



MARATHWADA MITRA MANDAL'S

COLLEGE OF COMMERCE

Affiliated to Savitribai Phule Pune University, Re-Accredited by NAAC
ISO 9001:2015 Certified, Awarded as Best College by Savitribai Phule Pune University
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Department of Commerce

Report on Orientation Session on Prevention of Sexual Harassment (POSH)

1. **Nature of the event: Orientation Session**
2. **Title of the event: POSH**
3. **Organized by:** Department of Commerce
4. **Date:** 15th July 2026
5. **Time:** 09:00 AM – 10:00 AM
6. **Venue:** Dnyaneshwar Hall
7. **Objectives of the Program:**

Under the **initiative of Internal Committee**, an Orientation Session on Prevention of Sexual Harassment (POSH) was organized to create awareness among first-year B.Com students regarding the importance of maintaining a safe, respectful, and inclusive educational environment. The programme aimed to familiarize students with the provisions of the Prevention of Sexual Harassment (POSH) Act, their rights and responsibilities, the role of the Internal Committee (IC), and the mechanisms available for reporting and redressing grievances.

8. **Audience:**

The activity was arranged for FY B.Com students to sensitize students about the significance of gender equality, mutual respect, and ethical conduct within the college campus.

9. **Number of Participants:**

A total of 100 participants actively participated in the session, contributing to its overall success.

10. **Brief description of the event:**

Marathwada Mitra Mandal's College of Commerce organized an Orientation Session on Prevention of Sexual Harassment (POSH) for the First Year B.Com students on 15th July 2026 at 9.00 a.m. in Dnyaneshwar Hall. The session was conducted to sensitize

students about the significance of gender equality, mutual respect, and ethical conduct within the college campus.

The resource person explained the objectives and key provisions of the POSH Act in a simple and interactive manner. Students were informed about what constitutes sexual harassment, preventive measures, the role and functioning of the Internal Committee (IC), and the confidential complaint redressal process available in the institution. Real-life examples and case-based discussions were used to help students understand acceptable behaviour and the importance of creating a secure and supportive academic environment.

The session encouraged students to uphold dignity, respect diversity, and contribute towards fostering a culture of equality and inclusiveness on the campus. Students actively participated in the interactive discussion and clarified their doubts during the question-and-answer session.

11. Learning Outcome:

After attending the session, students were able to:

1. Understand the objectives and key provisions of the Prevention of Sexual Harassment (POSH) Act.
2. Recognize various forms of sexual harassment and inappropriate behaviour.
3. Become aware of their rights, responsibilities, and ethical conduct as members of the college community.
4. Gain knowledge about the role of the Internal Committee (IC) and the complaint redressal mechanism.
5. Develop sensitivity towards gender equality, mutual respect, and maintaining a safe and inclusive campus environment.

12. Photographs:



CS Prerna Oswal Conducting the session on POSH



Students actively attending the orientation session

13. Feedback:

The programme received an enthusiastic response from the students. Participants appreciated the informative and interactive nature of the session and expressed that it enhanced their awareness of personal safety, gender sensitivity, and respectful behaviour. Students acknowledged the importance of knowing the institutional support system and felt more confident about contributing to a safe and inclusive learning environment.

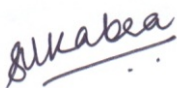
14. Acknowledgement:

The success of the session was made possible by the collective efforts of many individuals. The

Department extends its deepest gratitude to:

- **Principal Dr. Kishor Nikam** for sparing his valuable time, sharing his expertise, and motivating the students with his insightful talk.
- **Head of Department, Dr. Ganesh Patare**, for his constant encouragement, support, and guidance in planning and executing the session.
- **Resource Person CS Prerna Oswal**, for conducting the informative session
- **Dr. Shilpa Kabra , Dr. Sushil Gangane & Dr. Rajkumari Tamphasana** for their minute planning and tireless efforts.
- All the **faculty members** of the Department of Commerce for their presence and cooperation.

Prepared By:



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Verified By:



Asst.Prof.Smita Koppal
IC Committee Coordinator

Authorized By:



Dr. Kishor Nikam
Principal