

Shree Rahul Education Society's (Regd.)



# SHREE L. R. TIWARI DEGREE COLLEGE

(Arts | Commerce | Science)

UGC Recognition under sec 2(f) of the UGC Act 1956 | Approved by Government of Maharashtra |  
NAAC Accredited with Grade 'A' (1st Cycle) | Affiliated to University of Mumbai | College Code -1064 |  
ISO Certified 9001:2015 | Hindi Linguistic Minority institution

Internal Complaint Committee in collaboration  
with  
WDC & Grievance Cell organises  
SEMINAR ON POSH ACT



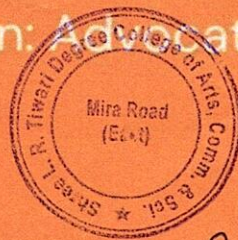
EMPOWER, EDUCATE, PREVENT: DECODING THE POSH ACT

Date: 12<sup>th</sup> August 2025

Time: 11.00 am

Venue: Room 201, Old Bldg

Resource Person: Advocate Rahul Rai



*Sonali*

Dr. Sonali Nandu  
ICC Convenor

*Sabrina*

Dr. Sabrina Dsouza  
Grievance Convenor

*Sonal*

Asst. Prof. Sonal Shah  
WDC Convenor

*Sanjay Mishra*

Dr. Sanjay Mishra  
I/C Principal



\*\*\* Education For All \*\*\*

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College Code -1064 | ISO Certified 9001:2015 |  
Hindi Linguistic Minority institution

Ref.No: SLRTDC/25-26/

Date: 1<sup>st</sup> August 2025

## NOTICE

**Subject:** Awareness Session on POSH Act

This is to inform all students and staff members that the Internal Complaint Committee (ICC) in collaboration with Women's Development Cell (WDC) and Grievance Cell is organizing an awareness event titled **"EMPOWER, EDUCATE, PREVENT: DECODING THE POSH ACT"**

**Date:** 12th August 2025

**Time:** 11:00 AM onwards

**Venue:** Room 201.Old Bldg.

**Resource Person:** Advocate Rahul Rai

### Objectives:

- To create awareness about the Prevention of Sexual Harassment (POSH) Act, 2013.
- To empower students and staff with legal knowledge on workplace safety and dignity.
- To educate the audience about grievance redressal mechanisms.
- To promote a respectful and inclusive campus environment.

### Expected Outcomes:

- Increased awareness of rights and responsibilities under the POSH Act.
- Encouragement of safe reporting practices.
- Stronger understanding of gender sensitivity and workplace conduct.
- Motivation to contribute towards a harassment-free institution.

Dr. Sonali Nandu  
ICC Convenor

Asst. Prof. Sonal Shah  
WDC Convenor

Dr. Sabrina Dsouza  
Grievance Convenor



Dr. Sanjay Mishra  
I/C Principal  
Shree L. R. Tiwari Degree College of Arts, Comm. & Sci.  
Kanakia Park, Mira Road (East),  
Dist. Thane - 401107 Maharashtra



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Date: 12<sup>th</sup> August, 2025

## Report

**Topic:** Empower, Educate, Prevent: Decoding The Posh Act.

**Date:** 12 Aug 2025

**Time:** 11:00 AM onwards

**Organized by:** Internal Complaints Committee (ICC) in collaboration with Women Development Cell (WDC) and Grievance Cell

**Speaker:** Advocate Rahul Rai

**Venue:** 201 New Building

**Participants:** Male - 31, Female -36, Total - 67

### Introduction:

The *Prevention of Sexual Harassment (POSH) Act, 2013* stands as a crucial pillar in ensuring dignity, equality, and safety in every workplace. It not only defines what constitutes sexual harassment but also establishes clear mechanisms for prevention, Redressal, and awareness. Upholding the right to work with dignity, the Act reinforces that a safe workplace is not a privilege — it is a fundamental right of every individual.

This awareness session, “Empower, Educate, Prevent: Decoding the POSH Act,” aims to demystify the law and encourage open dialogue around workplace ethics, gender sensitivity, and accountability. Through expert insights and interactive engagement, participants will gain a deeper understanding of how awareness and proactive measures can create a culture of respect and inclusion.

### Session Highlights:

- Expert Insights: Comprehensive overview of the POSH Act, 2013 — its objectives, scope, and applicability across organizations.
- Legal Framework Simplified: Understanding the constitution of the Internal Committee (IC), complaint procedures, timelines, and employer responsibilities.
- Real-Life Case Studies: Discussion of landmark cases and practical examples to connect legal provisions with everyday workplace scenarios.
- Interactive Q&A Session: Open discussion on challenges, misconceptions, and effective preventive measures to foster a harassment-free environment.
- Awareness for Empowerment: Encouraging employees, employers, and educators to recognize their roles in upholding workplace dignity.

### Session Objective:





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1. To create awareness about the Prevention of Sexual Harassment (POSH) Act, 2013.
2. To empower students and staff with legal knowledge on workplace safety and dignity.
3. To educate the audience about grievance redressal mechanisms.
4. To promote a respectful and inclusive campus environment.

## Outcome of the Program:

1. Increased awareness of rights and responsibilities under the POSH Act
2. Encouragement of safe reporting practices.
3. Stronger understanding of gender sensitivity and workplace conduct.
4. Motivation to contribute towards a harassment-free institution.

**Conclusion:** Understanding the POSH Act fosters dignity, safety, and equality at work. This session empowers individuals with awareness and legal insight to build respectful, harassment-free workplaces.

Dr. Sonali Nandu  
ICC Convenor

Asst. Prof. Sonal Shah  
WDC Convenor

Dr. Sabrina Dsouza  
Grievance Convenor



Dr. Sanjay Mishra  
I/C Principal  
I/C Principal  
Shree L. R. Tiwari Degree College of Arts, Comm. & Sci.  
Kanakia Park, Mira Road (East),  
Dist. Thane - 401107. Maharashtra



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## Glimpse of the event





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Mira Bhayandar, Maharashtra, India  
B 03 Salasar Arpan, Laxmi Park, Near Raunak Fine Dine, Kanakia Park, Mira Road East, Mira Bhayandar, Maharashtra 401105, India  
Lat 19.299826° Long 72.874623°  
12/08/2025 11:24 AM GMT +05:30



Mira Bhayandar, Maharashtra, India  
B 03 Salasar Arpan, Laxmi Park, Near Raunak Fine Dine, Kanakia Park, Mira Road East, Mira Bhayandar, Maharashtra 401105, India  
Lat 19.299825° Long 72.87472°  
12/08/2025 11:22 AM GMT +05:30





# SHREE L. R. TIWARI DEGREE COLLEGE

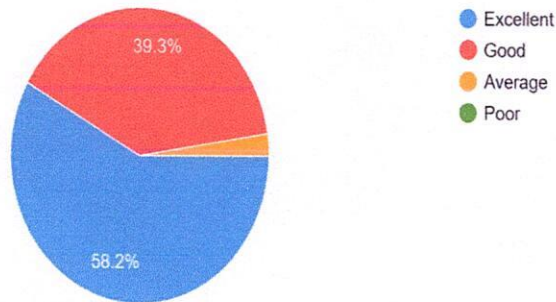
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**Feedback on Resource Person: Adv. Rahul Rai**

How would you rate the effectiveness of Adv. Rahul Rai's presentation?

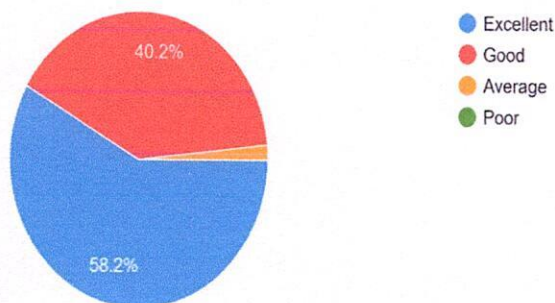


**Figure No.: 1.1**

**Interpretation:**

A significant portion of the respondents (96.5%) rated the session as clear and effectively delivered. This indicates that the concepts were presented in a well-structured, understandable format, with effective use of examples. The 3.5% who were neutral or less satisfied may suggest isolated cases of misunderstanding or personal learning preferences. Overall, the strong positive response highlights that the speaker successfully communicated complex research concepts in an accessible manner.

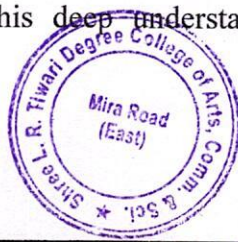
Q.2. How clear and understandable was the information provided by Adv. Rahul Rai's?



**Figure No.: 1.2**

**Interpretation:**

An overwhelming 98% of the participants acknowledged Adv. Rahul Rai's subject expertise and preparation. This reflects a high degree of trust and appreciation for the content shared, including his deep understanding of research methodology and





content shared, including his deep understanding of research methodology and academic writing. The feedback affirms the speaker's credibility and academic competence.

Q.3. How relevant was the content presented by Adv. Rahul Rai's to your preparation?

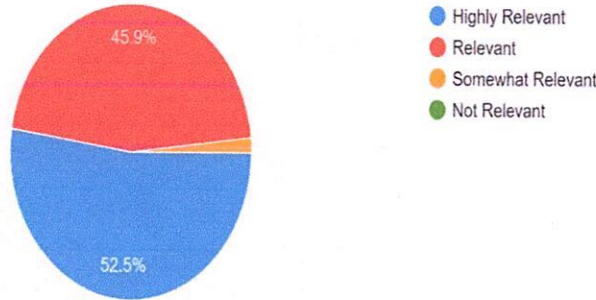


Figure No.: 1.3

### Interpretation:

With 94% of attendees appreciating the communication style, it's evident that the session was engaging and student-friendly. Respondents appreciated the speaker's interactive approach, confident delivery, and responsiveness during the Q&A segment. The 6% neutral or lower rating might reflect varied expectations in delivery pace or style.

### Overall Feedback on the Session:

Q.4. How would you rate the overall quality of the session?

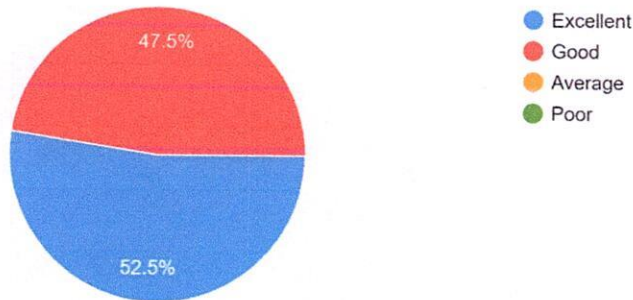


Figure No.: 1.4

### Interpretation:

92% of the participants felt that the session actively encouraged interaction, suggesting a collaborative and open learning environment. Participants were given opportunities to ask questions and clarify doubts. A small percentage may have preferred more time for individual interaction or activity-based engagement.





Q.5. How well did the session meet your expectations?

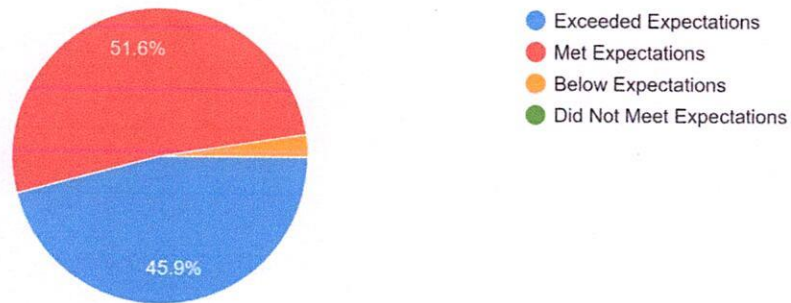


Figure No.: 1.5

**Interpretation:**

The session was rated very useful by 95% of attendees. This demonstrates that the content met the academic and research expectations of the audience. From selecting research problems to writing papers, the content was found practical and applicable by both beginners and experienced researchers.

Q.6. How likely are you to recommend similar sessions to your peers?

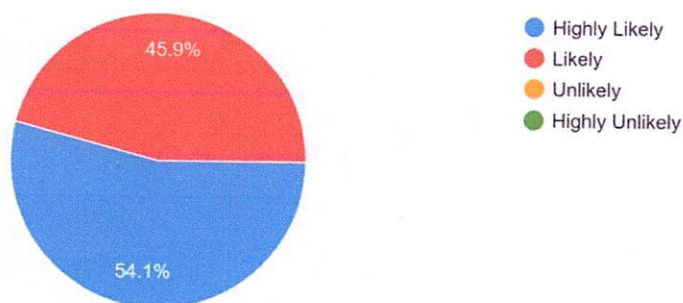


Figure No.: 1.6

**Interpretation:**

Around 10 to 15% of participants suggested including more case studies in future sessions. There were also requests for follow-up sessions on advanced topics. This indicates a strong interest in deeper engagement and skill-building opportunities, not dissatisfaction.





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## Attendance Sheet

Name of the Event: Empower, Educate, Prevent: Devoding Act <sup>POST</sup>

Name of the Department/Committee/Cell/Club: WCC, WDC & Grievance cell

Name of the Speaker: Advocate Rahul Rai Date: 12 Aug 2025

Sr. No.	Name of the Student	Class	Gender M/F	Signature
1.	Lareb Nagri	TYBAMMC	Female	
2.	Bharia Bhoomi	TYBMS	Female	
3.	Sudha Tiwari	SYBAF	female	
4.	Saumya Shukla	TYBMS	female	
5.	Atharva Kale	SYBCOM	Male	
6.	Teet Bhuwad	SYBcom	male	
7.	Loyal Megde	SYBcom	Male	
8.	Shayar Prajapat	SYBBI	female	
9.	Nkhuta Vishwakarma	SY IT	F	
10.	Radha Singh	SYIT	F	
11.	Mohit Jain	SYBAF	M	
12.	Richa Tiwari	FYBCOM	F	
13.	Rudra Kohli	FYBCOM	M	
14.	Ashutosh Dubey	SYIT	M	
15.	Yasmeen Ewarsi	SYIT	F	
16.	Dhruvi Dhachhi	SYIT	F	
17.	Aran gupta	SY IT	M	
18.	MEET Gohil	FY Bms	m	
19.	Jaksh Jain	FYBMS	M	
20.	Piyush Shetty	TYBMS	M	
21.	Karishma Jaiswal	FYBSCIT	F	
22.	Prachi Yadav	FYBSCIT	F	
23.				
24.				
25.				



12F  
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## Attendance Sheet

Name of the Event: Empower, Educate, Prevent : Dendung Act. <sup>POSH</sup>  
Name of the Department/Committee/Cell/Club: ICC, WDC & Grievance cell.  
Name of the Speaker: Advocate Rahul Rai Date: 12 Aug 2025

Sr. No.	Name of the Student	Class	Gender M/F	Signature
1.	Aadrika Sharma	FYBMS	F	<u>Aadrika</u>
2.	Ketan Chaurasiya	SYBMS	M	<u>Khetan</u>
3.	Harika Pal	FYCS	F	<u>Harika</u>
4.	Roshni chaudhary	FYBSC-IT	F	<u>Roshni</u>
5.	Dipashree Wase	FYBAMMC	F	<u>Dipashree</u>
6.	Kangana Rajput	FYBAMMC	F	<u>Kangana</u>
7.	laksh Jain	FYBMS	M	<u>laksh</u>
8.	MEET Gidil	F.Y. BMS	M	<u>Meat</u>
9.	Princa Pandey	TYBMS	M	<u>Princa</u>
10.	Harsh Patel	TYBMS	M	<u>Harsh</u>
11.	Divyanshu Rai	TYBMS	M	<u>Divyanshu</u>
12.	Nitin Mishra	TYBMS	M	<u>Nitin</u>
13.	Honi Prajapati	SYBBI	F	<u>Honi</u>
14.	Shubini Sharma	SYBBI	F	<u>Shubini</u>
15.	Rupali Jaiswal	SYBAF	F	<u>Rupali</u>
16.	Rahat Sayed	SYBAF	F	<u>Rahat</u>
17.	Sakshi Gupta	SYBAF	F	<u>Sakshi</u>
18.	Aditi sharma	SYBAF	F	<u>Aditi</u>
19.	Nakul Zala	SYBAF	M	<u>Nakul</u>
20.	Ayan Khan	SYBAF	M	<u>Ayan</u>
21.	Shubou dannaat	SYBAF	M	<u>Shubou</u>
22.	Rehan Chauvi	SYBAF	M	<u>Rehan</u>
23.				
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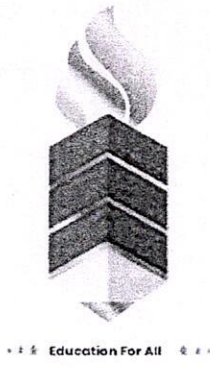
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## Attendance Sheet

Name of the Event: Empower, Educate, Prevent: Dowding Act <sup>Post</sup>  
Name of the Department/Committee/Cell/Club: ICC, WDC & Grievance cell  
Name of the Speaker: Advocate Rahul Raj Date: 12 Aug 2025

Sr. No.	Name of the Student	Class	Gender M/F	Signature
1.	Sania Saleem Javed Jogle.	SYBMS	F	
2.	Roshan K George	FYBAF	M	
3.	Dev Vishwakarma	FYBAF	M	
4.	Digvijay Singh Waagal	FYBAF	M	
5.	Prince Pandey	FYBAF	M	
6.	Raven P. Dhariya	FYBAF	M	
7.	Gautam Choudhary	SYCS	M	
8.	Bhaskar Singh	FYBAF	M	
9.	Dhiraj yadav	FYBAF	M	
10.	Seeshty Sharma	FYBAF	F	
11.	Ujala Singh	FYBAF	F	
12.	Pari Upadhyay	FYBAF	F	
13.	Beauty Pandey	TYBMS	F	
14.	Koshish Pandey	TYBMS	F	
15.	Ahana Singh	TYBMS	F	
16.	Pooja Suthar	SYBBI	F	
17.	Sajal Sharma	SYBBI	M	
18.	Yati Dwivedi	SYBBI	F	
19.	Paniya Bukhari	TYBMM	F	
20.	Samarth Maskar	FYBMS	M	
21.	Suhana Gupta	FYBMS	F	
22.	Jaya Gupta	TYBCOM	F	
23.	Manasi Vishwakarma	PYBscIT	F	
24.				
25.				





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Ref No: SLRTDC/25-26/312

Date: 5<sup>th</sup> August, 2025

## Invitation Letter

To,  
Advocate Rahul Dinesh Rai

Faculty, Shree L.R. Tiwari College of Law  
Miraroad(East)

**Subject:** Invitation for Conducting the Seminar on "EMPOWER, EDUCATE, PREVENT:  
DECODING THE POSH ACT"

Dear Sir,

The Internal Complaint Committee (ICC) is pleased to invite you as a **Resource Person** for an engaging seminar titled: "**EMPOWER, EDUCATE, PREVENT: DECODING THE POSH ACT**"

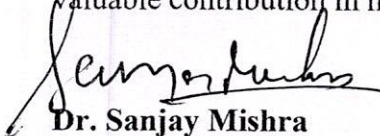
**Date:** 12<sup>th</sup> August, 2025

**Time:** 11:00 AM to 12:30 PM

**Venue:** Room 201

As a Innovative Advocate, highly effective at developing case strategies and writing persuasive briefs and leverages excellent argumentation techniques and learning styles will greatly benefit our students. Your session will provide a unique lens to explore how to empower, educate & prevent by decoding POSH Act.

It would be our privilege to have you join us for this important session. Your presence and insights would greatly enrich the discussions, and we look forward to benefiting from your valuable contribution in making this endeavour impactful and meaningful.

  
Dr. Sanjay Mishra

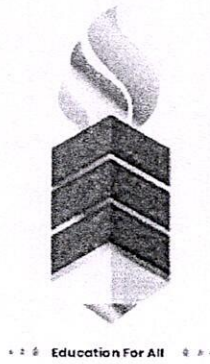
I/C Principal

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Shree L. R. Tiwari Educational Campus, Mira Road – East, Thane-401 107, Maharashtra.

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Ref No: SLRTDC/25-26/ 312A

Date: 12<sup>th</sup> August, 2025

## Appreciation Letter

To,  
**Advocate Rahul Dinesh Rai**  
Faculty, Shree L.R. Tiwari College of Law  
Miraroad(East)

**Subject:** Appreciation for Conducting the Seminar on “EMPOWER, EDUCATE, PREVENT: DECODING THE POSH ACT”

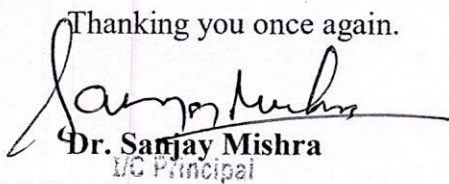
Dear Sir,

It gives us immense pleasure, on behalf of the Internal Complaint Committee (ICC), to extend our heartfelt appreciation to you for conducting the seminar on “EMPOWER, EDUCATE, PREVENT: DECODING THE POSH ACT” held on **12<sup>th</sup> August 2025**, from **11:00 AM to 12:30 PM** at **Room No. 201**.

Your insightful session captivated the audience and offered our students a safe and respectful workplace by defining sexual harassment and establishing clear complaint mechanisms. Empower them by knowing their rights and responsibilities. Educate by spreading awareness of what constitutes harassment and how to address it, and Prevent by fostering a culture of respect, equality, and zero tolerance. A safe workplace is everyone's shared duty.

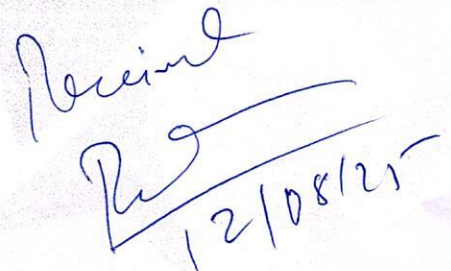
We are deeply grateful for your time, expertise, and thoughtful contribution to this initiative. We sincerely look forward to your continued support and association in the future.

Thanking you once again.

  
**Dr. Sanjay Mishra**  
V/C Principal

Shree L. R. Tiwari Degree College of Arts, Comm. & Sci.  
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Dist. Thane - 401107, Maharashtra



  
Received  
12/08/25