

General Profile

B.L – Bachelor of Law

Enrolled with the Tamil Nadu Bar Council

Passionate about Women's Rights and conduct seminars

Nallini Olivannan

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Lending legal services to organisations in IT consulting, retail and finance sectors in employer liabilities – esp. POSH Act, contract drafting & management, risk mitigation - legal audit, compliance and training

Training Summary

Training with specific reference to Prevention of Sexual Harassment (POSH)

Act: Employees of corporate organisations - both men and women, have been trained on Legal Rights and Liabilities with specific reference to POSH Act. The employees were trained on what behaviours and remarks can be perceived as harassment at workplace, modes of complaint redressal, powers of Committee, setting up committees, filing of annual returns and other matters under the POSH Act. Training was imparted


- a) Non Banking Financial outreach Organisations
- b) Information Technology Enabled Services Companies

Guided in setting up Internal Complaints Committee: Guidance included identifying prospective members for Internal Complaints Committee, and briefing the prospective members on their role in the ICC. The training also included explaining the functions of the ICC, the procedure for complaints receiving, and enquiry and for disposal.


Guided on documentation: Presentations in the form of slides prepared and training imparted to roll out the POSH Act at workplace. Guidance given on documentation for maintaining registers records and forms. Annual reporting to the state authorities and to the stake holders of the organisation was supported.

Legal Rights for Women: The training included preparation of content with reference to the various legislations including the Constitution of India. The rights of women ranging from labour laws, property laws, matrimonial laws, human rights, criminal laws, workplace laws, cyber security laws were taken for training. Significant case laws were also explained to the trainee participants:

- a) Insurance Companies
 - b) Colleges and Universities
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 Background Verification/Credentialing: Conducted background – criminal, civil and job data check on prospective employees of IT enabled services companies. The candidates information pertaining to their job, place, income, criminal records were checked and reports prepared.

Disciplinary proceedings: Guided and conducted preliminary enquiries, framing of charge sheet, trial and disposal of disciplinary proceedings against employees for misconduct. Legal recourse in response to notices sent by employees on various issues was handled. Necessary documentation with reference to appointments and terminations of employees handled.

 Seminars and Workshops: Have served as resource person for more than 40 programs on issues related to Women. The main topics covered in the various seminars are

- a) Gender Bias
- b) Gender Sensitivity
- c) Women Rights
- d) Women Empowerment
- e) Inclusive and Safe Workplace

Organisations that conducted the seminars include Trade and Commerce Associations, Academic Institutions including colleges and Universities and corporate.