



**INDIAN INSTITUTE OF BANKING & FINANCE**  
(ISO 21001:2018 Certified)

**Virtual Training Program on  
“Gender Sensitization and Prevention of Sexual Harassment at  
Workplace”**

**From 05<sup>th</sup> to 06<sup>th</sup> March 2026**



**“Individual participants can also register for the programme at their own cost”**

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*Programme Co-ordinator: Dr. N K Bhasin & Ms. M Vaishnavi*

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**NEW DELHI-110 016**

**Website: [www.iibf.org.in](http://www.iibf.org.in)**



## **“Gender Sensitization and Prevention of Sexual Harassment at Workplace”**

### **BACKGROUND**

During its 97 years of service, IIBF has emerged as a premier institute in the banking industry. Considering the emerging requirements of the bankers in the dynamic environment, IIBF has been offering certification courses and training programmes to the banking professionals.

The training programmes are designed in consultation with the industry experts and human resources personnel with an endeavour to address the skill gaps on a continuous basis. The regular offerings in varied areas prepare the banking professionals ahead of the impending change.

IIBF offers virtual training programmes for its Blended Certification courses and many other programmes to facilitate learning across the country.

IIBF also has state-of-the-art training facilities at its Leadership Centre at Mumbai. The four Professional Development Centres (PDCs) at Delhi, Chennai, Kolkata & Mumbai cater to the increasing demand for the focused training programmes.

### **PURPOSE**

With the rising number of women professionals in the workplace, it is necessary to take steps to protect their interests. The focus of this program is to create awareness on issues related to gender discrimination, biases and sexual harassment. The training provides the audience a concrete understanding about POSH, its genesis, provisions of the Act and enlighten the learners about the redressal procedures.

### **OBJECTIVES**

The training program aims to

- Raise awareness on gender sensitivity and sexual harassment issues and complaints at work.
- Provide overview of the provisions of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013.

## CONTENT OVERVIEW

- Understanding Gender biases and stereotypes- impact on individual and workplace culture
- Gender Sensitization- importance, benefits for individuals and workplace
- Promoting Gender Diversity and gender equality – policies, practices and organisational initiatives
- Sexual Harassment at Workplace-Genesis and its impact
- Components of Effective sexual harassment policy
- Complaint Mechanism- Role of IC and LC
- Creating Safe and Responsible Workplace

## METHODOLOGY

Virtual (Online) interactive lectures, Case Studies, presentations and sharing of experiences on the Institute's licensed ZOOM Platform.

Live sessions by the Faculties shall be conducted and participants can participate in the sessions

from home or office using Laptop/Desktop.

Login details for accessing the sessions shall be shared on registered mail ids of participants 24/48 hours before the programme

## TARGET GROUP

**Officers working in any Banks/FIs. Members of Internal Committee of respective Bank/FIs.**

## DURATION

**2 Days - From 05<sup>th</sup> to 06<sup>th</sup> March 2026. Timings 10.00 AM to 5.15 PM**

## FEES

**INR.5000/- per participant for two days plus GST @18% i.e. INR.900/- aggregating to INR.5900/- (In case of TDS deduction, please send us TDS certificate)**

**Programme fee may be remitted to the credit of Institute's account with State Bank of India, details of which are given below:**

- Name of the Bank branch: State Bank of India, Vidya Vihar (West), Mumbai.**
- Account no: 37067835430 IFSC code: SBIN0011710**
- (PAN No: AAATT3309D and GST No. 07AAATT3309D2ZT)**



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**NOMINATION FORM FOR ORGANIZATION WHO NOMINATES THE PARTICIPANTS**

Programme title: **“Gender Sensitization and Prevention of Sexual Harassment at Workplace”**

Date: 05<sup>th</sup> to 06<sup>th</sup> March 2026

Programme Type: Virtual mode

Details of nominee(s):

Sl. No	Name	Designation	Branch/ Office	Contact No. (Mobile)	E-mail (PERSONAL MAIL ID )	E-mail (OFFICIAL MAIL ID )
1						
2						
3						
4						

- The program shall be conducted in Virtual mode.

Name of Bank/ FI: \_\_\_\_\_

GST Details of Nominating Bank: \_\_\_\_\_

Address: \_\_\_\_\_

Phone of Nominating Official: \_\_\_\_\_ E-Mail of Nominating Official: \_\_\_\_\_

**FEE: INR.5000/- per participant for two days plus GST @18% i.e. INR.900/- aggregating to INR.5900/- (In case of TDS deduction, please send us TDS certificate)**

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**PI Contact: Ms. M Vaishnavi & Ms Anchal Arora Mobile – 7678510108, 8295127117**  
**Email: [Se.pdcnz3@iibf.org.in](mailto:Se.pdcnz3@iibf.org.in), [je.pdcnz3@iibf.org.in](mailto:je.pdcnz3@iibf.org.in)**



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**NOMINATION FORM FOR SELF-SPONSORED CANDIDATES**

**Programme title: "Gender Sensitization and Prevention of Sexual Harassment at Workplace"**

**Date: 05<sup>th</sup> to 06<sup>th</sup> March 2026**

**Programme Type: Virtual mode Details of nomination**

Sl. No	Name	Designation	Contact No. (Mobile)	E-mail (PERSONAL)	UTR NUMBER/DATE
1					
2					
3					

Name of Bank/ FI employed with:

\_\_\_\_\_  
Address of Bank/FI employed with:

\_\_\_\_\_  
\_\_\_\_\_  
**FEE: INR.5000/- per participant for two days plus GST @18% i.e. INR.900/- aggregating to INR.5900/-**

Programme fees may be remitted to the credit of Institute's account as given below:

Name of the Bank branch: State Bank of India, Vidya Vihar(West), Mumbai.  
Account no: 37067835430 IFSC code: SBIN0011710  
(PAN No: AAATT3309D and GST No. 07AAATT3309D2ZT)

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***PI Contact: Ms. M Vaishnavi & Ms Anchal Arora Mobile – 7678510108, 8295127117***  
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