



Rayat Shikshan Sanstha's  
**Dr. Patangrao Kadam Mahavidyalaya,  
Ramanandnagar (Burli)**  
Sexual Harassment Prevention Cell, Women  
Empowerment Cell & ICC  
**Report on POSH Act -2013**



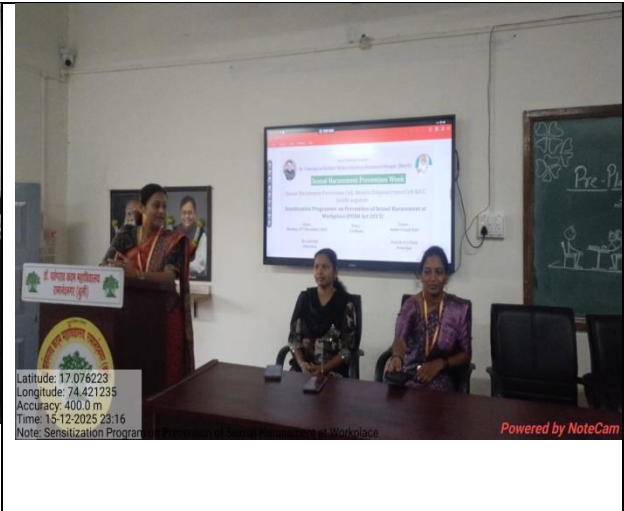
Rayat Shikshan Sanstha's Dr. Patangrao Kadam Mahavidyalaya, Ramanandnagar (Burli) organized a Sensitization Programme on Prevention of Sexual Harassment at Workplace (POSH Act 2013) under the banner of Sexual Harassment Prevention Week. The programme was jointly organized by the Sexual Harassment Prevention Cell, Women Empowerment Cell, and Internal Complaints Committee (ICC) of the college. The programme was held on Monday, 15th December 2025 at 11:00 a.m. Dr. G. R. Patil, Chairman, Sexual Harassment Prevention Cell guided to participated Students & staff. Principal Dr.U.V.Patil were president of Programme.

The objective of the programme was to create awareness among teaching and non-teaching staff as well as students about the Prevention of Sexual Harassment of Women at Workplace Act, 2013, its provisions, responsibilities of institutions, and the role of the Internal Complaints Committee in ensuring a safe and respectful work environment. The session highlighted the importance of gender sensitivity, ethical behavior, and zero tolerance towards sexual harassment at the workplace.

Participants were sensitized about what constitutes sexual harassment, the procedure for filing complaints, the duties of employers, and the legal consequences of misconduct under the POSH Act. The programme emphasized creating a secure, inclusive, and dignified workplace for all. The programme concluded successfully with active participation from staff and students. The initiative helped in strengthening awareness and commitment towards maintaining a harassment-free campus.



Session- 1 While Dr. G. R. Patil Guiding to students



Session – 2 Staff and Student Conversion on POSH Act, 2013

### Programme Outcomes –

- Participants understood their rights and duties in maintaining a safe, respectful, and gender-sensitive workplace and campus environment.
- Participants gained clear understanding of the provisions, objectives, and legal framework of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- The programme encouraged a culture of dignity, mutual respect, and zero tolerance towards sexual harassment.
- The role, composition, powers, and functioning of the Internal Complaints Committee (ICC) were explained, enabling participants to approach the ICC confidently when required.

**Participants –  
100 Staff &  
Students**

  
Coordinator  
Chairman, ICC



  
Principal,  
Dr. Patangrao Kadam Mahavidyalaya,  
Ramanandnagar (Burla)  
Tal. Palus, Dist. Sangli.

