

Internal Committee

Annual Report

A.Y. 2023-24

The internal committee is committed to creating a safe and respectful environment for all members of our college community especially the women. As mandated under the POSH act 2013, the committee skilfully addresses any concerns or grievances related to harassment, discrimination, or misconduct. The well-being and dignity of women are the top priorities, and it strives to ensure fairness and justice in all matters brought to its attention. The committee works together to promote a culture of respect and inclusivity within the premises of our college.

PUKAR (An Internal Committee Meeting and Awareness Program under PoSH Act, 2013)



The Internal committee of DES's Shri Navalmal Firodia Law college had organized its second season on POSH – Prevention of Sexual Harassment Act on 25th of April 2023. The program was held at Ganesh Hall, New English School Campus, Tilak Road, Pune. The faculty members of all the Deccan Education Society's schools and colleges were present for this program. The guests for the day were Adv. Rajeshree Thakar and Adv Anjali Apte.

The program started with an introduction by Asst. Professor Saurabh Jadhav wherein he elaborated on the need for awareness about the PoSH act along with introducing the chief guest followed by welcome address by Dr. Priya Chopde.

An elaborate explanation of the agenda of the program was given by student representative of Ritika Shilimkar. Thereafter, the background of the Act, its origins, its relevance in context to educational institutions and current status was spelled out by a student – Shambhavi Patki. While Nimesh Bhat, another student, updated the audience upon the working of the ‘Internal Committee’ and its purpose by adding real life examples related to the act.

For better understanding of nuances of working of the Internal Committee, A Short film was presented. Thereafter, a skit was presented by the students of the College, revolving around the theme of working of the Internal Committee.

The program ended with vote of thanks proposed by Dr. Aishwarya Yadav, Presiding Officer, IC.

Awareness Lecture on PoSH

The event was held in the Legal Aid Clinic, DES’s Shri Navalmal Firodia Law College Campus on 8th July, 2023. Adv. Rajeshree Thakar, Member, CDC, DES SNFLC, graced the occasion with her presence. The lecture aimed at informing and creating awareness about the conscious efforts of our Internal Committee in order to maintain zero tolerance policy towards Sexual Harassment. 60 attendees were present for the lecture where students at large were made aware and sensitized about zero tolerance policy.

PUKAR 2.0 (An Internal Committee Meeting and Awareness Program Under PoSH Act, 2013)

The event was organised on 30th March, 2024, at the Amphitheatre, Fergusson Campus. Adv. Rajeshree Thakar, Adv Shaligram and Anjali Pendse were invited as guests. 50 members of IC of Deccan Education Society’s unit colleges and schools were present for this event.

In PUKAR 2.0 the main aim was to elaborate on certain crucial definitions under the Act in lucid manner. A skit was performed by college students, which featured relatable scenarios, acted out by students, with intermittent narrators providing clear explanations. This method ensured that the audience, comprised of various backgrounds and levels of understanding, could grasp the definitions of Aggrieved woman and Extended workplace clearly.

Furthermore, Nivedan session i.e., experience sharing session was conducted in which participants shared their experiences and insights. During this session one of the member of School IC, brought up a thoughtful suggestion incorporating discussions on the PoSH Act into parent-teacher meetings (PTA meetings). This simple yet powerful idea was well supported by audience.

Adv Rajashri Thakar’s presidential remark was significantly eye opening as she addressed call to action, urging participants to become catalysts for change in their workplaces and creating awareness in their own institutions.

Last but not the least, Dr. Aishwayra Yadav, Presiding Officer, IC, DES SNFLC proposed a vote of thanks with heartfelt expression of gratitude to everyone who had contributed to making the event a success.

In conclusion, PUKAR2.0 Program organized by DES’s Shri. Navalmal Firodia Law College created a deeper understanding of the PoSH Act among the audience.

