



Activity Report on
ONE-DAY WORKSHOP ON THE SEXUAL HARASSMENT

Organized by: Department of Law, (AU)

In Collaboration with: National Service Scheme Cell,

Theme: "Empowerment Through Awareness: Understanding POSH Act for Safe Workplaces"

Venue: Conference Hall, Block A, (AU)

Date: 19th February 2026

Timing: 11:30 AM to 01:00 PM

1. INTRODUCTION:

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (commonly known as the POSH Act) is a landmark legislation aimed at ensuring safe working environments for women across India. To create awareness and sensitize students, faculty, and staff about their rights and duties under this Act, the Department of Law, in partnership with the NSS Cell, organized a one-day interactive workshop.

2. OBJECTIVES OF THE WORKSHOP:

- To educate participants about provisions of the POSH Act, 2013;
- To clarify myths and misconceptions surrounding workplace harassment.
- To train participants in identifying, reporting, and preventing sexual harassment.
- To promote gender sensitivity and inclusive campus culture.
- To encourage formation of Internal Complaints Committees (ICCs) as per law.

3. SESSION WISE SPECKERS:

a) **Welcome address delivered by Mr. Anurag Tiwari (Dean-Student Welfare):**

The session commenced with a warm welcome address delivered **by Mr. Anurag Tiwari, (Dean-Student Welfare)**, who emphasized the importance of awareness and proactive participation in creating a safe and inclusive academic environment.

b) **Introduced the Objectives Ms. Mantu Acharjee (HoD – Dept of Law):**

Ms. Mantu Acharjee, (HoD – Dept of Law), introduced the objectives of the workshop, highlighting the need for legal awareness, gender sensitivity, and ethical conduct among students and staff. The session provided a clear understanding of how awareness and responsibility contribute to a respectful campus culture.





c) **Case Studies & Real-Life Scenarios by Ms. Licha Yania (Assist Prof - Dept of Law):**

A detailed explanation of the POSH Act, 2013 was delivered by **Ms. Licha Yania**, Assistant Professor. The presentation covered key definitions of sexual harassment, rights of individuals, institutional responsibilities, and the procedures for reporting complaints. Participants were made aware of legal safeguards and the significance of timely action and support mechanisms.

d) **Video Session by Mr. Pranjal Saikia (NSS Cell-Coordinator):**

To enhance practical understanding, educational videos related to POSH awareness were screened by **Mr. Pranjal Saikia**, (NSS Coordinator). These videos illustrated real-life scenarios, preventive measures, and appropriate responses to workplace harassment situations, helping participants relate legal provisions to everyday campus life.

e) **Pledge by Mr. Anurag Tiwari (Dean Student Welfare):**

A POSH Awareness Pledge was administered by **Mr. Anurag Tiwari**, reinforcing the values of equality, respect, and ethical behavior. All participants collectively committed to maintaining a safe and respectful academic environment and to supporting victims of harassment.

f) **Vote of thanks by Mr. Arpita Boruah (Admin Coordinator):**

The programme concluded with a formal vote of thanks delivered by Miss Arpita Boruah, Admin Coordinator, who expressed gratitude to the speakers, organizers, and participants for their valuable presence and contribution to the success of the workshop.

4. PARTICIPANTS LEARNED:

- Definition of "sexual harassment" under Section 2(n) of POSH Act.
 - Mandatory constitution of ICCs in every organization with 10 employees.
 - Time-bound inquiry process (90 days).
 - Protection against victimization & confidentiality.
 - Employer's liability if ICC fails to act.
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- Real-life case simulations helped students understand procedural gaps & emotional impact.
 - NSS volunteers pledged to act as campus ambassadors for gender safety awareness.
 - Recommendations were collected for improving campus POSH policy implementation.





5. OUTCOMES:

- Strengthened collaboration between Law Dept. & NSS for future gender justice initiatives.
- Suggested draft guidelines submitted to University Administration for updating POSH Act.

6. RECOMMENDATIONS:

- Conduct quarterly POSH awareness drives across departments.
- Form student-led POSH awareness committee under NSS.
- Integrate POSH module into LL. B curriculum.
- Display POSH contact helpline posters in all university buildings.

7. CONCLUSION:

The workshop successfully created a foundation for a safer, informed, and gender-sensitive campus environment. It reinforced that prevention starts with awareness, and redress begins with safety. Reported by Ms. Mantu Acharjee (HoD – Dept of Law) Arunodaya University.



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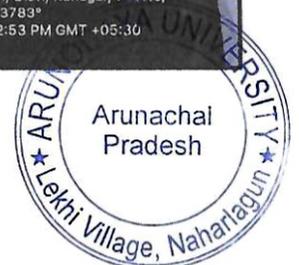
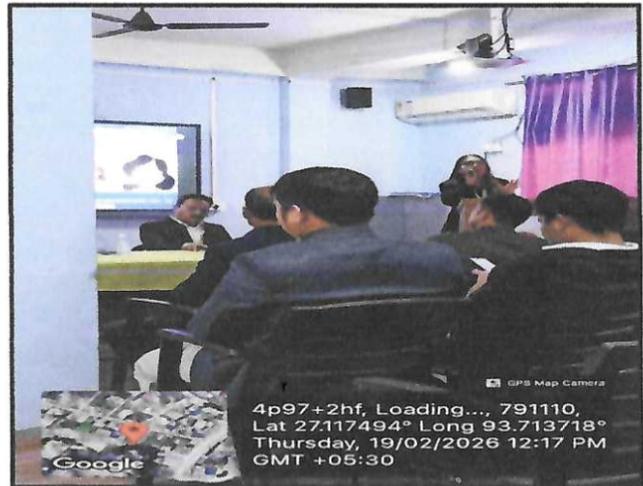
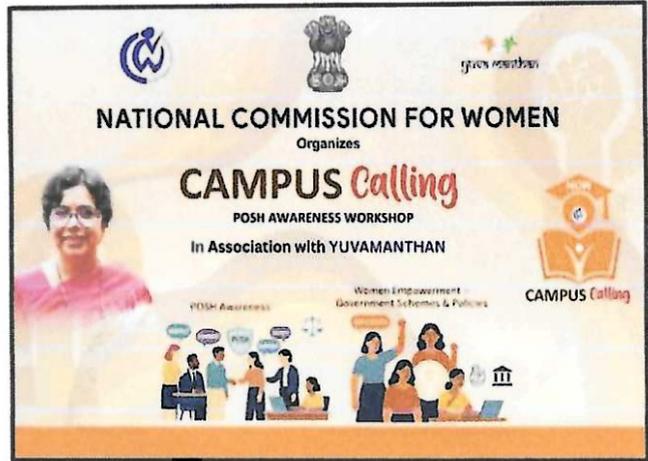
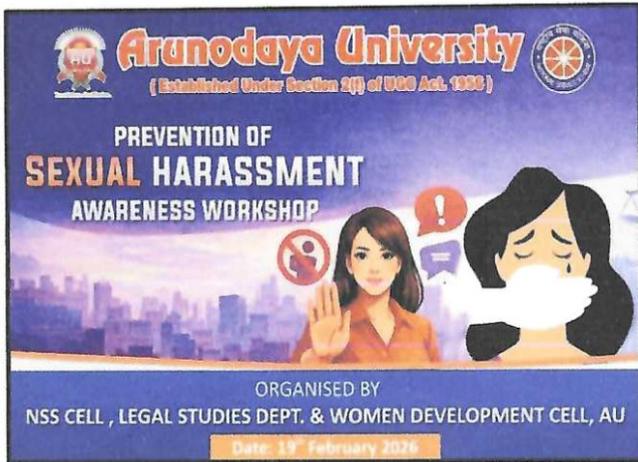
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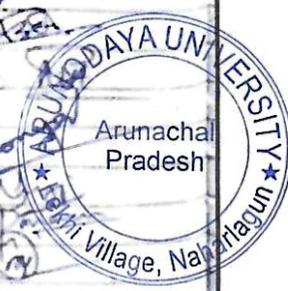
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PARTICIPANTS LIST:

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3	Jang P. Gokul	"	Computer Science	[Signature]
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36	Dr. G. Suresh Krishna	Associate Professor	Management	[Signature]
37	Nagendra Kumar	Estate Supervisor cum Lect.	Account	[Signature]
38	Parvathy Krishna	Headmistress	Exam.	[Signature]
39	Arpita Boruah	Admin Coordinator	Admin	[Signature]
40	Amrta Devi	Dean (S.W)	Admin	[Signature]

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01	Alakshya Tana	Sociology	6th	[Signature]
02	Shobha Bora	Law	4th	[Signature]
03	Tara Aju	Law	6th	[Signature]
04	Soma Debing Chanok	Law	6th	[Signature]
05	Kangyong Tamok	Law	6th	[Signature]
06	Sonam R. Zia	Law	2nd	[Signature]
07	Wenu Miku	M.A Geography	2nd	[Signature]
08	Sonam Tala	M.A History	2nd	[Signature]
09	Habibi Waski	M.A Pol Science	2nd	[Signature]
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=====**Thank You**=====

Kruno Singh
24/2/26

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