



DES' Shri. Navalmal Firodia Law College

POSH Orientation for IBALLB & I BALLB

CONVENERS

Adv. Ashok Palande

Vice-Chairman, DES GB & Council.

Chairman CDC, DES SNFLC.

Dr. Sunita Adhav

Principal, DES SNFLC.

By - Dr. NEETA AHIR

Presiding Officer,

POSH Committee

DES SNFLC.



Date - 13.10.2025

Time - 1:00pm

Venue - LC-XI





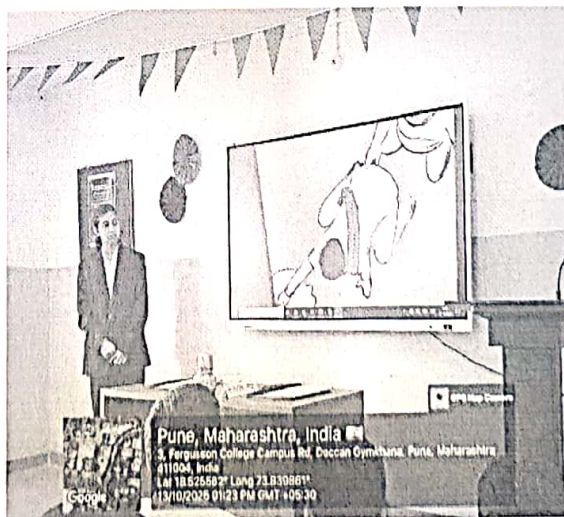
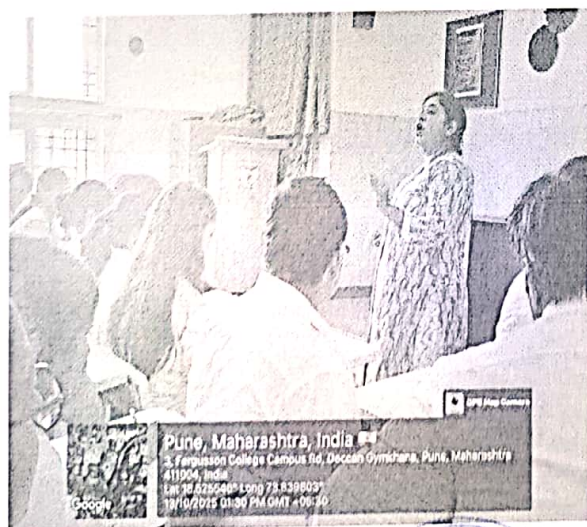
DECCAN EDUCATION SOCIETY'S Shri. Navalmal Firodia Law College, Pune

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Report on POSH Act Orientation Session for I BALLB & IBBALLB

An informative and engaging orientation session on the *Prevention of Sexual Harassment (POSH) Act, 2013* was conducted for the first-year law students by **Dr. Neeta Ahir** and **Ms. Janhavi Dhumal**, on 13.10.2025 at 1:00 pm. 100 students attended the session; It aimed to sensitize students about the significance of creating safe and inclusive workplaces and educational spaces, free from sexual harassment and gender-based discrimination.

Ms. Janhavi Dhumal began the session by outlining the background and need for the POSH Act, 2013. She highlighted how the Act emerged from the landmark *Vishaka vs. State of Rajasthan* (1997) judgment, which laid the foundation for legal protection against sexual harassment at the workplace. **Ms. Janhavi Dhumal**, a student coordinator, IC DES SNFLC took the discussion further by sharing practical insights and real-life case studies. She explained how various organizations implement the POSH guidelines and handle complaints in a confidential, fair, and unbiased manner. Ms. Dhumal emphasized the importance of empathy and awareness, urging students especially as future legal professionals to uphold ethical standards and support victims in seeking justice.



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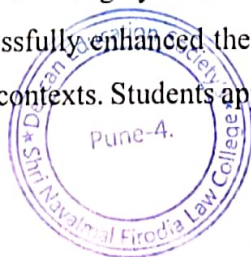
Dr. Neeta Ahir, The Presiding Officer, IC DES SNFLC elaborated on the **key provisions** of the Act, including the definition of “sexual harassment,” the scope of the term “workplace,” and the rights and responsibilities of employers and employees. The detailed explanation of the *Internal Committee (IC)* its constitution, roles, and powers helped students understand the procedural aspects of reporting and redressing complaints. Dr. Ahir also discussed preventive strategies and the importance of regular sensitization programs in maintaining a respectful work culture. Dr. Ahir emphasized that the POSH Act is not only a legal instrument but also a step toward ensuring dignity, equality, and respect for all individuals in professional environments.

She also addressed common misconceptions surrounding sexual harassment, clarifying that the POSH Act applies to all genders and includes both formal and informal workplaces. Her interactive approach encouraged students to actively participate, ask questions, and share their perspectives on gender sensitivity and workplace behaviour.

The session concluded with a joint reflection by both speakers on the **role of law students** in promoting gender justice. They encouraged students to not only understand the law but also to embody its principles in their personal and professional lives. The speakers stressed that awareness is the first step toward change, and future lawyers must contribute to building safer institutional and organizational spaces.



Overall, the orientation proved to be highly informative, thought provoking, and relevant for first-year law students. It successfully enhanced their understanding of the POSH Act and its implications in legal and social contexts. Students appreciated the clarity, depth, and real-world



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applicability of the session, which fostered awareness and a sense of responsibility toward ensuring workplace safety and gender equality.

In conclusion, the orientation by Dr. Neeta Ahir and Ms. Janhavi Dhumal took a valuable initiative that not only familiarized almost hundred students with the legal framework of the POSH Act but also inspired them to become advocates for respectful and inclusive environments in the future.



Dr. Neeta Ahir
Presiding Officer



Dr. Sunita Adhav
Principal