PoSh Awareness Workshop	
Date: 25/02/2026	**Venue: RVIM, Bangalore.**
Time: 10.30 pm to 5.00 pm	**Resource Person: Dr. Lakshmi, NIMHANS, ICMR Initiative**
No. of Participants: 6	**Event Coordinators: Dr. Rashmi Shetty, Dr. Sumera Aluru, Dr. Srikanth P**

RV Institute of Management organized a **Prevention of Sexual Harassment (PoSH) Awareness Program** to create awareness among participants regarding workplace conduct, employee rights and responsibilities, and the legal framework governing the prevention of sexual harassment. The program aimed to foster a safe, respectful, and inclusive work and learning environment through awareness, education, and compliance with applicable laws and guidelines.

The session provided participants with an understanding of the concepts of harassment and sexual harassment, workplace policies, complaint mechanisms, and procedures for addressing grievances effectively.

The objectives of the program were:

• To create awareness about Prevention of Sexual Harassment (PoSH) regulations and guidelines
• To educate participants on workplace rights and responsibilities relating to sexual harassment
• To promote respectful and inclusive workplace behavior
• To familiarize participants with complaint registration and redressal procedures
• To strengthen awareness of legal provisions and organizational policies related to workplace harassment

Program Highlights

The program commenced with an introduction to the concept of sexual harassment and the legal framework governing workplace safety. Participants were introduced to the definitions of harassment and sexual harassment, along with an overview of the Vishaka Guidelines and the responsibilities of employees in maintaining a safe work environment.

The session on workplace policies and laws explored various forms of harassment, the concept of unwelcome behavior, and the circumstances under which actions may constitute sexual harassment. Through discussions, video analysis, and case studies, participants gained insights into how behavior may be perceived by others and the importance of professional conduct.

A dedicated segment focused on complaint handling procedures and the mechanisms available for reporting incidents. Participants were informed about complaint registration processes, investigation procedures, the role of representatives, and the steps involved in inquiry and resolution.

The program also included the analysis of real-life case studies, enabling participants to understand how complaints are addressed and resolved. Discussions on recent developments

and legal interpretations provided valuable practical insights into workplace ethics and compliance.

An interactive question-and-answer session concluded the program, allowing participants to clarify their doubts and engage in meaningful discussions on workplace safety and professional conduct.

Participant Engagement

Participants actively engaged in discussions, case analyses, and scenario-based learning activities throughout the program. The interactive sessions encouraged awareness, reflection, and understanding of individual responsibilities in creating a respectful workplace culture.

Learning Outcomes

Through the PoSH Awareness Program, participants gained:

• Understanding of harassment and sexual harassment in workplace settings
• Awareness of legal provisions, Vishaka Guidelines, and organizational policies
• Knowledge of complaint registration and grievance redressal mechanisms
• Understanding of professional and ethical workplace conduct
• Enhanced sensitivity towards workplace inclusion, dignity, and respect
• Confidence in identifying, preventing, and responding appropriately to harassment-related concerns

Conclusion

The Prevention of Sexual Harassment (PoSH) Awareness Program successfully enhanced participants' understanding of workplace ethics, legal compliance, and respectful professional behavior. The program reinforced the importance of maintaining a safe and inclusive environment and contributed to the institution's commitment to promoting dignity, equality, and mutual respect among all stakeholders.

PHOTO GALLERY:



