



Janki Devi Memorial College University of Delhi JDMC-IQAC

Name of the event:	Talk on Prevention of Sexual Harassment (PoSH) Act
Name of the organizer (s):	Internal Complaints Committee in collaboration with IQAC-JDMC
Type of event (intra-college/inter-college/ state/ national or any other collaboration)	Intra-College
Name and Affiliation of the Resource person (<i>if applicable</i>):	Ms. Rekha Aggarwal, Advocate, Independent Law Practice Professional at Supreme Court and Delhi High Court

Brief Report

The Internal Complaints Committee (ICC), JDMC, in collaboration with IQAC-JDMC, organized a talk on the Prevention of Sexual Harassment (PoSH) Act on April 11, 2025, for the teaching and non-teaching staff of the college.

Ms. Aggarwal discussed the Bhanwari Devi case, a watershed moment that brought the issue of sexual harassment to the forefront and highlighted the need for a legal framework to protect women at the workplace. The Vishaka Guidelines, laid down by the Supreme Court, provided this framework until the enactment of the POSH Act in 2013.

Ms. Aggarwal explained that the POSH Act provides a comprehensive mechanism for the prevention, prohibition, and redressal of sexual harassment at the workplace, and places specific duties on employers to ensure a safe working environment for women.

The talk covered the following key aspects of the POSH Act:

- **Definition of Sexual Harassment:** The POSH Act provides a broader definition of sexual harassment, consistent with the Vishaka Guidelines.
- **Definition of Workplace:** The Act defines the "workplace" expansively to include any place visited by the employee during the course of employment, including transportation provided by the employer.
- **Internal Complaints Committee (ICC):** The Act mandates the constitution of an Internal Complaints Committee (ICC) in every organization with ten or more employees to inquire into complaints of sexual harassment.

- **Duties of the Employer:** The Act outlines the duties of the employer, including providing a safe working environment, displaying the policy against sexual harassment, conducting awareness programs, and assisting the ICC in the inquiry.
- **Inquiry Procedure:** The Act lays down a detailed procedure for conducting inquiries into complaints of sexual harassment, including timelines and principles of natural justice.
- **Relief and Compensation:** The Act provides for various reliefs to the aggrieved woman, including interim relief, and recommends appropriate action against the respondent if the allegation is proved. The Act also empowers the ICC to recommend compensation to be paid by the respondent to the aggrieved woman.
- **Non-Compliance:** The Act also specifies penalties for non-compliance with its provisions.

The talk aimed to create awareness among the staff about the PoSH Act and the importance of preventing sexual harassment in the workplace. Throughout the talk, Ms. Aggarwal encouraged an interactive environment by engaging with the staff through thought-provoking questions and discussions.

The feedback from the attendees was overwhelmingly positive.

Poster of the event (English and Hindi):



JANKI DEVI MEMORIAL COLLEGE
Internal Complaints Committee
In Collaboration with IQAC
Presents
Talk on

Prevention of Sexual Harassment (PoSH) Act

Resource Person
Ms Rekha Aggarwal
Advocate
Independent Law Practice
Professional at Supreme Court of India and Delhi High Court

Date: 11/04/2025
Time: 10:30 am
Venue: Room No. 13

For Teaching and Non-Teaching Staff

Prof. Sudha Upadhyaya Presiding Officer
Mrs. Himanshu B. Jagatdeb
Dr. Bijoyata Yonzon
Dr. Indu Jain
Members

Prof. Payal Nagpal IQAC Coordinator
Prof. Swati Pal Principal



जानकी देवी मेमोरियल कॉलेज आंतरिक शिकायत समिति आइ क्यू ए सी के सहयोग से

प्रस्तुत करता है
वार्ता

**यौन उत्पीड़न निवारण
अधिनियम (पोश)**

तारीख: 11/04/2025

समय: 10:30 am

स्थान: कमरा नं 13



संसाधन व्यक्ति

सुश्री रेखा अग्रवाल
अधिवक्ता

भारत के सर्वोच्च न्यायालय और
दिल्ली उच्च न्यायालय में स्वतंत्र
विधि अभ्यास पेशेवर

**शिक्षण एवं गैर-शिक्षण
कर्मचारियों के लिए**

प्रो. सुधा उपाध्याय
पीठासीन अधिकारी

श्रीमती हिमांशु बी जगतदेब
डॉ. बिजोयता योज्जन
डॉ इंदु जैन
सदस्य

प्रो. पायल नागपाल
आई क्यू ए सी समन्वयक

प्रो. स्वाति पाल
प्रधानाचार्य

Geotagged pictures of the event:

