Report on POSH Awareness Session at Gujarat Technological University – School of Engineering and Technology (GTU-SET)

Title of the Session:
Online Awareness Session on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and SHe-Box Portal

Date: 20 December 2025
Time: 11:00 AM to 12:30 PM
Mode: Online
Venue/Organized by: GTU – School of Engineering and Technology (GTU-SET)

Coordinators: Dr. Komal Borisagar (Associate Professor, GTU-SET)

Prof. Anamika Mittal (Assistant Professor, GTU-SET)

Resource Person

The session was conducted by **Dr. Manisha Vaja**, a certified POSH trainer and gender-sensitivity expert from Ahmedabad, with extensive experience in POSH compliance, workplace safety, and capacity-building programmes for academic and corporate institutions.

Participants

A total of 79 participants of various schools including faculty members and students of GTU-SET, GTU-SMS, GTU-SAST, GTU-ITR attended the session, reflecting active interest and institutional commitment towards creating a safe and inclusive academic environment.

Objectives of the Session

The primary objectives of the session were:

- To create awareness about the **POSH Act, 2013** and its legal provisions
- To sensitize faculty members and students about acceptable workplace conduct
- To explain the roles and responsibilities of employees, employers, and the Internal Complaints Committee (ICC)
- To guide participants on the use of the **SHe-Box Portal** for reporting and tracking complaints
- To align institutional practices with **AICTE guidelines** and the values of **NEP 2020.**

Session Highlights

Dr. Manisha Vaja delivered a comprehensive and engaging presentation covering:

- Definition and forms of sexual harassment at the workplace
- Legal framework and key provisions of the POSH Act, 2013
- Rights and duties of employees and employers

- Constitution and functioning of the Internal Complaints Committee (ICC)
- Step-by-step overview of the SHe-Box Portal and its importance in grievance redressal

Real-life examples and case-based discussions were used to enhance understanding and practical applicability of the law.

Interaction and Feedback

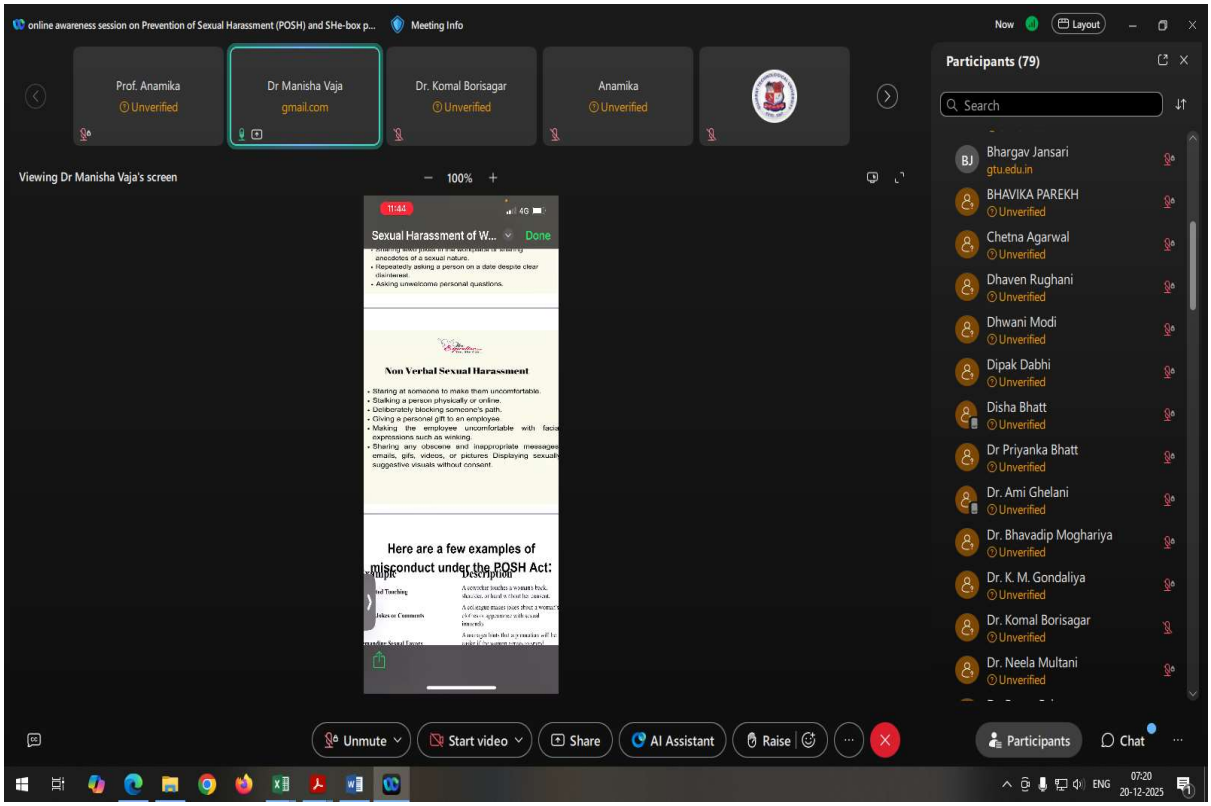
The session was highly interactive, with participants actively engaging in discussions and seeking clarifications on procedural and legal aspects of POSH implementation. The participants found the session very informative, relevant, and insightful, especially in understanding grievance redressal mechanisms and preventive measures.

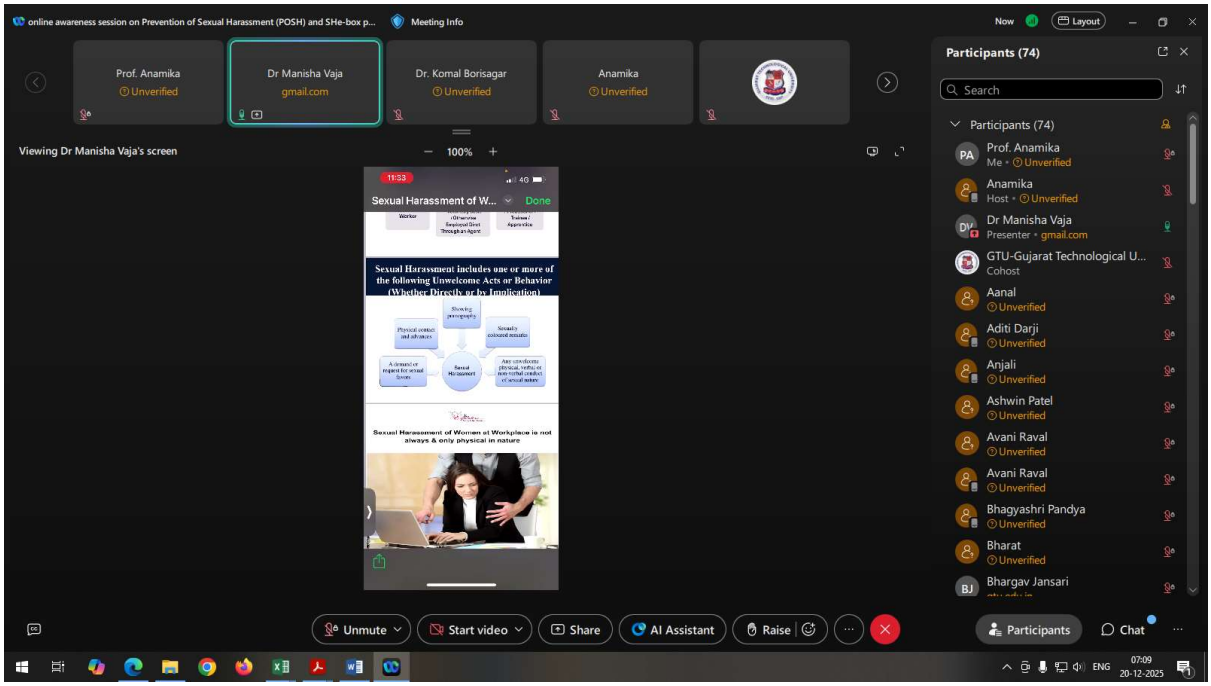
Outcomes of the Session

- Enhanced awareness of the POSH Act among faculty and students
- Improved understanding of workplace ethics, dignity, and professional conduct
- Increased confidence among participants to address and report grievances responsibly
- Reinforcement of GTU's commitment to maintaining a safe, inclusive, and gender-sensitive academic environment

Conclusion

The POSH awareness session conducted at GTU-SET was a significant step towards strengthening institutional compliance with statutory requirements and fostering a respectful and secure campus culture. The session successfully met its objectives and contributed meaningfully to sensitizing faculty members and students on issues related to workplace safety and gender equality.




online awareness session on Prevention of Sexual Harassment (POSH) and SHe-box p...
Meeting Info
Now
Layout
Prof. Anamika
Unverified
Dr Manisha Vaja
gmail.com
Dr. Komal Borisagar
Unverified
Anamika
Unverified
Viewing Dr Manisha Vaja's screen
100%
Sexual Harassment of W...
Done
Sexual Harassment includes one or more of the following Unwelcome Acts or Behavior (Whether Directly or by Implication)
Sexual Harassment of Women at Workplace is not always & only physical in nature
Participants (74)
Search
Participants (74)
Prof. Anamika
Me • Unverified
Anamika
Host • Unverified
Dr Manisha Vaja
Presenter • gmail.com
GTU-Gujarat Technological U...
Cohost
Aanal
Unverified
Aditi Darji
Unverified
Anjali
Unverified
Ashwin Patel
Unverified
Avani Raval
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Avani Raval
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Bhagyashri Pandya
Unverified
Bharat
Unverified
Bhargav Jansari
Unmute
Start video
Share
AI Assistant
Raise
Participants
Chat
ENG
07:09
20-12-2025