

Detailed Report of Awareness Session on Sexual Harassment and POSH Act, 2013

Organised by: Internal Complaint Committee (ICC) & Women Cell

Occasion: 7-Day NSS Camp

Institution: Government Degree College (GDC), Nankhari

Date: 17 December 2025

Venue: NSS Camp, GDC Nankhari

No. of Beneficiaries: 33

Introduction

An awareness session on “**Sexual Harassment Awareness, POSH Act, 2013 and the Role of the Internal Complaint Committee (ICC)**” was organised by the **Internal Complaint Committee (ICC) and Women Cell of GDC Nankhari** during the **7-Day NSS Camp on 18/12/2025**. The session aimed to sensitise students about gender equality, workplace safety, legal provisions against sexual harassment, and the institutional mechanisms available for redressal of grievances.

Welcome and Opening Remarks

The session commenced with a warm welcome by **Prof. Priyanka**, Programme Officer, NSS. She welcomed the resource person **Dr. Punita Verma**, Convener of the Internal Complaint Committee and Women Cell, GDC Nankhari, and highlighted the relevance of the topic, especially for young students who are future professionals and responsible citizens.

Highlights of the Session

Dr. Punita Verma began the session by emphasizing the **need and importance of awareness regarding sexual harassment**, particularly in educational institutions and workplaces. She presented **current data and statistics on crimes against women**, highlighting the urgency of legal awareness and preventive mechanisms.

She elaborated on the following key aspects:

1. Understanding Sexual Harassment

- Explanation of what constitutes **sexual harassment** under the law.
- Discussion on verbal, non-verbal, physical, and online forms of harassment.
- Interactive discussion with students to clarify misconceptions.

2. POSH Act, 2013

- Overview of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**.
- Applicability of the Act to all workplaces, including educational institutions, with **more than 10 employees**.
- Importance of a structured and time-bound redressal mechanism.

3. Historical Background of the Law

- Detailed narration of the **Bhawri Devi case of Rajasthan**.
- Discussion on the landmark judgment **Vishakha vs. State of Rajasthan**, which laid the foundation for the Vishakha Guidelines.
- Evolution of these guidelines into the enactment of the **POSH Act, 2013**.

4. SAKSHAM Guidelines

- Explanation of the **SAKSHAM Guidelines** for educational institutions.
- Institutional responsibility to ensure a safe, inclusive, and harassment-free environment.

5. Role and Composition of the Internal Complaint Committee (ICC)

- Composition of the ICC and the role of each member.
- Powers and responsibilities of the ICC in addressing complaints.
- Procedure for **filing, inquiry, and resolution of complaints** in a fair and confidential manner.

6. Rights and Responsibilities under POSH

- Rights of students and staff members under the POSH Act.
- Responsibilities of the complainant, respondent, and the institution.
- Emphasis on the seriousness of the law and the importance of **not making false or malicious complaints**.

7. Disciplinary Action and Interim Relief

- Types of **disciplinary actions** that may be taken after inquiry.
- Provision of **interim relief** to the complainant during the pendency of the inquiry.

8. Local Complaint Committee (LCC)

- Role and applicability of the **Local Complaint Committee** in cases where ICC is not constituted.

9. Case-Based Discussion

- Discussion of **various hypothetical cases** with students to assess the applicability of the POSH Act.
- This interactive segment helped students practically understand the scope and limitations of the law.

Information on ICC, GDC Nankhari

Towards the end of the session, Dr. Punita Verma informed students about the **Internal Complaint Committee of GDC Nankhari** and the available channels to approach the committee:

- **Complaint Box** installed in the college

- **College Website:** www.gcnankhari.edu.in
- **Dedicated Email ID:** iccgdcnankhari@gmail.com

She also informed students about the **Women Helpline Number – 112**, which can be contacted by women for immediate help and guidance.

Conclusion and Vote of Thanks

The session concluded with a **Vote of Thanks by Ms. Smrita**, NSS Member. She expressed sincere gratitude to **Dr. Punita Verma** for delivering an insightful, informative, and engaging session. She acknowledged the importance of such awareness programs in empowering students with legal knowledge and promoting a safe and respectful campus environment.

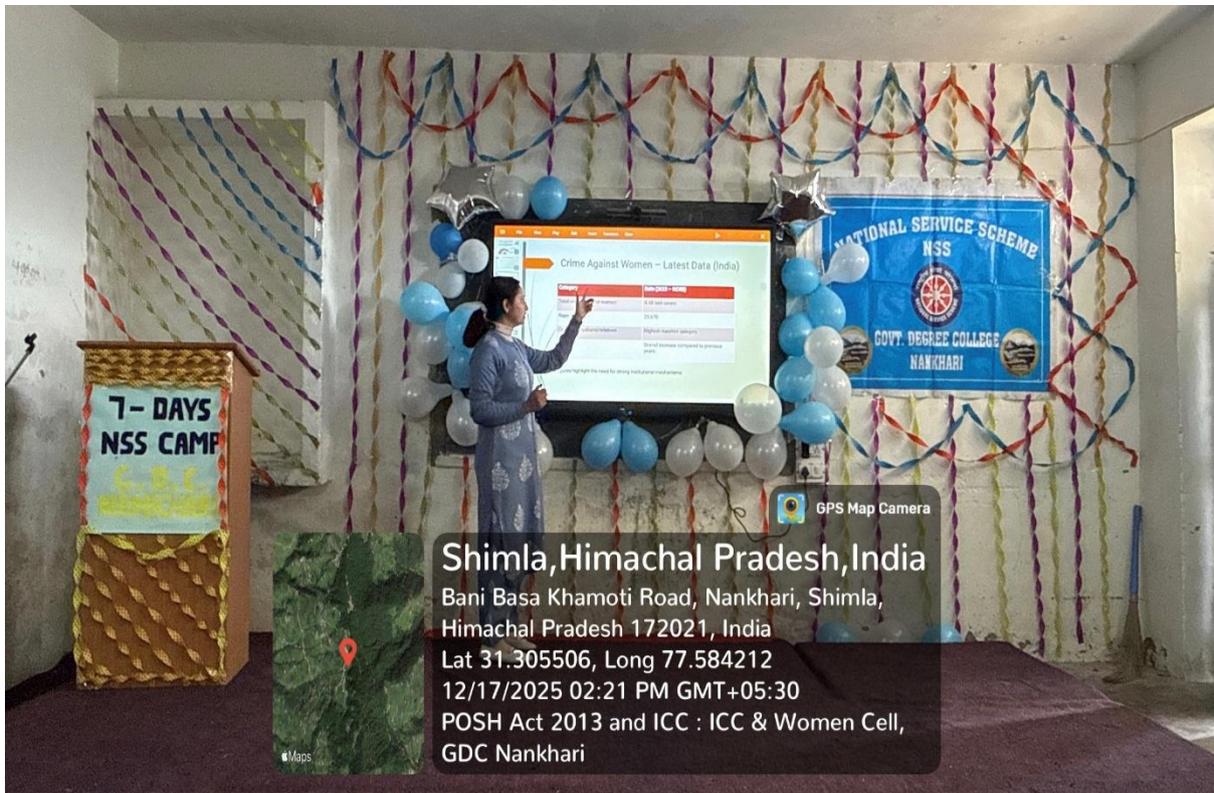
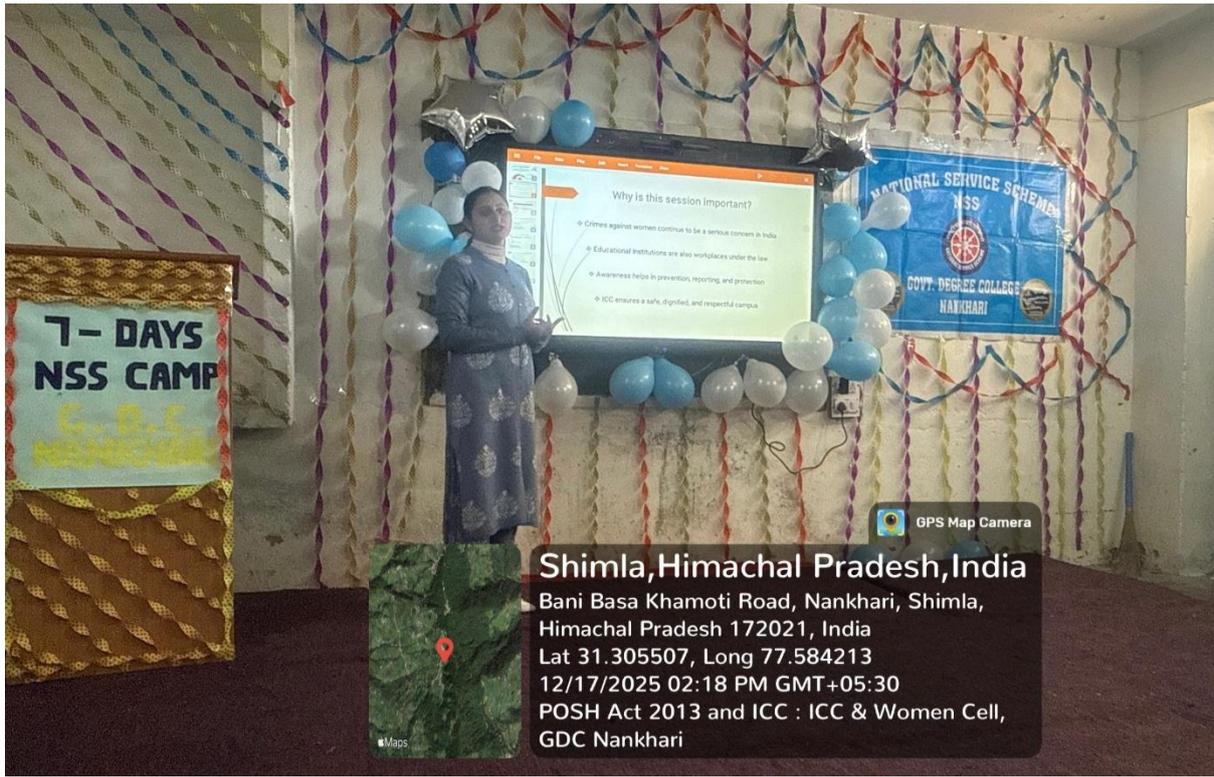
Outcome of the Session

- Enhanced awareness among students regarding sexual harassment and legal safeguards.
- Improved understanding of POSH Act, 2013 and institutional redressal mechanisms.
- Encouraged students to speak up and seek help without fear or hesitation.

The session was highly informative and interactive, contributing significantly to the objectives of the **7-Day NSS Camp** and the mission of creating a safe, inclusive, and gender-sensitive educational environment.

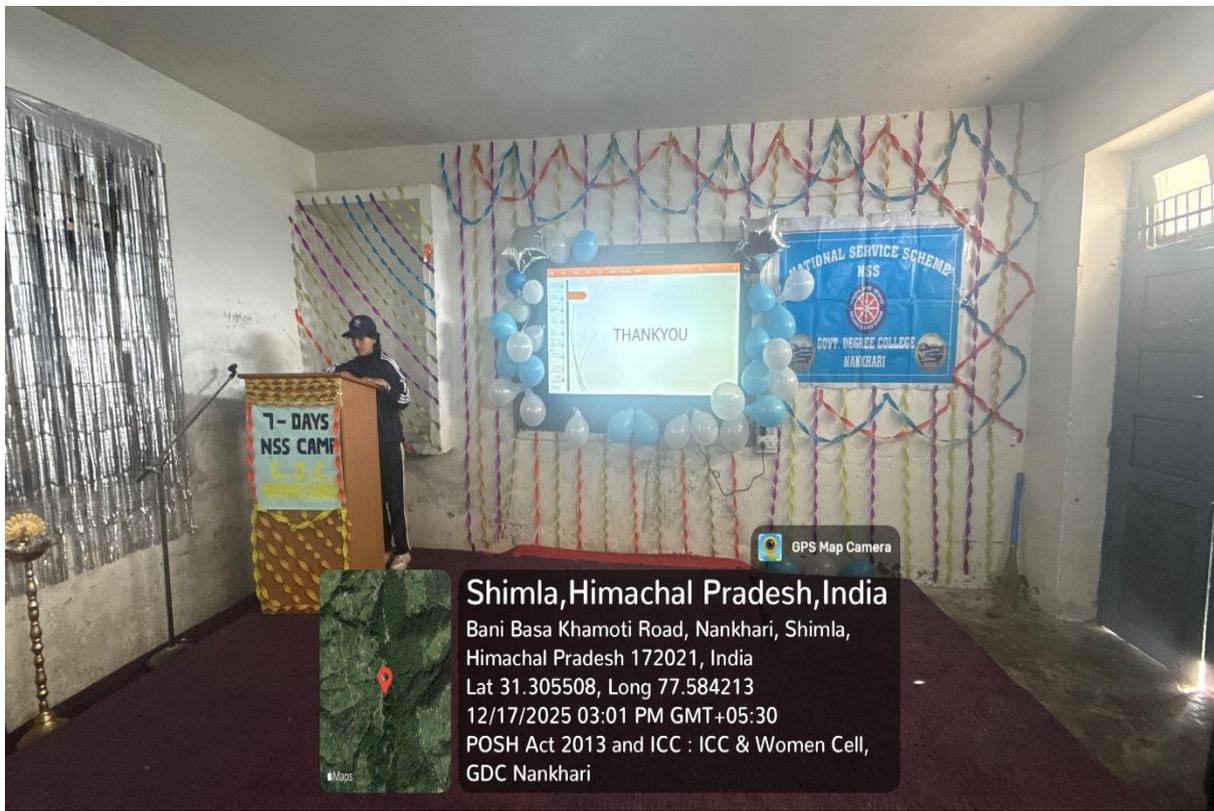
Some Glimpses from the Event







GPS Map Camera
Shimla, Himachal Pradesh, India
Bani Basa Khamoti Road, Nankhari, Shimla,
Himachal Pradesh 172021, India
Lat 31.305509, Long 77.584218
12/17/2025 02:26 PM GMT+05:30
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POSH Act 2013 and ICC : ICC & Women Cell,
GDC Nankhari

Activity Name: Awareness Lecture on POSH Act-2013 & ICC

Date: 17/12/25

Students Present : 33

Sr. No.	Name	Class	Roll No.	Signature
1	Pankita	B.A 3rd year	12317	Pankita
2	Avantika	B.A 3rd Year	12325	Avantika
3	Shabnam	BA 3rd Year	12302	Shabnam
4	Smriti	B.A 3 rd Year	12311	Smriti
5	Hemlata	BA 3rd year	12308	Hemlata
6	SANDESH	BA 2nd Year	12419	Sandeep
7	Prishant Mahto	BA III Year	12323	Prishant
8	Vanshika	B.A III year	12301	Vanshika
9	Kamlesh	BA III year	12207	Kamlesh
10	Ravika	BA 3rd year	12304	Ravika
11	Sakshi	B.A. III Year	12329	Sakshi
12	Rimika	B.A. 3rd year	12318	Rimika
13	Abhishek Gupta	BA I st Year	2503015	Abhishek
14	Ankush	BA 2nd Year	12333	Ankush
15	Mahini	BA 2nd Year	12319	Mahini
16	Ankush	BA 2nd year	12441	Ankush
17	Sumashuero	BA III year	12219	Sumashuero
18	Pankita	B.A. III rd Year	12327	Pankita
19	Rajat	B.A. III rd year	12326	Rajat
20	Yakul	BA II year	12435	Yakul
21	Poonam	BA 3rd year	12309	Poonam
22	Nisha	BA 3 rd year	12324	Nisha
23	Kaishan	BA II nd year	12436	Kaishan
24	Anel	BA III year	12328	Anel
25	Lakshya	BA II Year	12310	Lakshya
26	Nishu	BA I Year	2503018	Nishu
27	Anam	B.A. II nd Year	22401	Anam
28	N.H.H	BA I st Year	12407	N.H.H
29	Mohit	BA II nd Year	12390/12439	Mohit
30	N.H.H	BA I st Year	2503018	N.H.H
31	Naman	BA 3 rd Year	2503013	Naman
32	Justy	BA I st Year	2503002	Justy
33	Udayat	BA II Year	12415	Udayat
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35				
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37				
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39	Convenor			
40	ICC & Women Cell			
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Principal
Govt. Degree College
Nankhar, Dist. Shimla (H.P.)