



7 Days National Level Online Capacity Building Programme on Prevention of Sexual Harrasment (POSH) Act

Surendranath Law College

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Seven days National Level Online Capacity Building Programme

On

Prevention of Sexual Harassment (POSH) Act- 2025

Surendranath Law College, Kolkata is a premier law institute in India which is affiliated to the University of Calcutta and recognized by the Bar Council of India. It is one of the oldest law colleges in India. The 'Rastraguru' Surendranath Banerjee, the great patriot and educationalist found this prestigious institution. In 1882, the Presidency School, which formed the nucleus of the present Institution, was handed over to Sir Surendranath Banerjee on 1st January 1884. He raised it to the status of a college affiliated to the F.A. standard and named it "The Presidency Institution". Within a year the institution was converted into a full fledged, first grade college under the name "Ripon College". Its activity was further extended through the opening of the Post-Graduate Department of Law in 1884, which was later affiliated to the Calcutta University in the year 1885, as an independent professional college. But after the attainment of independence, the golden cause to which Sir Surendranath dedicated his entire life, the name of the college was altered to Surendranath College.

Surendranath Law College, Kolkata, in collaboration with ProBono India and supported by GNLU Legal Services Committee, GNLU Gandhinagar, organised seven days National Level Online Capacity Building Programme on **Prevention of Sexual Harassment (POSH) Act** at the workplace from **16th to 22nd June 2025**

Sexual harassment at the workplace remains a pressing issue that demands collective awareness and action. This Capacity Building Programme on the POSH Act, aims to foster a comprehensive understanding of the POSH Act, its implementation mechanisms, and the rights and responsibilities of all stakeholders.

This programme equipped participants with the tools to identify, prevent, and address workplace harassment, ultimately contributing to a safer and more equitable professional environment. Faculty members of Law and/or other discipline, research scholars, students of Master Degree across the country were encouraged to participate in this programme.

The program led to a significant increase in participants' understanding of the provisions of the POSH Act, including the legal definitions of sexual harassment, what constitutes a "workplace" under the Act, their individual rights and responsibilities and its practical applicability in ensuring workplace safety. Participants are now better equipped to implement and enforce the organization's sexual harassment policy. This has bridged the gap between policy creation and its practical application. The programme fostered a culture of dignity, respect, and inclusivity by sensitizing participants towards gender equity and the importance of safe workspaces.

Glimpses of the Event

