

COLLEGE OF COMMERCE



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Department of Computer Science in collaboration with Internal Committee Report on Guest Session on “POSH Act 2013: Rights and Responsibilities”

1. **Nature of the event:** Guest Session
2. **Title of the event:** POSH Act 2013: Rights and Responsibilities
3. **Organized by:** Department of Computer Science in collaboration with **Internal Committee**
4. **Date:** Thursday, 30th July 2026
5. **Time:** 11:00 AM to 12:00 PM
6. **Venue:** Hall no. 6
7. **Resource Person:** CS Prerna Gandhi
8. **Objectives of the Program:**

The primary objectives of conducting this competition were

 1. To create awareness among students about the provisions of the Prevention of Sexual Harassment (POSH) Act, 2013 and its significance in educational institutions and workplaces.
 2. To educate students about their rights, responsibilities, and legal safeguards against sexual harassment.
 3. To familiarize students with the mechanisms for reporting complaints and the role of the Internal Complaints Committee (ICC).
 4. To promote a safe, respectful, inclusive, and gender-sensitive environment within the institution and future workplaces.
 5. To encourage ethical behaviour, mutual respect, and responsible conduct while fostering confidence to speak up against inappropriate behaviour.
9. **Participants and Audience:**

The guest session on "POSH Act 2013: Rights and Responsibilities" was organized for undergraduate students of the Department of Computer Science with the objective of creating awareness about the legal provisions of the Prevention of Sexual Harassment (POSH) Act, 2013. The session aimed to educate students about their rights and responsibilities, promote gender sensitivity, and encourage the development of a safe, respectful, and inclusive academic environment. It also emphasized the importance of understanding workplace ethics and legal awareness as students prepare for their future professional careers.
10. **Number of Participants:**

A total of 157 students, along with faculty members and student volunteers, enthusiastically participated in the guest session. Their active involvement in the interactive discussions contributed significantly to the success of the programme.
11. **Brief description of the event:**

The Department of Computer Science successfully organized a guest session on "POSH Act 2013: Rights



and Responsibilities" which was conducted by CS Prerna Gandhi, an experienced professional with expertise in legal compliance and corporate governance.

The resource person began the session by introducing the Prevention of Sexual Harassment (POSH) Act, 2013, explaining its objectives, scope, and importance in ensuring a safe and dignified environment for all individuals. She highlighted the need to create workplaces and educational institutions that are free from harassment and discrimination, emphasizing that every individual has the right to work and learn in an atmosphere of mutual respect and equality.

CS Prerna Gandhi elaborated on the definition of sexual harassment under the Act and discussed various forms of inappropriate behaviour that may occur in educational institutions and workplaces. Through practical examples and real-life scenarios, she helped students understand the difference between acceptable and unacceptable conduct, thereby creating greater awareness of personal boundaries and professional ethics.

The session also focused on the rights and responsibilities of students and employees under the POSH Act. The resource person explained the procedures for reporting complaints, the role and responsibilities of the Internal Complaints Committee (ICC), and the importance of maintaining confidentiality during the complaint resolution process. She encouraged students to be aware of the available support systems and to report any incidents of harassment without fear or hesitation.

To provide students with a practical understanding of the provisions of the POSH Act, CS Prerna Gandhi discussed several real-life case studies, including recent incidents such as the Siya murder case and the false harassment allegation involving a contestant from the reality show Bigg Boss. Through these examples, she explained the complexities involved in handling cases of sexual harassment and emphasized the importance of understanding the facts before drawing conclusions. She highlighted that the POSH Act is designed to ensure justice and fairness for both women and men, protecting the rights of all individuals while promoting accountability and responsible conduct.

The resource person further explained the importance of the Internal Complaints Committee (ICC) in every educational institution and workplace. She informed students that every college is required to constitute an ICC to address complaints related to sexual harassment. In situations where such a committee is unavailable or inaccessible, she advised that aggrieved individuals may approach the Local Committee (Local Complaints Committee) or other designated local authorities for assistance before initiating legal proceedings through the police or the courts. She encouraged students to be aware of these grievance redressal mechanisms and to seek timely support whenever required.

The session concluded with an engaging question-and-answer session, during which students actively clarified their doubts regarding the provisions of the POSH Act, complaint procedures, and workplace conduct. The programme proved to be highly informative and empowered students with the knowledge required to uphold ethical values and contribute towards creating safe and inclusive environments in their academic and professional lives.

12. Learning Outcome:

The guest session successfully achieved its objectives and enabled students to gain valuable legal awareness and practical understanding, resulting in the following learning outcomes:

- Students developed a clear understanding of the objectives, provisions, and significance of the POSH Act, 2013.
- Students became aware of their rights, responsibilities, and legal protections against sexual harassment.
- Students understood the complaint redressal process and the role of the Internal Complaints Committee (ICC).



- Students recognized the importance of maintaining professional ethics, gender sensitivity, and respectful behaviour in academic and workplace environments.
- Students were encouraged to contribute towards creating safe, inclusive, and harassment-free educational institutions and workplaces.

13. Photographs:

Glimpses of Guest Session on “POSH Act 2013: Rights and Responsibilities.”



14. Feedback:

Participants expressed highly positive feedback regarding the guest session and appreciated its relevance to their academic and professional development. Students found the session informative, interactive, and thought-provoking. They appreciated the practical examples, legal insights, and real-life scenarios presented by the resource person, which helped them better understand the provisions of the POSH Act, 2013. The session increased their awareness of their rights and responsibilities while motivating them to promote respect, equality, and a safe environment in both educational institutions and future workplaces.

15. Acknowledgment:

The Department of Computer Science sincerely acknowledges and expresses its heartfelt gratitude to everyone who contributed to the successful organization of the guest session on "POSH Act 2013: Rights and Responsibilities."

- Principal, Dr. Kishor Nikam, for his constant encouragement and unwavering support in organizing student development programmes.
- Head of Department, Dr. Rajeshwari Biradar, for her valuable guidance, motivation, and continuous support throughout the planning and execution of the programme.
- CS Perna Gandhi, Resource Person, for delivering an informative, engaging, and insightful session that enhanced students' understanding of the POSH Act, 2013, and inspired them to uphold ethical values, gender sensitivity, and professional responsibility.
- Student coordinators and volunteers, for their dedicated efforts, coordination, and assistance in ensuring the smooth conduct of the programme.
- All faculty and staff members of the Department of Computer Science, for their cooperation, support, and collective efforts in making the guest session a grand success.

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