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Report on Gender Sensitisation and Awareness Program on Legal Provisions Pertaining to Sexual Harassment at Workplaces and Domestic Violence

On 11 August 2025, an awareness program was organized by the P.O.S.H (Prevention of Sexual Harassment) Committee of Government Degree College, Kangan in collaboration with the Department of Social Welfare and the District Legal Services Authority, Ganderbal. The primary aim of the program was to raise awareness about legal provisions related to sexual harassment at workplaces and domestic violence. The session was intended to provide knowledge and clarity on laws and resources available to prevent and address these serious issues. The main objectives of the program were to create awareness among the staff and students about sexual harassment at workplaces. To inform participants about the legal framework protecting individuals from domestic violence. To familiarize participants with relevant acts such as the P.O.S.H Act, 2013, and the Domestic Violence Act, and to introduce the SheBox Portal as a mechanism for filing complaints related to sexual harassment. The program saw an enthusiastic turnout of almost 80-100 participants, which included both staff and students from Government Degree College, Kangan. The audience was highly engaged throughout the session, indicating a strong interest in learning about these crucial topics. The session was conducted by experienced resource persons from the Department of Social Welfare and the District Legal Services Authority, Ganderbal. The resource persons included:

- Ms. Shagufta Nabi, Representative from the Department of Social Welfare
- Ms. Burjeena Hameed, Assistant Legal Aid Defense Counsel from the District Legal Services Authority, Ganderbal

The resource persons provided an in-depth explanation of the **Prevention of Sexual Harassment (P.O.S.H) Act, 2013**. This law mandates the establishment of an Internal Complaints Committee (ICC) at every workplace, to address sexual harassment complaints. The provisions and processes laid out in the Act were discussed, including the role of the ICC, the rights of victims, and the procedures for filing complaints. The session also focused on the **Domestic Violence Act**, which aims to provide protection to women from domestic abuse and violence. The resource persons elaborated on the scope of the Act, which includes emotional, physical, sexual, and economic abuse. They explained how women affected by domestic violence can seek relief under this Act through various measures, including protection orders and residence orders. A significant portion of the program was dedicated to introducing the **SheBox Portal**, an online platform launched by the Ministry of Women and Child Development, Government of India. The SheBox Portal serves as a tool for women to register complaints regarding sexual harassment in the workplace. The resource persons demonstrated the steps involved in filing complaints on the portal and emphasized its importance in ensuring that complaints are addressed in a timely and transparent manner. One of the most engaging aspects of the session was the interactive Q&A segment. Participants actively raised various questions about the legal provisions, the complaint filing process, and the steps to take in case of harassment. The resource persons answered the queries in detail, providing practical insights and guidance on how to navigate these legal frameworks.

The awareness program organized by the P.O.S.H Committee GDC Kangan in collaboration with the Department of Social Welfare and the District Legal Services Authority, Ganderbal was a resounding success. With active participation from almost 80-100 attendees, the program achieved its objectives of educating the audience on the important legal aspects of sexual harassment at workplaces and domestic violence. The session also provided practical guidance on utilising resources such as the SheBox Portal, which will help in addressing grievances in a systematic and legal manner.



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