

Report on Gender Sensitization Programme Organized by Internal Committee of Rama Devi Women's University on 9th January, 2026

The Internal Committee (IC) of Rama Devi Women's University organized a Gender Sensitization Programme on 9th January 2026 from 3:30 p.m. to 4:30 p.m. at the Old Auditorium of the University. The programme was conducted with the objective of creating awareness among teaching and non-teaching staff about gender sensitivity, prevention of sexual harassment, and the legal and institutional mechanisms available in Higher Educational Institutions (HEIs).

The programme began with a welcome address by Prof. Sujata Mohanty, Chairperson, Internal Committee, who highlighted the importance of building a safe, respectful, and inclusive workplace environment. She emphasized the role of the Internal Committee in addressing complaints related to sexual harassment and ensuring confidentiality, fairness, and timely redressal.

The session was led by the resource person, Prof. Jyotirmayee Acharya, Retired Professor, Department of Gender Studies, Rama Devi Women's University who delivered an insightful and informative lecture on issues related to sexual harassment at the workplace. She explained the concept and different forms of sexual harassment, including physical, verbal, and non-verbal behaviors, and discussed how power relations and gender stereotypes often contribute to such incidents in institutional spaces. Prof. Acharya gave a detailed explanation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act), outlining its key provisions, rights of complainants, duties of employers, and penalties for non-compliance. She also elaborated on the formation, structure, and functioning of Internal Committees in Higher Educational Institutions, stressing the importance of regular awareness programmes, transparent procedures, and sensitivity while handling complaints.

The session included interactive discussions, where participants raised questions related to complaint procedures, confidentiality, support mechanisms for victims, and preventive measures within the campus. The resource person addressed these queries and encouraged staff members to contribute to creating a gender-sensitive and supportive institutional culture.

The programme concluded with a vote of thanks by Dr. Atashi Rath, Coordinator, Internal Committee, who expressed gratitude to the resource person for her valuable guidance, to the Chairperson and IC members for organizing the programme, and to all participants for their active involvement.