



SWAMI VIVEKANANDA UNIVERSITY

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POSH Awareness & Women Safety

Organised by **Internal Complaints Committee**

Date: 10th December, 2025

Venue: NND 309A

Time: 11 AM onwards



Swami Vivekananda University, through its Internal Complaints Committee (ICC), organised an insightful and timely seminar titled “Understanding Sexual Harassment and the Prevention of Sexual Harassment (POSH) Act, 2013” on 10th December 2025. The program, held at NND 309A, aimed to strengthen awareness about workplace safety, promote gender sensitivity, and empower individuals—particularly women—with knowledge about their rights and legal protections under the POSH Act.

The seminar featured Prof. (Dr.) Mita Banerjee, an eminent academician, Professor Emeritus, currently serving as the Chief Academic Advisor of the Department of Education at Swami Vivekananda University, as the distinguished speaker. As the Presiding Officer of the ICC, she brought her extensive experience and deep understanding of academic governance and gender issues to the session. Her address provided participants with a comprehensive overview of the legal, social, and institutional frameworks related to sexual harassment prevention.

The session began with a contextual introduction to the origins and objectives of the POSH Act, 2013, one of India’s most significant legislations aimed at ensuring safe and dignified working environments for women. Prof. Banerjee emphasized that sexual harassment at the workplace is not only a legal issue but also a social and psychological concern that directly impacts the well-being, productivity, and dignity of individuals. She highlighted how the Act provides mechanisms for grievance redressal and mandates the formation of ICCs across organizations and institutions.

A key part of the seminar focused on defining sexual harassment, both in its explicit and subtle forms. Prof. Banerjee illustrated examples of unwelcome physical, verbal, and non-verbal behavior that constitute harassment under the Act. Through relatable scenarios, she helped participants clearly understand the difference between friendly interactions and inappropriate conduct. She also elaborated on the importance of recognizing power dynamics, consent, and boundaries within professional settings.

The speaker further walked the audience through the roles and responsibilities of the Internal Complaints Committee, explaining the procedures for filing complaints, timelines for inquiry, and protection mechanisms for complainants. She stressed the necessity of confidentiality, unbiased investigations, and the institutional responsibility to foster a culture where individuals feel safe to report misconduct without fear of retaliation.

An important highlight of the seminar was the stress placed on preventive measures, not just punitive ones. Prof. Banerjee encouraged educational institutions to conduct regular sensitization programs, promote gender-equitable practices, and inculcate respect and empathy among students and staff. She underlined that while legal frameworks are essential, true change emerges from collective responsibility and cultural transformation.

Interactive discussions followed the keynote address, where participants expressed their concerns, sought clarifications regarding workplace scenarios, and discussed ways to create safer academic environments. Many attendees appreciated the opportunity to understand the Act in detail and recognized the crucial role awareness plays in empowerment. The seminar concluded with a collective call for vigilance,

solidarity, and proactive participation in upholding women's safety. The ICC reiterated its commitment to supporting individuals, addressing grievances transparently, and ensuring that the university remains a space free from discrimination and harassment. Overall, the seminar served as a meaningful platform for strengthening awareness on sexual harassment prevention.



Poster Making and Slogan Writing Competitions

The seminar was followed by **Poster Making and Slogan Writing Competitions**, which provided students with an opportunity to creatively express their understanding of women's safety, gender equality, and respectful conduct. Based on the themes *“Safe Campus, Safe Future”* and *“Gender Equality and Respectful Conduct,”* the participants showcased strong visual and textual messages highlighting zero tolerance towards sexual harassment, the importance of consent, and the role of collective responsibility in ensuring a safe academic environment. The competitions witnessed enthusiastic participation, with students demonstrating creativity, social awareness, and sensitivity toward gender issues. These activities not only reinforced the key messages of the seminar but also encouraged active student engagement, making the awareness programme more impactful and memorable.



PHOTO GALLERY

