

Overview of the POSH Act, 2013 and Functioning of the Internal Committee (IC)

Organized by the IC Committee, Rama Devi Women's University

29th April, 2026

A sensitization programme on the "Overview of the POSH Act, 2013 and Functioning of the Internal Committee (IC)" was organised by the Internal Committee of RD Women's University (RDWU) at the New Auditorium on April 29, 2026. The event began on a warm and respectful note with the lighting of the ceremonial lamp, followed by the university anthem.

In her welcome address, Prof. Sujata Mohanty, Chair Person, IC committee, highlighted the deeper responsibility that institutions carry under the POSH Act not just to follow rules, but to actively uphold dignity, respect, and ethical values. She described the Internal Committee as a crucial support system for addressing grievances and ensuring a safe working environment. To reinforce the message, she recited a Doha by Sant Kabir, reminding everyone of the importance of moral awareness and social responsibility in everyday life.

Registrar Smt. Manaswini Sahu echoed these sentiments, emphasizing that "prevention is better than cure." She appreciated the efforts of the Internal Committee and pointed out that the programme aimed to build awareness, encourage open conversations, and promote preventive measures against workplace harassment.

The Honourable Vice Chancellor, Prof. Jyotsna K. B. Rout, offered a broader perspective on the POSH Act, 2013. She spoke about how harassment can impact women across all stages of life and cut across social and educational boundaries. While acknowledging growing awareness at various levels, she stressed that continued efforts are needed to foster sensitivity and vigilance within institutions.

The technical session, led by Prof. Navaneeta Rath, stood out for its clarity and practical relevance. Through a detailed PowerPoint presentation, she guided participants through the rules and regulations governing the Internal Committee. She explained procedures for handling complaints, inquiry processes, and the roles and responsibilities of IC members in a clear and engaging manner, making the session both informative and accessible. The technical session was followed by an interactive session where the participants were asked to participate in a small activity. The concerns and issues raised by them was also clarified by the resource person.

The programme concluded with a heartfelt vote of thanks by Dr. Kalyani Sarangi, while Dr. Atashi Rath smoothly coordinated the event. It was also announced that a similar awareness programme will be conducted later in the year, around September or October, for undergraduate and postgraduate students to further strengthen understanding and awareness of these important issues.



