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Internal Complaint Cell

Report on Panel Discussion Session Awareness of Sexual Harassment

Internal Complaint Cell organized a Panel Discussion Session on 'Awareness Sexual Harassment' on 05th August 2025. The session was led by the team of Social Pulse members. It was interactive session to educate and sensitize participants about the importance of recognizing, preventing, and addressing sexual harassment in workplaces and educational institutions. The session aimed to create a safe environment where participants could openly discuss the issue, understand legal frameworks, and learn about support mechanisms. This session was from at 12.00 noon till 2.00 pm at FF-5 Hall and 72 students were actively participated in this session.

Objectives

- To raise awareness about what constitutes sexual harassment.
- To educate attendees on the rights and protections available under laws such as the POSH Act (Prevention of Sexual Harassment Act).
- To encourage reporting and provide guidance on the complaint redressed process.
- To promote a culture of respect, safety, and dignity at the workplace and educational settings.

Panel Members

- **Mr. Sagar Shelar, Social Pulse – Moderator**
- **Adv. Madhura Deshpande, Legal Expert**
- **Mrs. Deepali Misry , Counselor/Social Activist**
- **Mrs. Vaishnavi Khatmol, Assistant to Legal Expert**

Session Highlights

- **Understanding Sexual Harassment:** Panelists explained the various forms of sexual harassment, including verbal, physical, and psychological harassment, providing real-life examples to enhance understanding.
- **Legal Framework:** The importance of the POSH Act was emphasized, covering employer responsibilities, internal complaints committees, and procedural aspects for filing complaints.
- **Reporting Mechanisms:** The panel detailed the steps for reporting harassment incidents, confidentiality assurances, and the role of committees in investigating complaints.

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- **Support Systems:** Available support such as counseling, legal aid, and workplace reforms were discussed to help victims cope and seek justice.
- **Q&A Session:** Students actively participated by asking questions related to specific scenarios, concerns about retaliation, and how to foster a harassment-free environment.

Participant Feedback

Participants appreciated the informative and candid discussion. Many expressed that the session increased their confidence in identifying harassment and understanding their rights. Suggestions for more frequent workshops and anonymous reporting platforms were also made.

Conclusion

The panel discussion successfully heightened awareness about sexual harassment and its prevention. It reinforced the organization's commitment to ensuring safe and respectful environments. Continued education and proactive measures remain essential to combating harassment.

Photos:

Photographs from the event were shared on the college's official social media handles to spread awareness and encourage broader participation.

Anuradha

Dr. Anuradha Ghodke
Convenor

Pratibha College of Commerce & Computer Studies
Chinchwad, Pune-19

Dr. Kshitija Gandhi
I/C Principal

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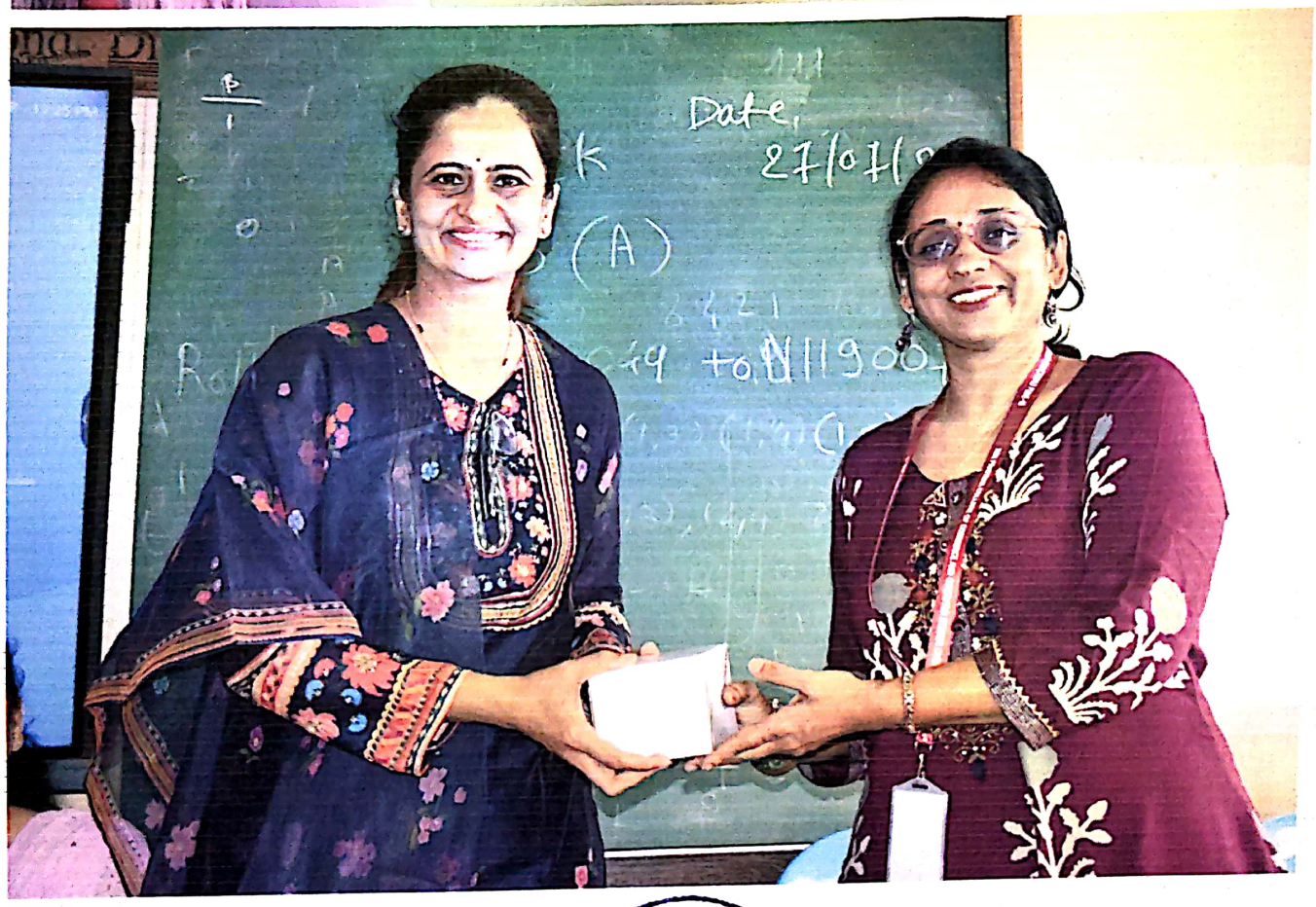

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