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**Report on Orientation-cum-Awareness Programme on the Provisions of  
the POSH Act, 2013 and SHE-BOX Facility**

The Internal Complaints Committee (ICC) of Government Degree College Kangan organized an orientation-cum-awareness programme on 6th November 2025 to sensitize the staff about the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 commonly known as the POSH Act 2013. The session also emphasized the awareness and use of SHE-BOX, the Government of India's online complaint management system for reporting workplace sexual harassment. The objectives of the programme were: to raise awareness about the legal framework ensuring safe and dignified workplaces; to educate employees about what constitutes sexual harassment under the POSH Act; to explain the roles and responsibilities of the Internal Complaints Committee (ICC) and to introduce participants to SHE-BOX and demonstrate how complaints can be filed electronically. The session was chaired and delivered by Dr. Aatina Nasir Malik, Presiding Officer ICC and Nodal Officer SHE-BOX. She highlighted the important provisions of the POSH Act 2013, focusing on both preventive and redressal mechanisms. Dr. Malik discussed in detail the definition of sexual harassment, scope of the Act, formation and functioning of the ICC, and the rights and responsibilities of employees. A special emphasis was laid on the SHE-BOX portal, explaining its accessibility, confidentiality measures, and step-by-step procedure of lodging a complaint online. Participants were encouraged to utilize the platform whenever needed and were reassured about the non-retaliation and confidentiality clauses under the Act. The participants gained clarity regarding workplace behavioural guidelines. Staff members became aware of the procedural steps to report incidents under the ICC and SHE-BOX portal. The programme strengthened the institutional commitment to ensuring a safe and gender-sensitive work environment.





