



DECCAN EDUCATION SOCIETY'S SHRI. NAVALMAL FIRODIA LAW COLLEGE

Cordially invites you to

"पुकार ३.०"

VOICE AGAINST HARRASMENT

Awareness Programme by Internal Committee
under Sexual Harrasment at Work Place
(Prevention, Prohibition, and Redressal) Act, 2013.

On

17th February 2025

At 11:00 am

Venue - Ganesh Hall, DES English Medium School, Pune

Convenors

Rajeshree Thakar

Council Member- DES Vice Chairman, GB and council DES,
Member- CDC, Chairman, CDC, DES SNFLC
DES SNFLC

Adv. Ashok Palande

Dr. Sunita Adhav

Principal
DES SNFLC

Event Coordinators

Dr. Neeta Ahir,
Presiding Officer,
IC, DES SNFLC.

Adv. Ashwini Desai,
DES Legal Department.

Ms. Sneha Gund,
Member, IC, DES SNFLC.



Report on PoSH Awareness Program-

PUKAAR 3.0

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 honour: 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

Faculty coordinators:

Dr. Neeta Ahir, Presiding Officer IC DES SNFLC Pune

Dr. Anagha Baldota, Assistant Professor DES SNFLC Pune

Shri Sumit Tak, Assistant Professor 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.

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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

Dr. Neeta Ahir

Presiding Officer, IC DES SNFLC

Dr. Sunita Adhav

Principal DES SNFLC