

Title: Empowering Workplace Culture: PoSH (Prevention of Sexual Harassment) Seminar

The Seminar Committee organized a very interesting and vital session on the topic "PoSH (Prevention of Sexual Harassment)" on Friday, 21st July 2023, at Hotel Aurora Towers, Camp, Pune.

The esteemed speakers for the seminar were Dr. Abhay Valsangkar and Ms. Abole Valsangkar. Dr. Abhay Valsangkar, a graduate of Economics from Bombay University, and a post-graduate in Personnel Management and Industrial Relations from Tata Institute of Social Sciences, along with a Bachelor of General Law from Bombay University, brought with him close to four decades of corporate experience. He had worked in India, Europe, South Africa, and the U.S., spanning various financial services, IT, ITeS, Manufacturing, and Healthcare sectors. Throughout his career, he played key roles in managing organizational transformations, building workplace cultures, enabling corporate growth initiatives, and establishing globally deployable strategic processes.

Ms. Abole Valsangkar, an experienced diversity and inclusion professional, with a demonstrated track record of delivering innovative strategies to promote accountability and awareness around diversity and inclusion, also spoke at the seminar. She held 2 post-graduate degrees – MA in International Relations from the University of Nottingham, England, and MBA from Symbiosis. Prior to joining Allegis Global Solutions (AGS) as a Senior Manager, overseeing diversity and inclusion programs across Asia Pacific, she worked with organizations like The Bank of New York Mellon, HELLA, and Fiserv. Her early introduction to gaining deep insights into cultural diversity and socio-cultural inclusion prepared her to work in multidimensional and multidirectional organizations and environments.

The seminar was well-attended by employees, members of the PoSH Committees or ICC Committees at hotels, Hotel Management Faculty, and Students, among others. The event provided valuable insights and empowered attendees to create a positive and inclusive workplace culture. Participants gained a comprehensive understanding of the legal framework and best practices related to preventing sexual harassment. The engaging discussions and interactive sessions ensured that all participants were left with a renewed commitment to maintaining respectful and safe workplaces.