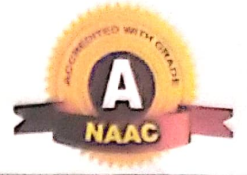


Kamala Education Society's
Pratibha College of Commerce and Computer Studies

Block D-III, Plot No.-3, Behind Mehta Hospital, Off Mumbai-Pune Highway,
Chinchwad, Pune-411019.



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 - NAAC accredited College with 'A' Grade
- www.pcccs.org.in pcccs@pratibhagroup.org.in +91 - 8600100942 /8600100945



Dr. A. K. Walunj

M.Sc., P.G.D.C.A., M. Phil., Ph. D. (Electronics)

Principal

Mob. No. +91– 9822194957

drakwalunj@pratibhagroup.org.in

Awareness of Sexual Harassment: Prevention and Policy

Anti-sexual Harassment Committee and Gender Sensitization Committee on Gender Equality, Gender Sensitization and Nasha Mukta Bharat Abhiyan of Pratibha College of Commerce and Computer Studies Chinchwad Pune organized an event on 'Awareness of Sexual Harassment: Prevention and Policy' on 4th January 2025.

The Students of Pratibha College of Commerce & Computer Studies given some video films based on Sexual Harassment, Prevention and POSH Act. Based on these videos given an online quiz. The videos were clearly explaining about workplace harassment, how we can prevent it and POSH act. A video presentation on Sexual Harassment Prevention and Policy was conducted, followed by an online quiz activity aimed at enhancing participants' understanding of sexual harassment issues and the organization's policies. The session was designed to promote awareness and provide a clear understanding of what constitutes sexual harassment, the impact it has on individuals and organizations, and the available resources for support and reporting.

Video Presentation

The video content was almost 25 minutes duration were covered the following key issues:

- 1. Definition of Sexual Harassment:**
The video defined sexual harassment, covering both overt and subtle behaviors, such as unwanted physical contact, verbal comments, and visual harassment.
- 2. Examples of Sexual Harassment:**
The video illustrated real-life scenarios of sexual harassment, emphasizing various workplace environments and situations that can lead to harassment.
- 3. Legal and Organizational Frameworks:**
The presentation included the legal ramifications of sexual harassment, referencing relevant laws and policies within the organization to prevent such behaviors.
- 4. Reporting and Support Mechanisms:**
Information was provided on how victims or witnesses of harassment can report incidents and access support, both within the organization and through external channels.

Responsibilities of Employers and Employees:

The video highlighted the role of employers in creating a safe working environment and the



responsibility of employees to adhere to respectful behavior and intervene in cases of harassment.

Online Quiz Activity

Following the video presentation, participants were required to complete an online quiz to assess their understanding of the material covered. The quiz consisted of 20 questions that were based on the following themes:

- Definitions and examples of sexual harassment
- Organizational policy on harassment
- Steps for reporting incidents
- Legal protections for employees

Quiz Format:

The Google form based online quiz link given to the students which consist of 20 questions with weightage of 1 mark each. The questions based on the information given in the videos to evaluate the understanding of the students.

Key Takeaways

1. Increased Awareness:

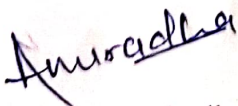
The video and quiz significantly increased awareness about sexual harassment in the workplace and the importance of adhering to established policies.

2. Clear Understanding of Policy:

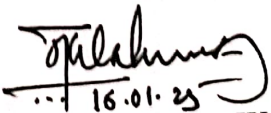
Most participants demonstrated a clear understanding of the organization's sexual harassment policy and the steps to report incidents.

3. Interactive Learning:

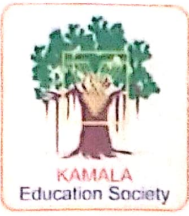
The quiz served as an effective tool for reinforcing the concepts presented in the video, with the interactive format enhancing engagement and retention.


Dr. Anuradha Ghodke
Convenor




Dr. Arunkumar Walunj

Principal
PRATIBHA COLLEGE OF
COMMERCE & COMPUTER STUDIES,
CHINCHWAD, PUNE - 411019,



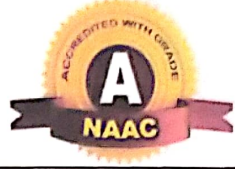
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Dr. A. K. Walunj

M.Sc., P.G.D.C.A., M. Phil., Ph. D. (Electronics)

PRINCIPAL

Mob. No. +91– 9822194975

drakwalunj@pratibhagroup.org.in

NOTICE

Date: 01/01/2025

'Awareness Sexual Harassment Prevention and Policy'

All faculty members and the students are advised to watch videos on **'Awareness of Sexual Harassment: Prevention and Policy'**. It is organized by Anti-Sexual Harassment, Gender Sensitization Committee Nasha Mukta Bharat Abhiyan. This activity will help you to make you aware about Sexual harassment how we can prevent it and the policies for it. face the challenges in life and make ourself safe. Based on the videos there will be an online quiz to assess your awareness kindly attempt it.

Date and Time: As per time slots given by the respective Program coordinator.

Venue: In respective classrooms.

Dr. Anuradha Ghodke

Convener

Anti-Sexual Harassment Committee

Gender Sensitization

Dr. A. K. Walunj

Principal

**PRATIBHA COLLEGE OF
COMMERCE & COMPUTER STUDIES,
CHINCHWAD, PUNE - 411019.**



Awareness of Anti-Sexual Harassment: Prevention and Policy

Total Marks : 20

Time : 20 m

* Indicates required question

1. Name of the Student *

2. Class *

⌵ Dropdown

Mark only one oval.

First Year

Second Year

Third Year