DIGNITY AT WORKPLACE:
A SENSITIZATION WORKSHOP ON POSH ACT, 2013

12th & 13th November 2026 | Annex-II, Seven Pillars of Wisdom

RAVENSHAW UNIVERSITY, KATAKA

1. Significance & Context

Safety and security of women employees and workers is one of the most vital concerns in any public or private institution. Universities represent a diverse population including undergraduate/postgraduate students, research scholars, teaching staff, ad-hoc staff, non-teaching staff, and contract workers. Sexual harassment adversely affects the aggrieved individual and the workplace as a whole, undermining institutional vision, mission, and reputation.

The POSH Act (Prevention, Prohibition, and Redressal of Sexual Harassment of Women at Workplace Act, 2013)—reinforced through UGC directives in 2025–26—mandates Internal Committees (ICs), proactive awareness programs, and reporting mechanisms to navigate unique academic power dynamics and foster gender-sensitive campuses.

2. Core Objectives of POSH Act in Higher Education

1. Prevent Sexual Harassment Establish proactive measures, institutional codes, and zero-tolerance campus environments.	**2. Provide Redressal Mechanism** Ensure functional Internal Committees (ICs) for impartial, prompt, and confidential dispute resolution.
3. Promote Gender Equality Foster an inclusive, respectful, and safe workplace across all academic ranks and staff cadres.	**4. Ensure Institutional Accountability** Hold administration and community members responsible through strict legal compliance and oversight.

3. Workshop Schedule (12th & 13th November 2026)

Date	Time	Session Title & Scope	Target Attendees
12/11/2026 Day 1	**09:00 AM - 10:00 AM**	Registration	
	10:00 AM - 11:00 AM	Inauguration by Chief Guest (Vice-Chancellor)	
	11:00 AM - 01:30 PM	Session I: POSH Act 2013 and UGC Regulations 2015 Compliance in Educational Institutions Focus: Preventive, Procedural & Remedial Responsibilities	Faculty Members
	01:30 PM - 02:30 PM	**LUNCH BEAK**	
	02:30 PM - 05:30 PM	Session II: Creating Safe Academic Spaces Focus: Sensitization and Awareness on POSH Act, 2013	Faculty Members
13/11/2026 Day 2	**09:00 AM - 10:00 AM**	Registration	
	10:00 AM - 12:00 PM	Session I: Awareness on POSH Act, 2013 (Orientation for 2026 Batch)	Students: UG, PG and Research Scholars
	12:00 PM - 01:00 PM	Session II: PLAY by PG 2nd Year Students (Political Science) Name of the Play **"Beyond the Silence/Nirabata Ra Pare"**	
	01:00 PM - 02:00 PM	**LUNCH BREAK**	
	02:00 PM - 03:00 PM	Session III: Examination	All Participants
	03:00 PM - 04:00 PM	Session III: Certificate Distribution & Valedictory	

4. Resource Person & Event Committee

Resource Person	Organizing Committee
Dr. Manoj Wagh Trainer on the POSH Act 2013, Ministry of Women and Child Development, Government of India	• Organizing Secretary: Dr. Sanghamitra Parida & Dr. Amit Kumar Sahoo • Target Audience: Faculty & Students (UG/PG/Research Scholars)

Venue: Annex-II, Seven Pillars of Wisdom, Ravenshaw University, Kataka

Organized by PM-USHA, Ravenshaw University