



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

(Permanently Affiliated to Savitribai Phule Pune University ID No.PU/PN/LAW/207/2004)
Recognised u/s "2 (f) & 12 (B) of UGC Act 1956 "
(Approved by Bar Council of India) NAAC Accredited : B++ ,ISO 9001:2015 certified

POSH COMMITTEE ANNUAL REPORT 2024-25

The Internal Committee (IC), mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), is a committee within an organization to address complaints of sexual harassment, ensuring a safe and dignified workplace for employees as well as students.

Owing to the vitality of the POSH Act, our IC was designed as per the statutory guidelines.

IC COMPOSITON

Sr.No.	Committee Members	Designation
1	Dr. Neeta Ahir	Presiding Officer
2	Asst.Prof.Sumit Tak	Faculty Representative-1 (Male)
3	Dr.Anagha Baldota	Faculty Representative (Female)
4	Shri Shrikant Vinchu	Non-Teaching Representative (Male)
5	Smt. Swapnali Chikane	Non-Teaching Representative (Female)
6	Ms. Sneha Gund	Student Representative (Undergraduate)
7	Ms. Simran Pardeshi	Student Representative (Postgraduate)
8	Dr. Kranti Deshmukh	External Member

During A.Y. 2024-25, IC organised following sessions to create awareness of POSH Act amongst the employees & students.

Program-I

- **Name of the Activity: POSH Awareness Program**
- Date & Time of the Event: 2nd September 2024 at 11:00 am
- Place/Venue: **S.B.B ALIAS SAHEB JEDHE ARTS, COMMERCE & SCIENCE COLLEGE in Pune.**
- Brief Report along with Geo Photographs/ Photographs:

Asst. Prof Neeta Ahir :- (Presiding Officer) informed about the POSH Act and its relevance at schools and colleges its importance and the grievance filing before authority and the working of the same, With legal assistance to the students of Jedhe Arts, Commerce and Science College. Jahnavi Dhumal- provided the students insights about the “Posh Act” (Prevention Of Sexual Harassment Act) explaining how the ICC committee is formed, the process of filling a complaint and ways to take preventive measures to stop harassment at workplace or even in virtual settings.

Sneha Gund focused on the uttermost importance of the ICC COMMITTEE and its structure as well as its procedure. These involved steps like-: Identifying the ICC, Submitting a written complaint, Investigation Process, Recommendations and Actions. She also spoke about filing a complaint with the nearest authority in cases where your school lacks an ICC, you can lodge a complaint with the nearest authority responsible for handling such cases like the local police station, the district education officer, or the State women's commission.

There were also certain dos and don'ts to consider while filing a complaint. Do ensure you provide detailed information, cooperate fully with the investigation, and seek support when needed. Avoid delay in reporting the incident and refrain from retaliating against the accused. It is thus crucial to remember that the ICC's role is to uphold a safe environment, and filing a complaint is a fundamental step in effectively addressing any form of harassment.

The speakers highlighted the legal assistance provided by our College “Shri Navalmal Firodia Law College”. The speakers discussed the various forms available for legal assistance at our college. These forms are designed to help students seek support and guidance in legal matters, especially those related to legal issues. Students and interested parties can access the legal resources and services provided by the college to address such issues.



- Importance of the event

The POSH awareness program at Jedhe College, Pune, was a resounding success. It served as a stepping stone toward fostering a safer and more respectful campus environment. The Internal Committee remains committed to promoting awareness and addressing grievances in accordance with engaging presentations and interactive discussions helped students gain valuable guidance

- Number of attendees -85
- Outcome of the event etc.

Participants gained a clear understanding of what constitutes sexual harassment, how to recognize it, and the steps to address it effectively as the session included interactive elements and case studies, ensuring active participation.

Program-II

Speed Mentoring Session on POSH Act

Date: 9th January 2025

Location: Legal Aid Clinic, DES SNFLC

Conveners:

Adv. Ashok Palande, Vice-Chairman GB and Council DES; and Chairman CDC DES SNFLC Pune

Dr. Sunita Adhav, Principal DES SNFLC Pune

Introduction

A speed mentoring session focusing on the Prevention of Sexual Harassment (POSH) was conducted on 9th January 2025, organized by the faculty coordinators Dr. Neeta Ahir and Dr. Aishwarya Yadav. The event was convened under the guidance of Mr. Ashok Palande, Vice Chairman, and Mrs. Sunita Adhav, Principal of SNFLC. The session aimed to spread awareness about sexual harassment laws, guidelines, and the rights of individuals, especially within educational institutions.



The session began with an introductory speech by Meher Gurudutta, who highlighted the landmark *Vishaka vs. State of Rajasthan* case. This case served as a foundation for the establishment of the POSH Act in India. Meher also touched upon the recent Kolkata rape case, using it as a reference to explain the importance of stringent laws and awareness. Her speech set the tone for the session, emphasizing the necessity of understanding legal frameworks and the practical implementation of POSH guidelines.

Speech on Recent Supreme Court Guidelines

Following Meher, Sneha Gund delivered an insightful speech on the *Bhanwari Devi* case (BNS), which was instrumental in shaping the POSH Act. She provided a detailed explanation of the recent Supreme Court guidelines based on recent Kolkata rape case. Sneha elaborated on the responsibilities of institutions and individuals in preventing harassment and ensuring justice. Her emphasis on the evolving legal landscape demonstrated the judiciary's proactive stance on such issues.



Janhavi Dhumal took the session further by presenting a comprehensive insight into the POSH Act. She outlined the procedures for filing complaints within a college setup under POSH guidelines. Janhavi explained the role of the Internal Committee (IC), which is mandated to address complaints and ensure a safe environment for all students and staff. She also discussed the rights of students, highlighting the importance of their active participation in maintaining a harassment-free atmosphere. Her presentation was both informative and engaging, equipping attendees with the necessary knowledge to tackle potential issues.

Outcome of the program

The speed mentoring session proved to be an enriching experience, shedding light on critical aspects of the POSH Act and related guidelines. It not only raised awareness but also empowered attendees with the knowledge to protect their rights and foster a safe and respectful environment. Such initiatives are essential in building informed and vigilant communities.

Program-III

Date: 10th February 2025

Name of the Program: ME TOO?

Venue: D.E.S. Shri Navalmal Firodia Law College, Pune

Introduction

On 10th February, the POSH (Prevention of Sexual Harassment) Awareness Program was conducted for the LL.B. 1st-year students at D.E.S. Shri Navalmal Firodia Law College under the guidance of the POSH Committee. The event aimed to educate students about sexual harassment, their rights, and the mechanisms in place to address such issues.

Report

The session commenced with an introduction to the Me-Too movement, a global initiative that raised awareness about sexual harassment and encouraged victims to speak up. Miss Simran Pardeshi, the postgraduate student representative, led the discussion, explaining the significance of sexual harassment laws and the role of the POSH Committee in educational institutions and workplaces. She detailed the provisions of the POSH Act, 2013, and the UGC (University Grants Commission) Regulations, 2015. She explained how these legal frameworks protect students and faculty members from harassment and ensure a safe learning environment. The importance of Internal Committees (IC) in educational institutions, their structure, and their functions were discussed at length.

Advocate Mughada Rao, a 2nd-year LL.M. student, provided a historical overview of the POSH Act. She elaborated on the landmark Vishakha v. State of Rajasthan judgment, which laid the foundation for the enactment of the POSH Act, 2013. This case emphasized the necessity of a structured framework to prevent sexual harassment and safeguard individuals in

professional and educational settings.

Outcome

The session provided a platform for students to engage in open discussions, enhancing their understanding of their rights and the avenues available for grievance redress mechanism. The session successfully raised awareness about the POSH Act and its implications, ensuring that students are well-informed and empowered to prevent and report instances of harassment. The awareness session proved to be an informative and engaging initiative. Students gained clarity on sexual harassment laws, the complaint mechanism, and their role in fostering a harassment-free environment. The POSH Committee reaffirmed its commitment to upholding the principles of safety, dignity, and equality within the institution. The awareness session proved to be an informative and engaging initiative. Students gained clarity on sexual harassment laws, the complaint mechanism, and their role in fostering a harassment-free environment. The POSH Committee reaffirmed its commitment to upholding the principles of safety, dignity, and equality within the institution.

Program-IV

Date: 17th February, 2025

Location: Ganesh hall, DES New English School, Tilak road, Pune.

Chief Guest: Shri. Sudhir Bukke, Member judge, Labour and Industrial Court, Pune.

Guest of honor: Shri. Anil Bhosale, Council Member, Deccan Education Society, Pune.

Conveners:

**Adv. Ashok Palande, Vice-Chairman GB and Council DES; and Chairman CDC
DES SNFLC Pune**

Dr. Sunita Adhav, Principal DES SNFLC Pune

INTRODUCTION

A PoSH awareness program was conducted on February 17, 2025, **by the POSH team of DES Shri Navalmal Firodia Law College, Pune,** with the objective of educating participants about The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The session aimed to provide insights into legal provisions, rights, and mechanisms available for addressing workplace harassment.



PROGRAM HIGHLIGHTS

The event began with the lighting of Lamp, symbolizing the initiation of an enlightening session. This was followed by inaugural speech by Chief Guest Shri Sudhir Bukke sir, Member judge, Labour and Industrial Court, Pune, who emphasized the importance of gender-sensitive workplaces. Following the Chief Guest's speech, a skit was presented, highlighting various aspects of workplace harassment and the importance of the PoSH Act.

The skit comprised of six scenes:



1. **No Age Restriction to File a Complaint-** Demonstrated that woman of any age can file a complaint under the PoSH Act.
2. **Types of Harassment-** Explained different forms of workplace harassment.

After the second scene Vivek Makhare student of DES SNFLC, gave informative speech on section 9 and section 10 of PoSH act, 2013.
3. **Third-Party Offender-** Highlighted cases where the offender is not an employer or colleague but an external party.
4. **Extended Workplace-** Showcased how the definition of workplace extends beyond office premises.

Further Sneha Gund, student of DES SNFLC, explained about third party offender, extended workplace in detail and also give some information about new online platform SHe-Box.
5. **False Complaint-** The issue of false complaints and their consequences was addressed.
6. **Redressal Mechanism-** Illustrated the process of filing and addressing complaints under the PoSH Act.

At the end of the role-play, Mansi Kapre student from DES SNFLC, explained about IC composition, victim and witness information's confidentiality, punishment for culprit, compensation for victim, false complaint and gender neutral policies by companies.



CONCLUSION

The PoSH awareness program was highly informative and successfully sensitized participants about workplace harassment laws. It reinforced the importance of a proactive approach in preventing sexual harassment and ensuring a safe work environment.



TEAM PUKAR 3.0

