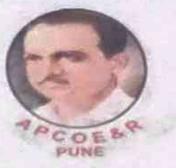


	<b>Akhil Bharatiya Maratha Shikshan Parishad's Anantrao Pawar College of Engineering &amp; Research</b>		
	<b>Record No.: ACA/D/021</b> <b>Revision: 00</b>	<b>DoI: 1/02/2025</b>	
<b>EVENT REPORT</b>			

**Name of Event:** "Prevention of Sexual Harassment - POSH" Awareness Session

**Date of Event:** 12/02/2026

**Time of event:** 11:00 am

**Resource Person:** Ms. Sonali Hinge, (Damini Pathak Pune Police)

**Name of Event Coordinator:** Prof. Priyanka R. Patange

**Target Audience with count:** Total 55 students from E&TC Department

**Brief Description of Event:** A session on Prevention of Sexual Harassment (POSH) was organized to create awareness about workplace safety, dignity, and gender equality. The objective of the session was to educate employees/students about their rights, responsibilities, and the legal framework that protects individuals against sexual harassment at the workplace.

The session was conducted in accordance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, which mandates organizations to provide a safe and secure working environment.

**Objectives of the event:**

- To create awareness about sexual harassment and its impact
- To explain the provisions of the POSH Act, 2013
- To inform participants about the Internal Complaints Committee (ICC)
- To encourage reporting of incidents without fear
- To promote a respectful and inclusive workplace culture

**Session Highlights:** The session began with a welcome address by Prof. Vaishali Bhimte, who gives brief about the speaker and also highlighted the importance of session. Ms. Sonali Hinge (Damini Pathak



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Pune Police) who emphasized the importance of maintaining dignity and mutual respect in the workplace.

The resource person explained:

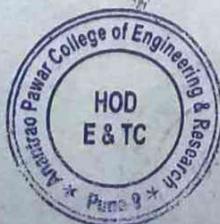
- Definition and types of sexual harassment
- Examples of inappropriate behavior
- Rights of complainants and responsibilities of employees
- Procedure for filing complaints
- Role and functioning of the Internal Complaints Committee (ICC)
- Penalties and consequences under the POSH Act

Real-life case studies and interactive discussions were included to make the session more engaging and informative. Participants were encouraged to ask questions and clarify doubts.

**Key Takeaways:**

- Every individual has the right to work in a safe and respectful environment.
- Sexual harassment includes physical, verbal, and non-verbal misconduct.
- Confidentiality is maintained during the complaint process.
- Strict action is taken against offenders as per legal provisions.
- Awareness and sensitivity are essential to prevent harassment.

The session concluded with a vote of thanks by Prof. P. R. Patange. The event successfully enhanced awareness among participants regarding workplace ethics and legal rights. It reinforced the organization's commitment to providing a safe, inclusive, and harassment-free environment. Overall, the POSH awareness session was informative, interactive, and impactful.





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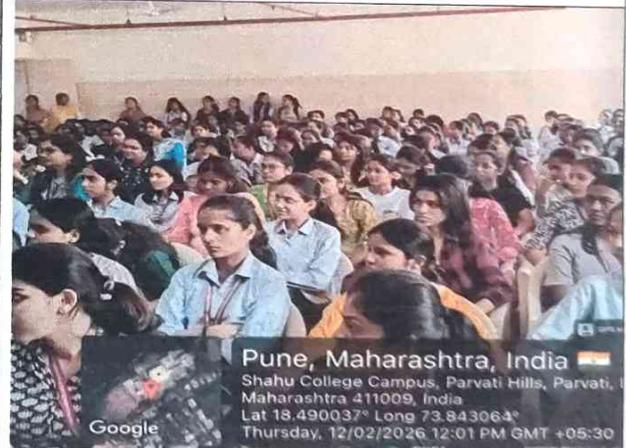


**EVENT REPORT**

**Photographs:**



**Speech by Ms. Sonali Hinge(Damini Pathak Pune Police)**



**Students Participated**



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**POs/PSOs Mapped:**

Category	PO/PSO	Statement	Relevance / Mapping with the Event "Prevention of Sexual Harassment - POSH" Awareness Session
Program Outcomes (POs)	PO2	Problem Analysis	Identifying harassment situations and analyzing appropriate actions.
	PO6	Engineer & Society	Understanding legal and societal responsibilities.
	PO8	Ethics	Promoting professional ethics and gender sensitivity.
	PO9	Individual & Team Work	Respectful behavior in multidisciplinary teams.
	PO10	Communication	Awareness of appropriate professional communication.
Program Specific Outcomes (PSOs)	PSO3	Analyze social awareness and professional Ethics to have successful carrier and sustain passion and zeal for real world application as an entrepreneur	Exhibit professional ethics, teamwork, and social responsibility in engineering practice.

*Pus*  
24/04/26  
Prof. Priyanka Patange  
Event Coordinator

*AD*  
24/4/26  
Dr. Amar Deshmukh  
H.O.D.(E&TC Dept.)

*Kondkar*  
24/2/26  
Prof. Ganesh Kondalkar  
IQAC Head

*S. Thakare*  
24-2-26  
Dr. Sunil Thakare  
Principal

