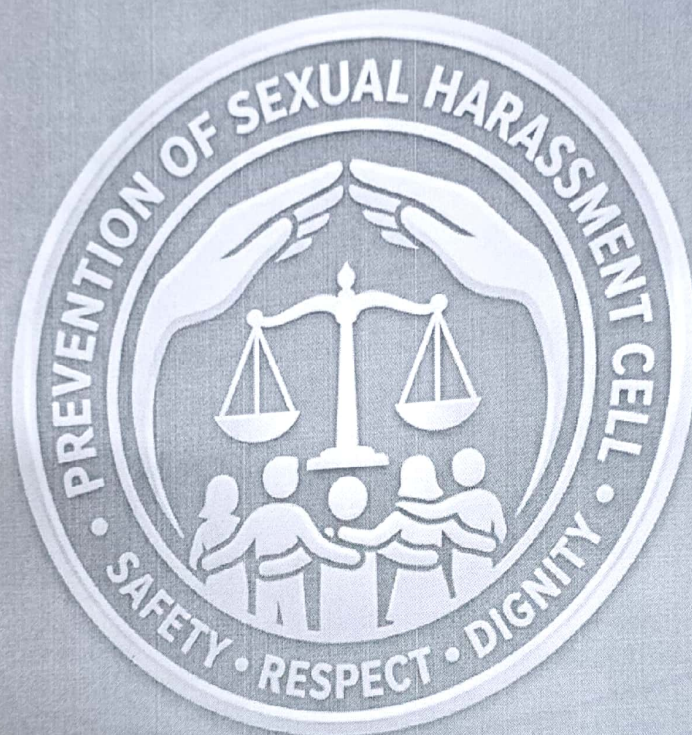




**DES SHRI. NAVALMAL FIRODIA
LAW COLLEGE, PUNE**
Organises



PREVENTION OF SEXUAL HARASSMENT (POSH)

2025-2026



DATE: 04 APRIL 2026



TIME: 12.10 PM



VENUE: LEGAL AID CLASSROOM





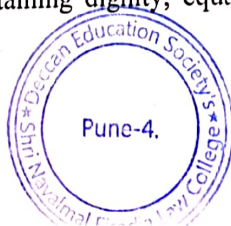
DECCAN EDUCATION SOCIETY'S
Shri. Navalmal Firodia Law College, Pune
(Permanently Affiliated to Savitribai Phule Pune University ID No. PU/PN/LAW/207/2004)
Recognised u/s "2 (f) & 12 (B) of UGC Act 1956 "
(Approved by Bar Council of India) NAAC Accredited : B++ , ISO 9001:2015 certified

Report on Awareness Programme on Prevention of Sexual Harassment (POSH) 2025-2026

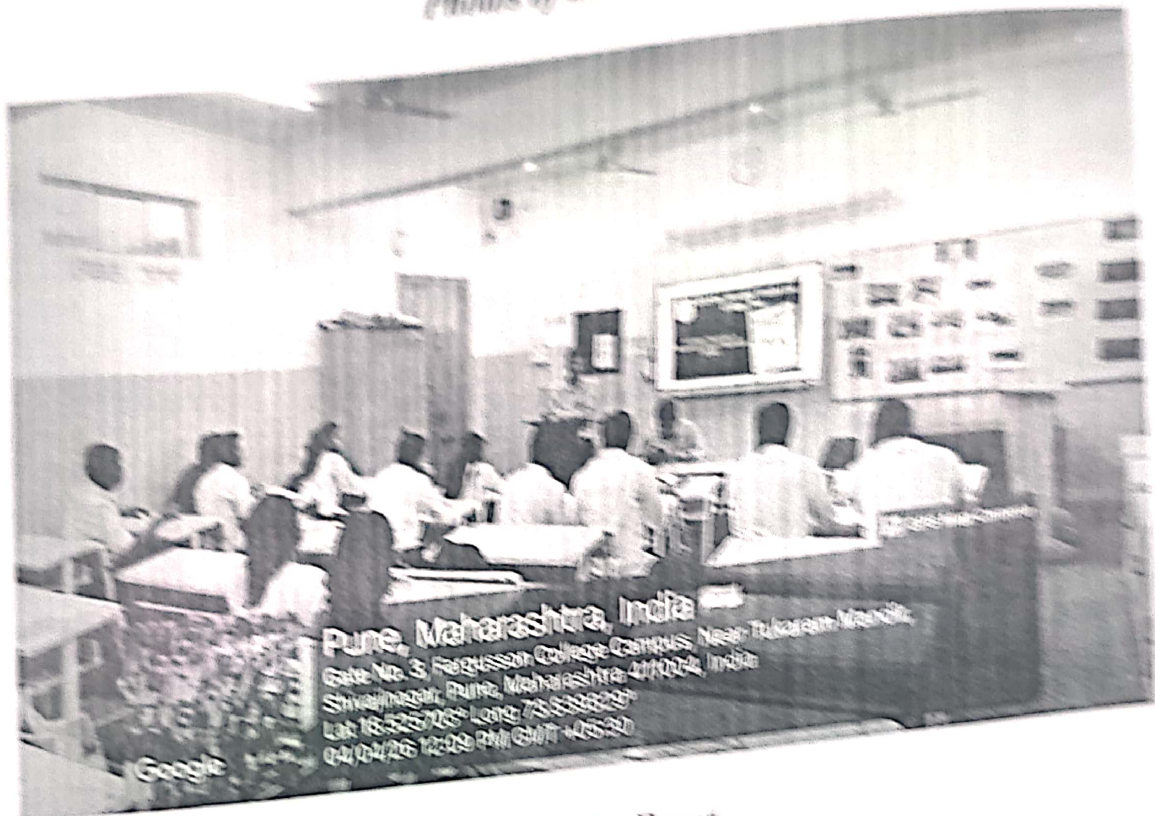
The DES Shri Navalmal Firodia Law College, Pune, organized an Awareness Programme on Prevention of Sexual Harassment (POSH) on 04 April 2026 at 12:10 PM in the Legal Aid Classroom. The programme was conducted for LL.B. First Year students with the objective of creating awareness about the provisions of the POSH Act and sensitizing students towards issues of sexual harassment within educational institutions and workplaces.

The session was conducted by Assistant Professor Sumit Tak, who provided detailed insights into the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. He explained the meaning, scope, and objectives of the Act, along with various forms of sexual harassment, including physical, verbal, non-verbal, and digital misconduct. He also elaborated on the concept of "workplace" under the Act, emphasizing its applicability to educational institutions like colleges. During the session, the functioning of the Internal Complaints Committee (ICC) of the college was explained in detail. The procedure for filing complaints, the redressal mechanism, and the importance of maintaining confidentiality during inquiry proceedings were discussed. The session also highlighted the principles of natural justice followed by the ICC, the rights of the aggrieved person, and the duties of the institution in ensuring a safe environment. Preventive measures, awareness strategies, and the consequences of false or malicious complaints were also addressed.

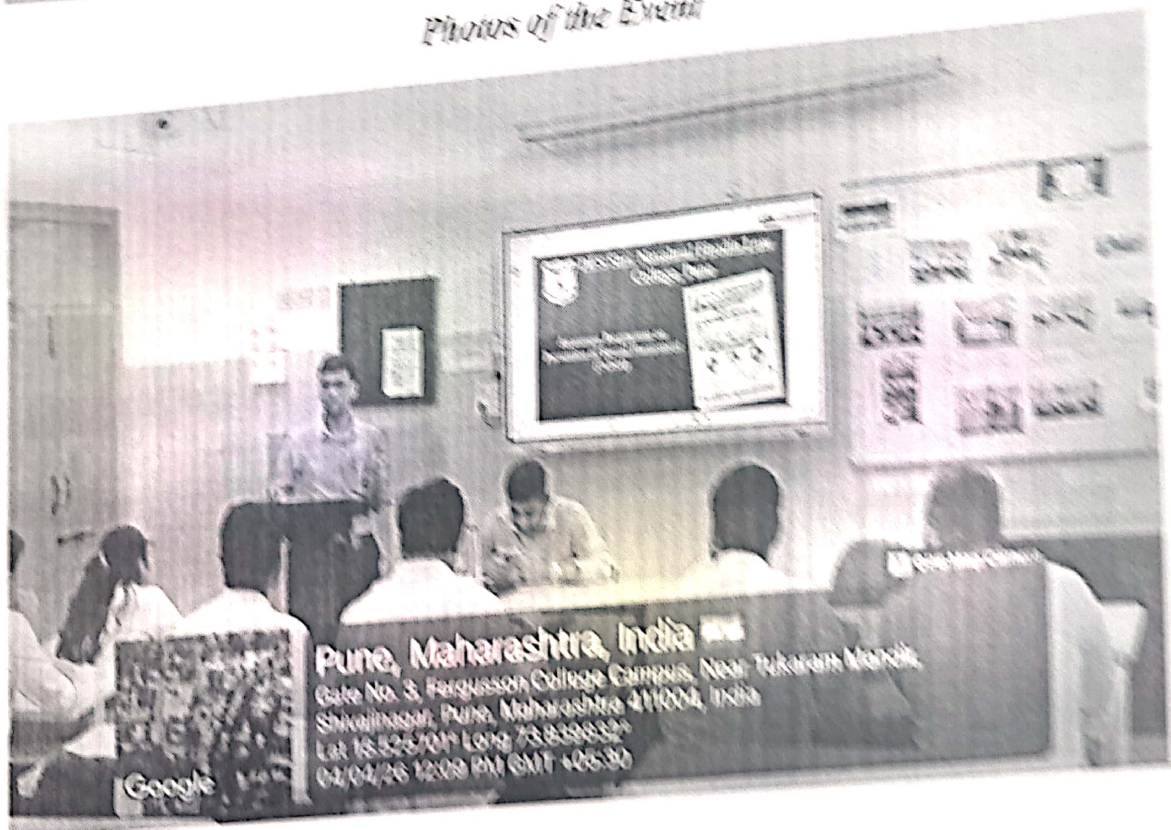
The programme was interactive, with students actively participating by asking questions and engaging in discussions. Real-life examples and practical situations were shared to help students understand the implementation of the law in a better manner. The session also emphasized the role of students in fostering a respectful, inclusive, and safe campus environment. More than 30 students attended the programme, making it a meaningful and impactful initiative. The programme successfully enhanced awareness among students and reinforced the importance of maintaining dignity, equality, and mutual respect within the academic community.



Photos of the Event



Photos of the Event



Dr. Sanita Adhikari
Dr. Sanita Adhikari
Principal