

Programme Report



Seven days National Level Online Capacity Building Programme

On

Prevention of Sexual Harassment (POSH) Act

**Organized by –Surendranath Law College, Kolkata, in collaboration with
ProBono India and supported by GNLU Legal Services Committee, GNLU,
Gandhinagar**

Date – 16th June, 2025 to 22nd June, 2025

Chairperson: Dr. Mohammadi Tararannum
Vice-Principal, Surendranath Law College

Course Coordinators: - Dr. Caesar Roy,
Assistant Professor, Surendranath Law College
Dr. Niloy Bagchi
Assistant Professor, Surendranath Law College

About College:

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. This esteemed Law College is now regarded as one of the oldest law colleges of the country. Presently, this College imparts 5 Years B.A. LL.B course, 5 Years B.A. LL.B (Honours) Course and two Years LL.M Course.

About the programme:

The 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.

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.

Objective of the programme

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is commonly known as the POSH Act. The POSH Act was passed in 2013 to stop, punish and provide remedies for sexual harassment of women at work. This law's goal is to safeguard women's rights at work. It makes it clear what the law says about how to stop and deal with sexual harassment. The Act makes sure that women can work in a safe place that treats them with respect and promotes equality. The POSH Act covers all workplaces, whether they are public or private, organized or not. It tells every employer they have to take steps to stop problems before they happen, set up a complaints committee and follows a set of steps for getting things fixed. It encourages a culture of fairness, respect and responsibility at work through the Act.

The session aimed to educate participants about workplace harassment laws, their rights, and the procedures for seeking justice in case of misconduct. The impact of workplace sexual harassment may, therefore, be grave and far-reaching. It not only affects the woman physically but also psychologically. It consequently downsizes their professional and domestic performance and thus has a direct bearing on their workplace productivity as well. Keeping in view all these challenges and problems faced by women at the workplace, this Capacity Building Programme on "POSH Act" was organised.

The main objectives of this programme are –

- To create comprehensive awareness regarding the key provisions of the POSH Act, 2013 and its significance in ensuring a safe and secure workplace.
- To educate the participants what constitutes sexual harassment, their rights, and their responsibilities.
- To build the capacity of employers, employees, and Internal Committee members in effectively implementing the provisions of the Act.

- To sensitize participants on the identification, prevention, and redressal of incidents of sexual harassment in professional settings.
- To enhance the competence of Internal Committee members in handling complaints with fairness, transparency, and confidentiality.
- To encourage organizations to institutionalize preventive mechanisms and promote gender-sensitive workplace policies.
- To foster a culture of dignity, equality, and mutual respect in workplaces across all levels.
- To ensure organizational compliance with statutory requirements and to minimize workplace-related grievances and disputes.

Programme Outcome

The Capacity Building Programme on POSH Act successfully achieved its intended objectives. This programme yielded the following outcomes –

- 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.
- For IC members, the training provided practical skills for handling complaints, including conducting unbiased investigations, ensuring confidentiality, and providing fair and timely redressal. This outcome has resulted in a more confident and capable IC.
- Participants were exposed to relevant judicial pronouncements, case studies, and real-world challenges, enhancing their ability to apply theoretical knowledge to practical scenarios.

- The programme fostered a culture of dignity, respect, and inclusivity by sensitizing participants towards gender equity and the importance of safe workspaces.
- The program's interactive sessions helped to foster a more respectful and inclusive workplace culture. Participants are now more aware of appropriate professional behaviour and the importance of creating a safe environment for all employees.
- The programme inspired participants to conduct further research, spread awareness, and contribute actively to policy implementation and advocacy for workplace safety.

Programme details of Capacity Building Programme:

This online Capacity Building Programme was conducted through Webex Meeting. The common meeting link for joining the programme was

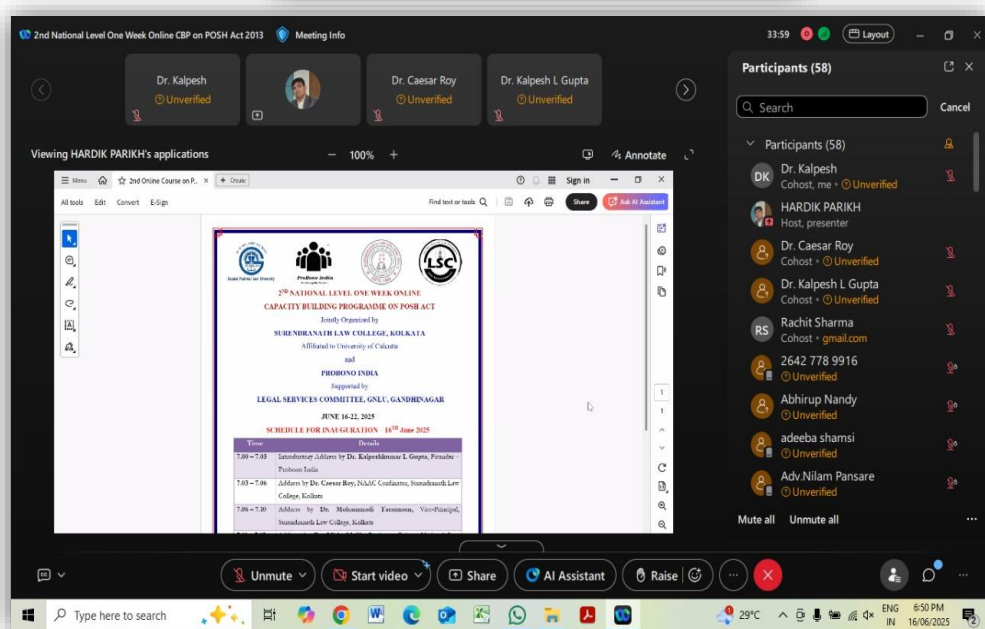
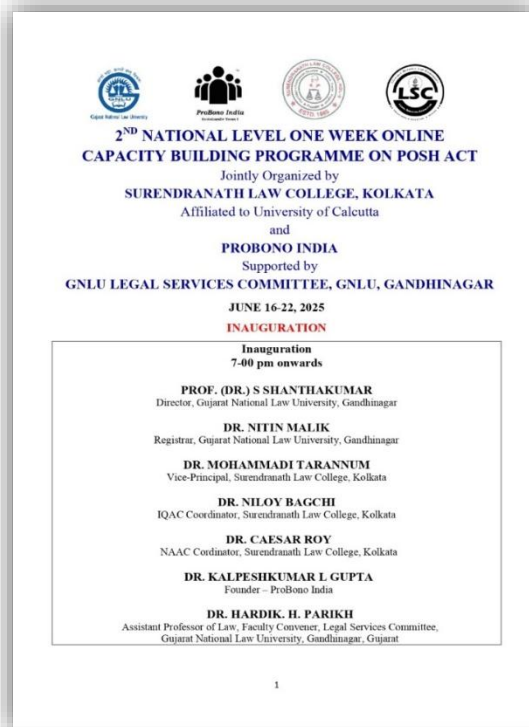
<https://gnlu.webex.com/gnlu/j.php?MTID=mc3d71d55949aef7fbb2152c5c6d6d06c> , about 250 participants averagely joined in the every session.

About 850 participants registered in this programme through the link <https://forms.gle/s2Pr67n2ajSsSJTY8> , about 200 participants appeared for the final test to get the certificate of completion for this programme and all of them successfully awarded with the certificate.

Inaugural Session (16th June, 2025)

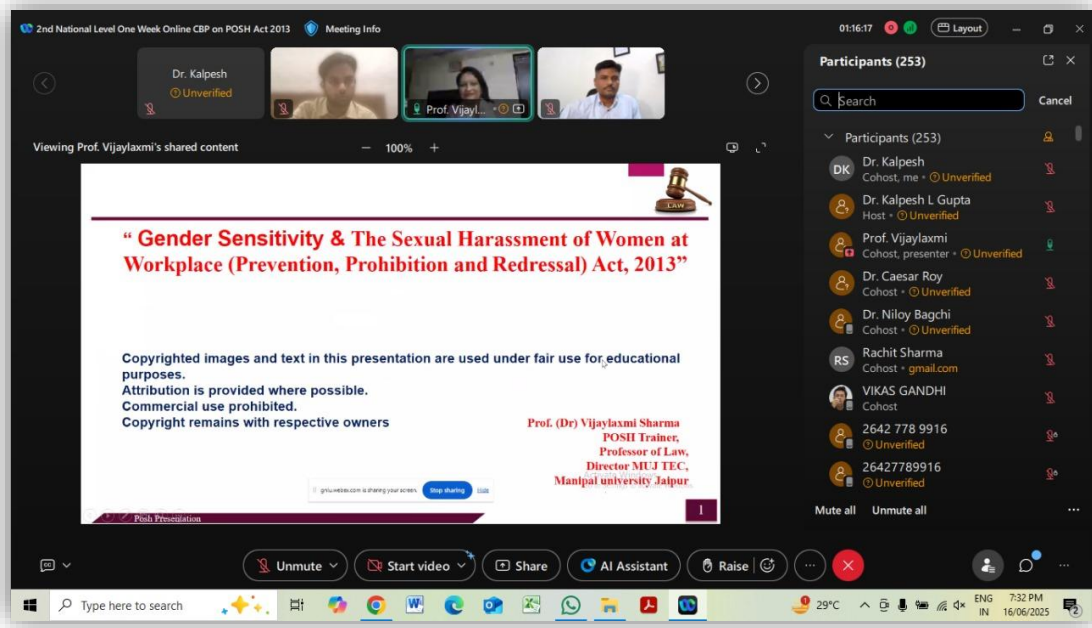
Hon'ble Director of Gujarat National Law University, Gandhinagar Prof. (Dr.) S. Shanthakumar inaugurated the programme. He mentioned in his speech that "it is not just a programme but a call for nation. We should not only focus on compliant institutions but on compassionate ones. Answer comes from people not from policy." He also highlighted the importance of this type of programme. Dr. Nitin Malik, Hon'ble Registrar, Gujarat National Law University, Gandhinagar in his inaugural speech stated that this type of Capacity Building programme obviously will educate all the participants about workplace harassment laws, their rights, and the procedures for seeking justice in case of any kind of violation.

Besides, Dr. Mohammadi Tarannum, Vice-Principal of Surendranath Law College, Dr. Kalpeshkumar L Gupta, Founder, Probono India and Dr. Hardik H. Parikh, Assistant Professor of Law, Faculty Convenor, Legal Services Committee, Gujarat National Law University, Gandhinagar also highlighted the importance of this programme and its significance in this time.



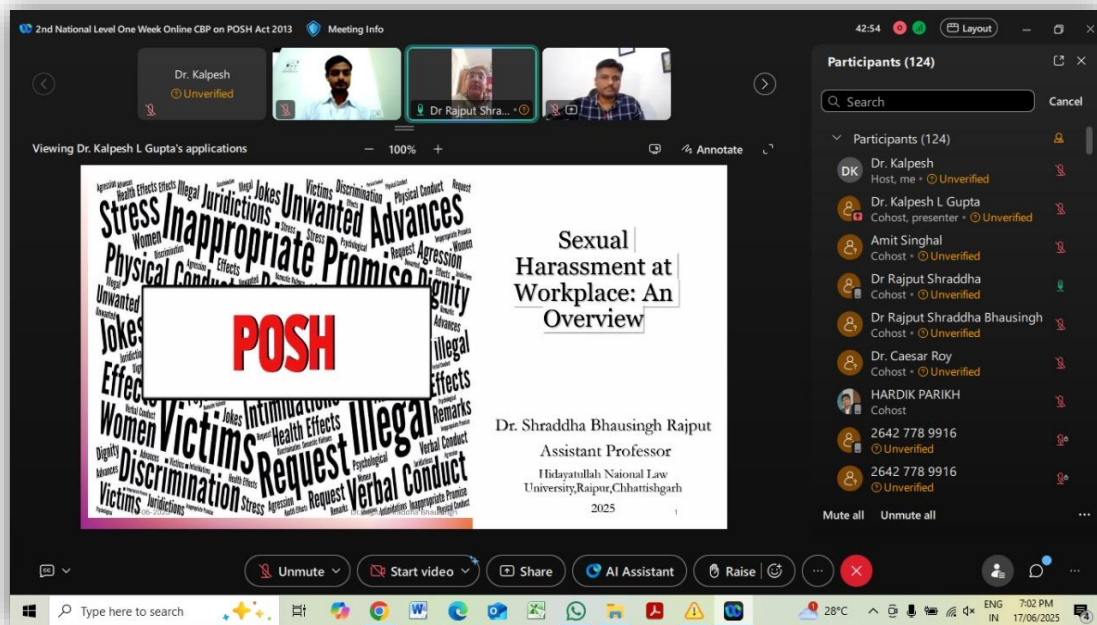
Session 1: Gender Sensitivity and the POSH Act (16th June, 2025)

Prof. (Dr) Vijaylaxmi Sharma



Session 2: Sexual Harassment of Workplace: An Overview (17th June, 2025)

Dr. Shraddha Rajput



Session 3: Understanding the Redressal Mechanism under the POSH Act (18th June, 2025)

Ms Garima Goswami

The screenshot shows a Zoom meeting interface. The main content is a slide titled "Procedure for filing a complaint before IC". The slide text is as follows:

Procedure for filing a complaint before IC

- An aggrieved woman who intends to file a complaint is required to submit six copies of the written complaint, along with supporting documents and names and addresses of the witnesses, to the IC within three months from the date of the incident and, in case of a series of incidents, within three months from the date of the last incident.
- Provided further that the Internal Committee may, for the reasons to be recorded in writing, extend the time limit not exceeding three months if it is satisfied that the circumstances were such that prevented the woman from filing a complaint within the said period.
- On receipt of the complaint, the Committee shall send one of the copies received from the aggrieved woman to the respondent within seven working days.
- The respondent shall file his reply to the complaint along with his list of documents, and names and addresses of witnesses, within a period not exceeding ten working days from the date of receipt of the documents.

The meeting interface includes a top bar with "2nd National Level One Week Online CBP on POSH Act 2013" and "Meeting Info". The bottom bar shows controls like "Unmute", "Start video", "Share", "AI Assistant", "Breakout sessions", "Raise", and "Mute all". The right sidebar shows a list of 180 participants.

Session 4: Understanding the POSH Act: A need of the Hour (19th June, 2025)

Dr. Sangeeta Roy(Maitra)

The screenshot shows a Zoom meeting interface. The main content is a slide titled "UNDERSTANDING THE POSH ACT: A NEED OF THE HOUR". The slide text is as follows:

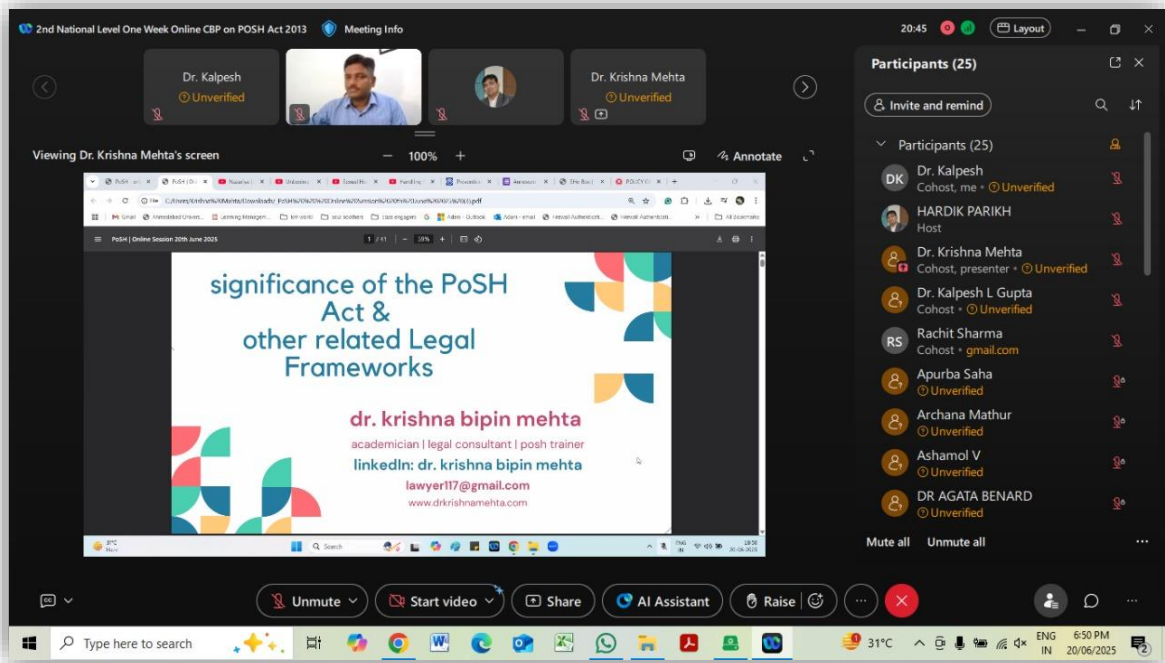
UNDERSTANDING THE POSH ACT: A NEED OF THE HOUR

DR. SANGEETA ROY (MAITRA)
WIBES
Assistant professor of Law
Government Centre of Legal Education, Chinsurah, Hooghly, West Bengal

The meeting interface includes a top bar with "2nd National Level One Week Online CBP on POSH Act 2013" and "Meeting Info". The bottom bar shows controls like "Unmute", "Start video", "Share", "AI Assistant", "Raise", and "Mute all". The right sidebar shows a list of 88 participants.

Session 5: Significance of POSH Act and other related Legal Frameworks (20th June, 2025)

Dr. Krishna Bipin Mehta



Session 6: Case Laws and Case Analysis under POSH Act (21st June, 2025)

Dr. Hardik Parikh



Session 7: International Perspective on Sexual Harassment (22nd June, 2025)

Nikita Opel



Video Link for the Recorded Sessions

Sl No.	Session Name and Speaker	You Tube link of the Session
1	Gender Sensitivity and the POSH Act, Prof. (Dr) Vijaylaxmi Sharma (16.06.2025)	https://youtu.be/C5_NELiF6IM
2	Sexual Harassment of Workplace: An Overview, Dr. Shraddha Rajput (17.06.2025)	https://youtu.be/waU1eGoBD_U
3	Understanding the Redressal Mechanism under the POSH Act, Ms Garima Goswami, (18.06.2025)	https://youtu.be/gecZ1hLVKKs?si=ux8X0ZQMbjCcYXCq
4	Understanding the POSH Act: A need of the Hour, Dr. Sangeeta Roy(Maitra), (19.06.2025)	https://youtu.be/IKO9T4kIDK0
5	Significance of POSH Act and other related Legal Frameworks, Dr. Krishna Bipin Mehta, (20.06.2025)	https://www.youtube.com/playlist?list=PL7LghOKTq84QWmChlgybfF7UJZMOKSg5f

6	Case Laws and Case Analysis under POSH Act, Dr. Hardik Parikh, (21.06.2025)	https://youtu.be/HDySCj99sJA
7	International Perspective on Sexual Harassment, Nikita Opel, (22.06.2025)	https://youtu.be/wSZGafhKV8M

Notice of the Programme

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www.snlawcollege.ac.in

Ref. No. SNLC/IQAC/SEM/083/2025-2026 **Date:** 02.06.2025

NOTICE



This is for information of all that IQAC Surendranath Law College in collaboration with Probono India and supported by GNLU Legal Services Committee, Gujarat National Law University is going to organize a Seven-day National level online Capacity Building Program on POSH Act from 16th June, 2025 to 22nd June, 2025 from 7 PM onwards. Faculty members of Law and/ or other disciplines, research scholars, students of Masters degree across the country are encouraged to participate in the program.


The program will be addressed by distinct speakers and resource persons. Interested persons can register themselves and join the whatsapp group by using the following links:


Reg. Link: <https://forms.gle/s2Pr67n2ajSsSJTY8>

Whatsapp Link: <https://chat.whatsapp.com/DEyf4EvJOOVBvc2T515Fds>

Last date of registration: 15.06.2025, 12.00noon.
 There is no registration fee for attending the program. Candidates who require certificate have to pay Rs. 400 to the organizing committee.
 Payment details will be intimated in due time.
 Details of the program will be uploaded in the website.


 Dr. Caesar Roy
 Joint Co-Ordinator



 Dr. Niloy Bagchi
 Joint Co-Ordinator
 Co-ordinator
 IQAC
 Surendranath Law College


 Dr. Mohammadi Tarannum
 Vice Principal
 Surendranath Law College
 VICE PRINCIPAL
 SURENDRANATH LAW COLLEGE
 KOLKATA-09

**Brochure of the Seven days National Level Online Capacity Building
Programme on Prevention of Sexual Harassment (POSH) Act
(16.06.2025 – 22.06.2025)**



**2ND NATIONAL LEVEL ONE WEEK ONLINE
CAPACITY BUILDING PROGRAMME ON POSH ACT**

Jointly Organized by
SURENDRANATH LAW COLLEGE, KOLKATA

Affiliated to University of Calcutta

and

PROBONO INDIA

Supported by

GNLU Legal Services Committee, GNLU, Gandhinagar

JUNE 16-22, 2025

TENTATIVE SCHEDULE

DATE & TIME	TOPIC	RESOURCE PERSON
Monday 16/06/2025 7-00 pm to 8-15 pm	Gender Sensitivity and the POSH Act	PROF. (DR) VIJAYLAXMI SHARMA Professor of Law & Director Teacher Empowerment Centre Manipal University Jaipur
Tuesday 17/06/2025 7-00 pm to 8-15 pm	Sexual Harassment at Workplace: An Overview	DR. SHRADDHA RAJPUT Assistant Professor of Law, HNLU Raipur
Wednesday 18/06/2025 7-00 pm to 8-15 pm	Understanding the Redressal Mechanism under the POSH Act	GARIMA GOSWAMI Assistant Professor of Law, Gujarat National Law University, Gandhinagar
Thursday 19/06/2025 7-00 pm to 8-15 pm	Understanding the POSH Act: A Need of the Hour	DR. SANGEETA ROY (MAITRA) W.B.E.S. Assistant Professor of Law Government Centre of Legal Education, Chinsurah, Hooghly
Friday 20/06/2025 7-00 pm to 8-15 pm	Significance of POSH Act and Other Related Legal Frameworks	DR. KRISHNA BIPIN MEHTA Legal Consultant & Posh Trainer

Saturday 21/06/2025 7-00 pm to 8-15 pm	Case Laws and Case Analysis under POSH Act	DR. HARDIK PARIKH Assistant Professor of Law, Gujarat National Law University, Gandhinagar
Sunday 22/06/2025 11-00 am to 12-15 pm	International Perspective on Sexual Harassment	NIKITA OPAL Advocate & POSH Trainer

Registration :-

- 1) There is no registration fee for attending. Fees of **Rs. 400** to be paid if desires to get a certificate of participation.
- 2) Regi. Form Link <https://forms.gle/NJdHSuocQc6Az7P76>
- 3) Wapp Link :- <https://chat.whatsapp.com/DEyf4EvJOOVByc2T515Fds>
- 4) Certificate will be awarded on the basis of the Test conducted on Tuesday, June 24, 2025. The test will be conducted in Google form having 30-40 MCQs. 50% marks are required to get the certificate.
- 5) Any changes in session, will be informed in due course of time.

For more details contact :-

DR. MOHAMMADI TARANNUM Vice-Principal, Surendranath Law College, Kolkata E-mail :- snlcollege@gmail.com www.snlawcollege.ac.in	DR. KALPESHKUMAR L GUPTA Founder – ProBono India Mob. +91 99248 97691 E-mail :- probono.in@gmail.com www.probono-india.in
DR. NILOY BAGCHI IQAC Coordinator, Surendranath Law College, Kolkata Mob. +91 94743 22824 Email :- dr.niloy.bagchi@snlawcollege.ac.in	DR. CAESAR ROY NAAC Cordinator, Surendranath Law College, Kolkata Mob. +91 94343 20999 Email :- caesarroy123@gmail.com
DR. HARDIK. H. PARIKH Assistant Professor of Law.Faculty Convener, Legal Services Committee, Gujarat National Law University,Gandhinagar, Gujarat Mob. +91 94289 60878, E-mail :- hparikh@gnlu.ac.in	

Assessment, Evaluation and Feedback

MCQ based assessment was conducted on 23rd June, 2025, online to reinforce learning outcomes. E-certificates were issued upon successful completion as per the announced criteria.

FEEDBACK | DAY 1 | PROF. VIJAYALAXMI SHARMA

Select one

- EXCELLENT 192
- VERY GOOD 18
- GOOD 5
- AVERAGE 1
- OK 2

8:49 PM

[View votes](#)

FEEDBACK | DAY 2 | DR. SHRADDHA RAJPUT

Select one

- EXCELLENT 172
- VERY GOOD 24
- GOOD 7
- AVERAGE 1
- OK 1

7:53 PM

[View votes](#)

FEEDBACK | DAY 4 | DR. SANGEETA ROY

Select one

- EXCELLENT 163
- VERY GOOD 15
- GOOD 2
- AVERAGE 0
- OK 0

7:53 PM

[View votes](#)

FEEDBACK | DAY 3 | GARIMA GOSWAMI

Select one







- EXCELLENT 166
- VERY GOOD 28
- GOOD 5
- AVERAGE 2
- OK 0

8:05 PM

[View votes](#)

FEEDBACK | DAY 6 | DR.
HARDIK PARIKH

Select one







- EXCELLENT   147
- VERY GOOD   13
- GOOD  1
- AVERAGE  1
- OK 0

8:10 PM

[View votes](#)

Kalpesh Kumar Gupta
FEEDBACK | DAY 5 | DR.
KRISHNA MEHTA

Select one







- EXCELLENT   150
- VERY GOOD   19
- GOOD  1
- AVERAGE  1
- OK 0

7:55 PM

[View votes](#)

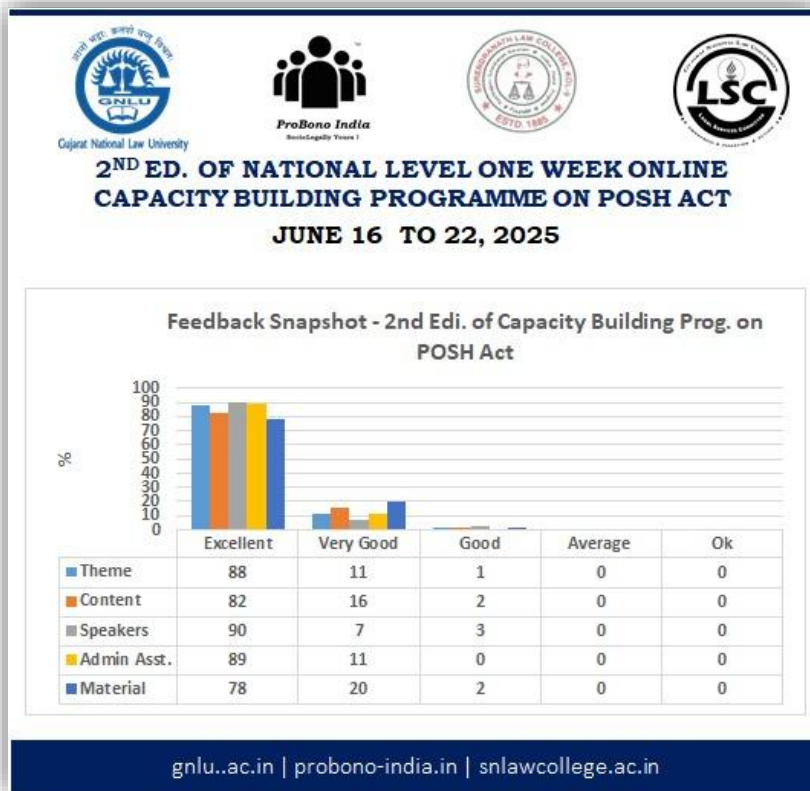
FEEDBACK | DAY 7 | NIKITA
OPAL

Select one

- EXCELLENT   125
- VERY GOOD   14
- GOOD  1
- AVERAGE  1
- OK 0

11:58 AM

[View votes](#)



Sample Certificate of the Programme

