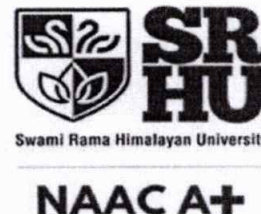




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HIMS/DME/2026/079

Date: 03.06.2026

CME

Date : 06.06.2026

Day : Saturday

Time: 08:30 AM – 09:30 AM

**Venue: Adi-Kailash Auditorium
(Near - Emergency Building)**

First 10-minute Topic: "From Biopsy to Better Outcomes: The Defining Role of Renal and Transplant Pathology"

Presenter: Dr Bharti Saklani, PDCC, Renal Pathology, Assistant Professor, Pathology

Topic: "POSH Act: From Complaint to Inquiry Report"

Presenter: Dr. Harvinder Singh Chhabra

Moderator: Dr. Pragya Tripathi

Abstract: When a workplace sexual harassment complaint is filed, the inquiry process must protect the rights of everyone involved; both the person coming forward (the victim) and the person accused (the defendant). Investigations must be legally sound, strictly confidential, and based entirely on facts, as simple procedural mistakes can easily compromise justice. This CME is designed to demystify the POSH inquiry process from start to finish, ensuring that committee members, employees, and managers clearly understand what a lawful, balanced investigation looks like.

We will walk through the entire timeline of a complaint, explicitly highlighting the legal rights and safeguards available to both parties. For victims, it explains how the process protects their dignity through sensitive, trauma informed interviewing and details their right to seek interim relief, such as temporary transfers or paid leave, to ensure their immediate safety at work. For defendants, the lecture emphasizes the core principles of natural justice, detailing their right to a fair and unbiased hearing, their right to receive copies of all allegations and evidence against them, and their right to properly respond to the claims.

Importantly, a key goal of this lecture is to clear up the major points of contention and confusion that often disrupt an investigation. Furthermore, we will outline established best practices for managing the process, including how to conduct cross-examinations fairly so that the defendant can challenge the claims without causing secondary trauma to the victim.

A major focus will also be placed on best practices for handling digital evidence such as emails, chat messages, and CCTV footage; to ensure it is safely collected and preserved. By explaining these technical standards and resolving common misunderstandings about the process, the lecture helps everyone see how objective proof is evaluated to reach a final decision. Ultimately, this presentation aims to empower everyone with a clear understanding of their rights and the correct procedures to follow, fostering a safer, more accountable workplace where the truth can be uncovered fairly and transparently.

All Faculty & Post Graduate Residents are required to attend the CME.

Department: Forensic Medicine & Toxicology

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