Janki Devi Memorial College
University of Delhi
JDMC-IQAC

Event Report

Name of the event:	Session on POSH for Teaching and Non-Teaching Staff
Name of the organizer (s):	IQAC in collaboration with the Internal Complaints Committee (ICC)
Type of event (intra-college/inter-college/ state/ national or any other collaboration)	Intra-college
Objectives of the event:	The objective of the session on the **Prevention of Sexual Harassment** for teaching and non-teaching staff, organised by the **Internal Quality Assurance Cell in collaboration with the Internal Complaints Committee of Janki Devi Memorial College,** was to create greater awareness about the legal, institutional, and ethical dimensions of preventing sexual harassment at the workplace. The session sought to familiarise participants with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013,** while explaining the responsibilities of employees and the role of institutional mechanisms in ensuring a safe and respectful working environment. It aimed to enable participants to identify inappropriate behaviour, understand procedures for reporting and redressal of complaints, and appreciate the importance of confidentiality, sensitivity, and fairness in dealing with such matters. The session also sought to promote a culture of dignity, equality, mutual respect, professional conduct, and gender sensitivity within the institution.
Name and Affiliation of the Resource person *(if applicable)*:	Dr. Shivani Verma, Assistant Professor, Faculty of Law, University of Delhi

	Dr. Anil Sain, Assistant Professor, Faculty of Law, University of Delhi

Brief Report

A Session on Prevention of Sexual Harassment for Teaching and Non-Teaching Staff was organised by the Internal Quality Assurance Cell in collaboration with the Internal Complaints Committee of Janki Devi Memorial College on 7 August 2026. The session was organised with the objective of sensitising members of the teaching and non-teaching staff about sexual harassment at the workplace and enhancing their understanding of appropriate professional conduct, preventive measures, institutional mechanisms, and procedures for redressal.

The session was addressed by Dr. Shivani Verma, Assistant Professor, Faculty of Law, University of Delhi, and Dr. Anil Sain, Assistant Professor, Faculty of Law, University of Delhi.

Dr. Shivani Verma focused on creating general awareness about sexual harassment and explained the various forms of behaviour that may constitute sexual harassment at the workplace. She highlighted important dos and don'ts for maintaining a safe, respectful, and professional working environment. Through real-life examples and practical situations, she enabled the participants to understand how incidents of harassment may arise, how such behaviour can be identified, and the appropriate measures that may be taken to address such situations. Her presentation helped make the legal and institutional aspects of the subject accessible and relevant to everyday professional interactions.

Dr. Anil Sain discussed the emerging challenges associated with sexual harassment in the digital age. He explained how inappropriate behaviour and harassment may take place through social media, messaging platforms, emails, and other forms of digital communication. He highlighted how the increasing use of digital technologies has created new spaces in which inappropriate messages, unwanted communication, sharing of objectionable content, and other forms of harassment may occur. He emphasised the importance of responsible digital behaviour, maintaining professional boundaries in online communication, and being aware of the implications of one's conduct on digital platforms. He also discussed the importance of preserving relevant digital evidence in cases of online harassment and explained measures that individuals and institutions can adopt to prevent and effectively respond to such incidents. His presentation helped participants understand the changing nature of workplace interactions in an increasingly digital environment.

The presentations were followed by an interactive question-and-answer session in which participants actively raised queries and discussed practical concerns with the resource persons. The speakers addressed these questions in detail and provided useful clarifications. The session was informative, engaging, and highly relevant, and contributed significantly towards strengthening awareness, sensitivity, and a culture of dignity and mutual respect within the institution.

Poster of the event (English and Hindi):



जानकी देवी मेमोरियल कॉलेज

(दिल्ली विश्वविद्यालय)

आंतरिक गुणवत्ता आश्वासन प्रकोष्ठ (आईक्यूएसी) आंतरिक शिकायत समिति (आईसीसी) के सहयोग से

शिक्षण और गैर-शिक्षण कर्मचारियों के लिए POSH पर एक सत्र आयोजित करता है।

संसाधन व्यक्ति :



डॉ. शिवानी वर्मा
असिस्टेंट प्रोफेसर
विधि संकाय
दिल्ली विश्वविद्यालय

डॉ. अनिल सैन
असिस्टेंट प्रोफेसर
विधि संकाय
दिल्ली विश्वविद्यालय



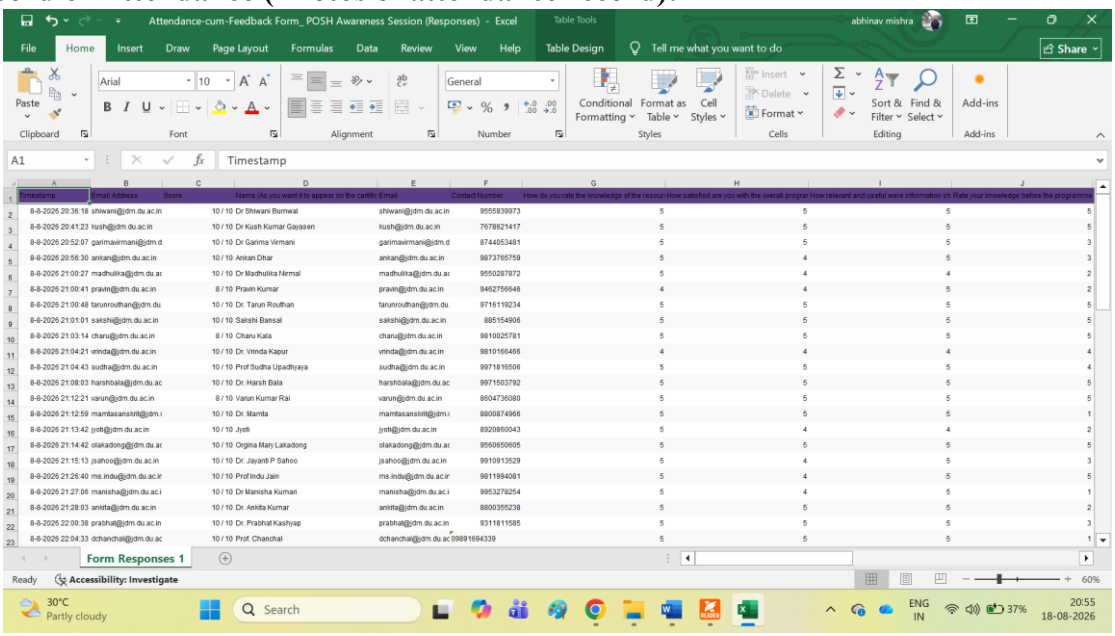
दिनांक: 7 अगस्त 2026

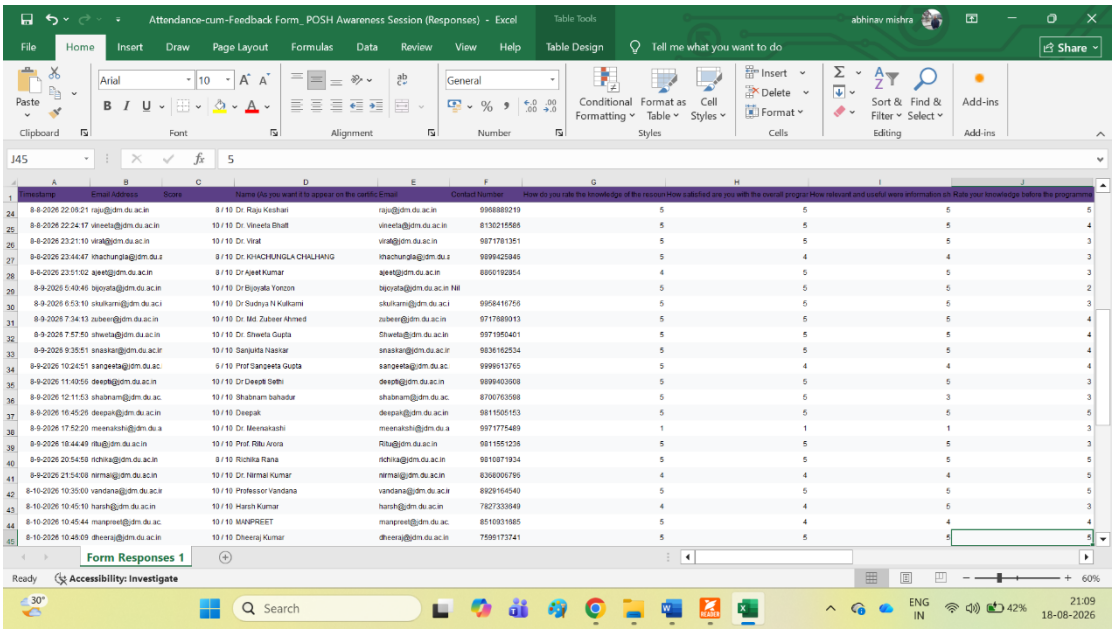
समय: 11:00 पूर्वाह्न

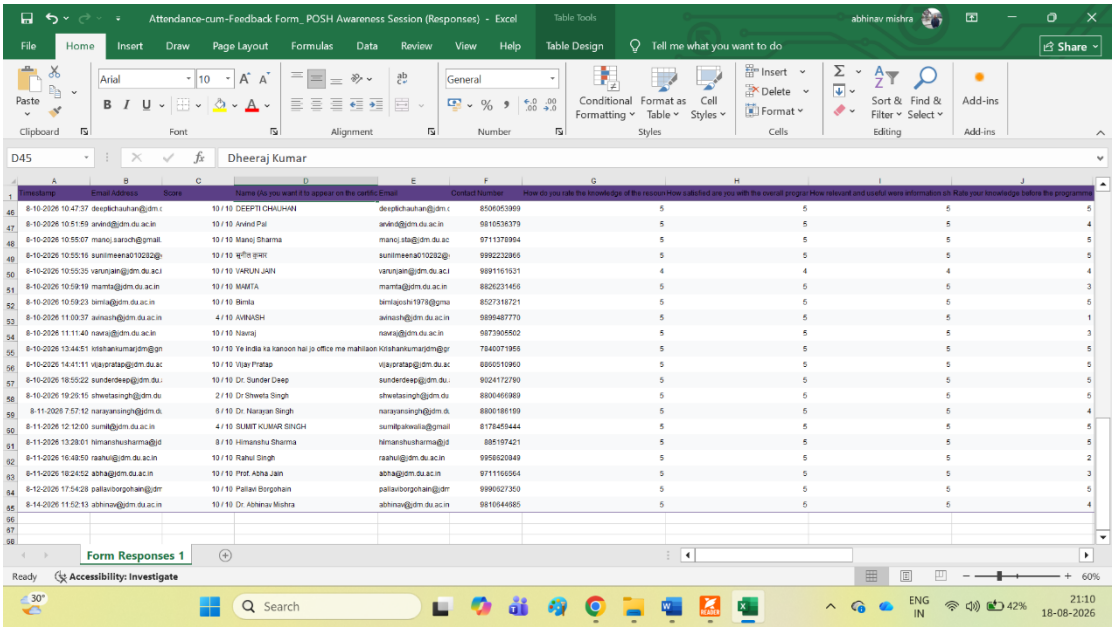
स्थान: सेमिनार हॉल

डॉ. अभिनव मिश्रा डॉ. मंजरी गुप्ता	प्रो. पायल नागपाल	डॉ. शिवानी बर्नवाल	डॉ. कुश कुमार गयासेन	प्रो. स्वाति पाल
कार्यक्रम कोऑर्डिनेटर्स	आईसीसी संयोजक	आईक्यूएसी कोऑर्डिनेटर	आईक्यूएसी मेन्टर	प्राचार्य

Record of Attendance (Photos of attendance record):





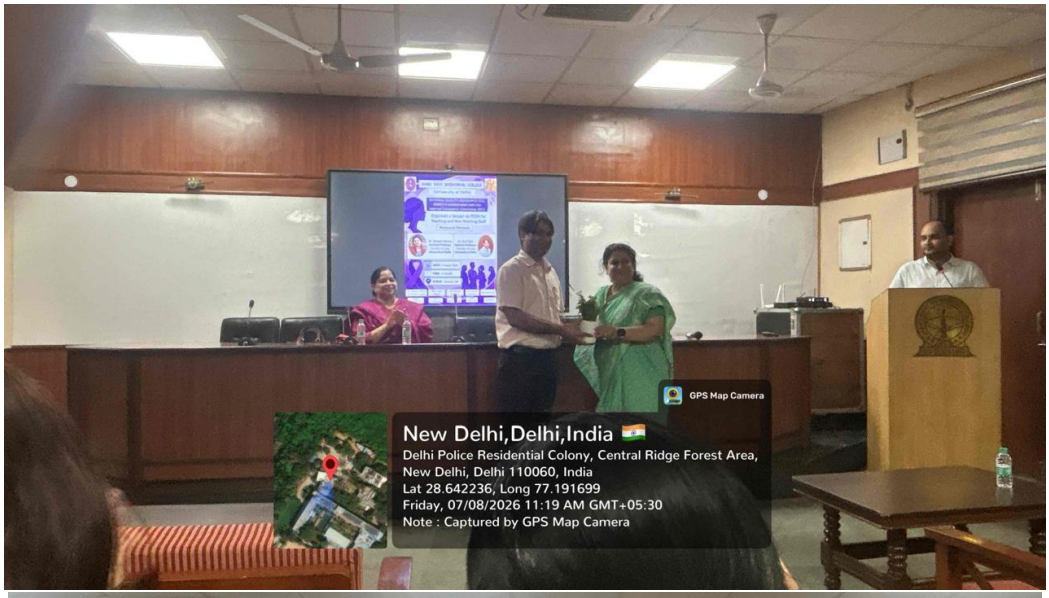


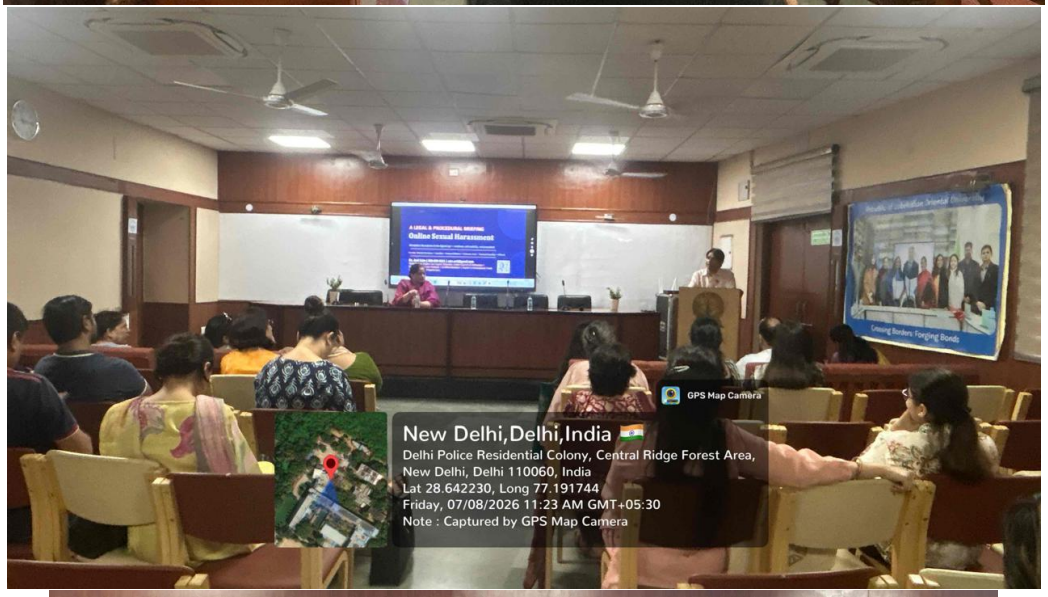
Geotagged pictures of the event with captions



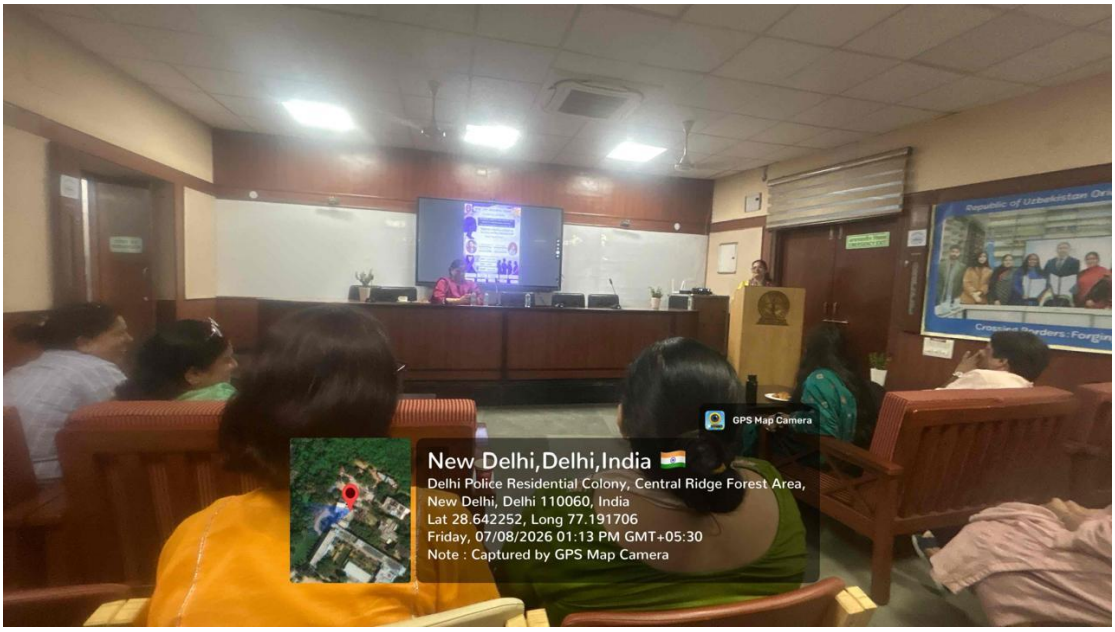

GPS Map Camera
Google
Delhi, Delhi, India 🇮🇳
Main Campus, Janki Devi Memorial College, J.d.m.c Rd, Old Rajinder Nagar, Rajinder Nagar, Delhi, Delhi 110060, India
Lat 28.642186° Long 77.191747°
Friday, 07/08/2026 11:21 AM GMT +05:30


GPS Map Camera
Google
Delhi, Delhi, India 🇮🇳
Main Campus, Janki Devi Memorial College, J.d.m.c Rd, Old Rajinder Nagar, Rajinder Nagar, Delhi, Delhi 110060, India
Lat 28.64223° Long 77.19171°
Friday, 07/08/2026 11:20 AM GMT +05:30


GPS Map Camera
New Delhi,Delhi,India
Delhi Police Residential Colony, Central Ridge Forest Area,
New Delhi, Delhi 110060, India
Lat 28.642236, Long 77.191699
Friday, 07/08/2026 11:19 AM GMT+05:30
Note : Captured by GPS Map Camera


Online Sexual Harassment
Crossing Borders, Forging Bonds
GPS Map Camera
New Delhi,Delhi,India
Delhi Police Residential Colony, Central Ridge Forest Area,
New Delhi, Delhi 110060, India
Lat 28.642230, Long 77.191744
Friday, 07/08/2026 11:23 AM GMT+05:30
Note : Captured by GPS Map Camera

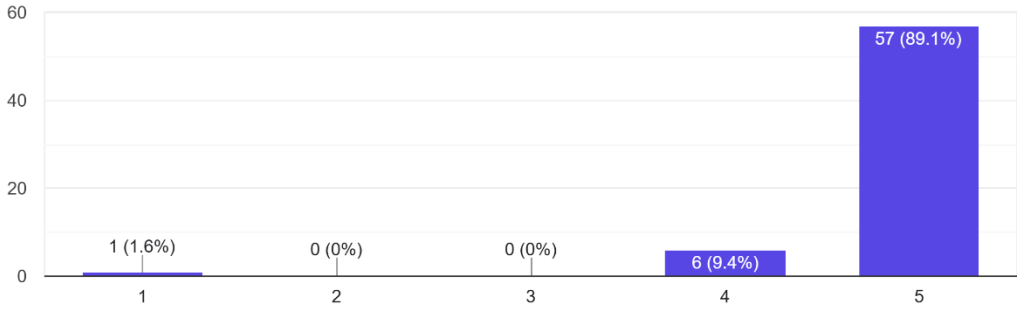

KEY TAKEAWAYS
The Law Has Followed the Harm Online
GPS Map Camera
New Delhi,Delhi,India
Delhi Police Residential Colony, Central Ridge Forest Area,
New Delhi, Delhi 110060, India
Lat 28.642256, Long 77.191724
Friday, 07/08/2026 12:11 PM GMT+05:30
Note : Captured by GPS Map Camera



Feedback

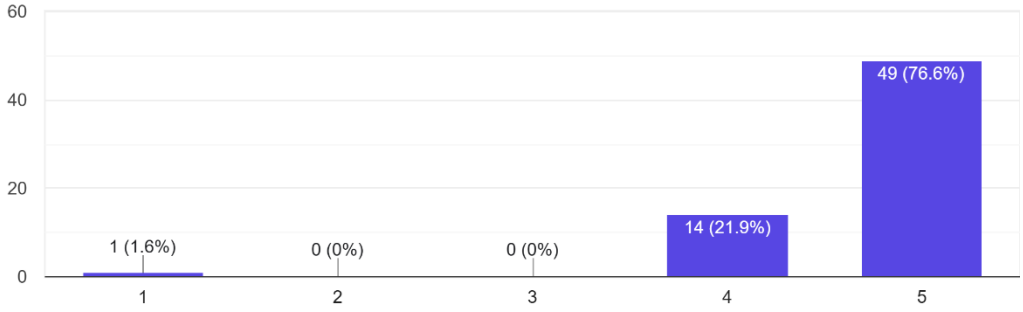
How do you rate the knowledge of the resource persons for the workshop? Labels: 1: "Poor", 5: "Excellent"

64 responses



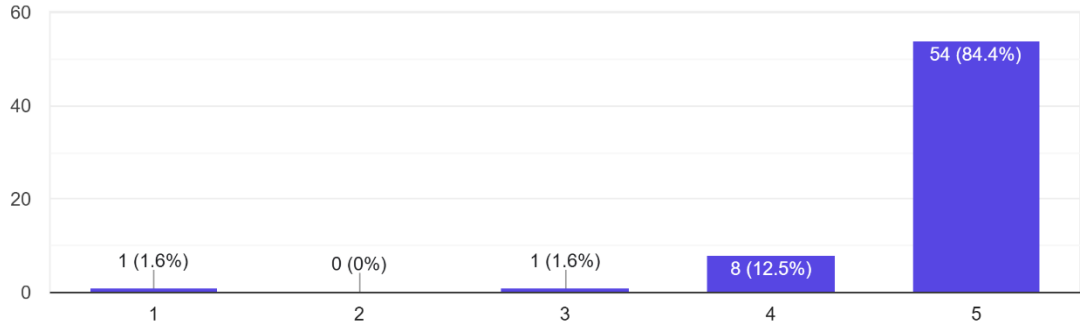
How satisfied are you with the overall programme? (Linear scale: 1 to 5) Label 1 as "Very Dissatisfied" Label 5 as "Very Satisfied"

64 responses



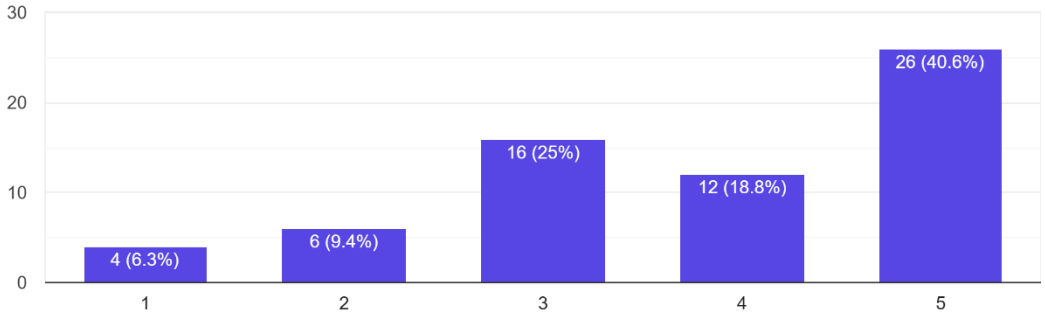
How relevant and useful were information shared during the programme? Label 1 as "Not relevant" Label 5 as "Highly relevant"

64 responses



Rate your knowledge before the programme Label 1 as "Low" Label 5 as "High"

64 responses



Rate your knowledge after the programme Label 1 as "Low" Label 5 as "High"

64 responses

