



DES' SHRI. NAVALMAL FIRODIA LAW COLLEGE

**Cordially invites you to Group Discussion on
“Me Too ?”
On Prevention of Sexual Harassment at workplace
(POSH)**

Date: 10th February 2025

Time: 10am

Venue: LC-1

Conveners

Adv. Ashok Palande

Vice Chairman, GB and Council

DES, Chairman

CDC, DES SNFLC ,PUNE

Dr. Sunita Adhav

Principal

DES SNFLC ,PUNE

Dr. Neeta Ahir

Presiding Officer

POSH Committee

DES SNFLC ,PUNE

POSH AWARENESS PROGRAM REPORT

Date: 10th February 2025

Name: ME TOO?

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

Organized by: POSH Committee - **Presiding Officer:** Dr. Neeta Ahir

Male Faculty Representative: Mr. Sumit Tak

Postgraduate Student Representative: Adv. Simran Pardeshi

➤ Objective of the Program

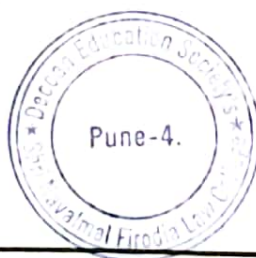
On 10th February, the POSH (Prevention of Sexual Harassment) Awareness Program was conducted for the LL.B. 1st-year students at D.E.S. Shri Navalmal Firodia Law College under the guidance of the POSH Committee. The event aimed to educate students about sexual harassment, their rights, and the mechanisms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

➤ Key Discussions and Insights

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.

➤ Understanding the Legal Framework

Miss Simran Pardeshi 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.



➤ Historical Context and Case Law

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.

➤ Student Interaction and Q&A Session

An interactive session was conducted, allowing students to voice their concerns and seek clarifications. Miss Simran Pardeshi addressed various queries regarding the applicability of the POSH Act, reporting mechanisms, and the confidentiality of complaints. The session provided a platform for students to engage in open discussions, enhancing their understanding of their rights and the avenues available for grievance redressal.

➤ Practical Insights and Implementation

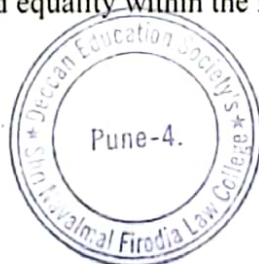
Mr. Sumit Tak, the male faculty representative of the POSH Committee, provided further insights into the operational aspects of the committee. He emphasized the importance of awareness, early reporting, and the role of bystanders in preventing harassment. His guidance offered students a comprehensive understanding of their legal rights and responsibilities.

➤ Closing Remarks and Vote of Thanks

The program concluded with a vote of thanks delivered by Miss Simran Pardeshi. She expressed gratitude to the presiding officer, Dr. Neeta Ahir, faculty members, guest speakers, and students for their active participation. 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.

➤ Impact and Takeaways

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.

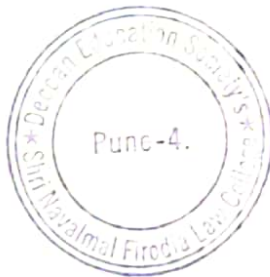




Neeta

Dr. Neeta Ahir

Presiding Officer, IC DES SNFLC



Sunita

Dr. Sunita Adhav

Principal, DES SNFLC