

MADRAS SCHOOL OF SOCIAL WORK

(AUTONOMOUS)

NO. 32, CASA MAJOR ROAD, EGMORE

CHENNAI 600-008

INTERNAL COMPLAINTS COMMITTEE

REPORT ON POSH ORIENTATION FOR STAFF MEMBERS

(TEACHING, NON TEACHING AND HOUSE-KEEPING STAFF)



DATE: 27th September 2025

VENUE: VC HALL, MSSW

TIMINGS

Session 1 - 1:00 PM - 2:00 PM

Session 2 - 2:30 PM - 3:30 PM

INTRODUCTION:

An orientation about the POSH policy, its implementation, and background was given by the resource person, Mrs. Jothilakshmi to the teaching, non-teaching and housekeeping staffs of MSSW. It becomes vital for the pillars of the institution to be well versed in the policy, the various measures and application. The first session commenced at 1:00 PM for teaching and non-teaching staff and the second session commenced at 2:30 PM for the house keeping staff.

PROCEEDINGS:

- The session began at 1:00 PM, the resource and convenor of the Internals Complaints Committee (ICC), Dr.P.Mohana, Associate Professor – MAHRM Department and Ms.Seema Sunny, Assistant Professor – MSW (Mental Health) were the faculty members who pioneered the session.
- The resource person began the session by refreshing knowledge on laws and their protection of life, property and dignity. The attendees were briefed about the uses of laws such as maintaining law and order, handling conflicts, maintaining relationship with other nations and providing services for citizens.
- The pillars of law enforcement such as the United Declaration Of Human Rights (UDHR), Preamble of the constitution, Article 2 – freedom from discrimination were briefed upon.
- The resource person provided a historic background on the evolution of women's freedom and rights along with case studies of Rukhmabhai who refused to go through with child marriage and later became the 2nd practicing doctor in India and the case of Rupan Deol Bajaj vs. K.P.S. Gill. The students were also enlightened about organisations such as CEDAW.
- The case which was the birth of The Vishaka Guidelines, was the case of Bhanwari Devi, a social worker, after which, The Vishaka Guidelines were created by the Supreme Court of India in 1997. The court acknowledged the absence of a specific law to address workplace sexual

harassment and, through its power of judicial legislation, issued these guidelines to protect women's fundamental right to equality and dignity in the workplace.

- This led to the enactment of the Prevention, Prohibition, Redressal of Sexual Harassment of Women at workplace Act, 2013. Under UGC guidelines it is practiced as a gender neutral act in educational institutions under UGC.
- The resource person elaborated on the vast coverage of the Act, by taking the students through the definitions of harassment along with its types and workplace, method of filing complaint, indirect complaints, role of respondent, ICC committee, and complainant under the Act.

ACTIVITIES:

Two activities were conducted in order to make the attendees grasp the Act better

1. Letter writing activity: Each participant had to write a complaint letter about any hypothetical incident which is covered by POSH.
2. Role play activity: Participants were asked to volunteer to role play as the ICC committee chairpersons, complainant, respondent and witness.

CONCLUSION:

The session was concluded after serving refreshments and if any concerns or queries the participants were directed to approach the Internal complaints committee.