice:

Service Offerings:

- Enterprise Growth & Scalability
- Leadership Development
- Change Management & Transformation
- Strategic Human Capital Management

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Program on
Prevention of Sexual Harassment at Workplaces:
Train the Trainer Program
(October 6-8, 2025)

Nomination Details

Name of the Organization: _____

Name of the Sponsoring Authority: _____

Address: _____

Mobile: _____ Email: _____

Nominee's Details:

S. No.	Name of the Participant	Age	Designation	Mobile & Email ID

REGISTRATION FEE PER NOMINATION

Rs.24,000/- plus 18% GST for residential participant ☐

Rs.21,000/- plus 18% GST for non-residential participant ☐

Group participation (3 or more) and member organizations of COD will get 10% off on the course fee.

The payment of fee may be made either by electronic transfer or crossed cheque/DD in favour of 'Centre for Organization Development' payable at Hyderabad.

Signature: