**Name of Activity:** 10th Anniversary of the POSH Act : Its Implications and Problems in Higher Educational Institutions

**Category:** Orientation Programme of the Internal Committee, Ramakrishna Sarada Mission Vivekananda Vidyabhavan

**Organising unit:** Internal Committee in Collaboration with the IQAC, RKSMVV

**Date**: November 17, 2023

**Time:** 1:45p.m.

**Venue:** Swamiji Bhavan

**Name of Resource Person/s (with Designation):**

1. Ms. Soma Roy Karmakar, Former Director of Rahi Foundation. Kolkata; Current Research Consultant

for the project ‘PEHCHAAN’ with Equi-Diversity Foundation, Kolkata; Former External Member of IC RKSMVV

2.Ms Suranjana Dasgupta, Actress-Singer, Playwright and Director, Member of the Advisory Committee of Paschimbanga Natya Akademi and Natyasodh Sansthan; Former External Examiner of National School of Drama New Delhi, Rabindra Bharati University, Kolkata; External Member of IC, RKSMVV

**Number of Participants:** 150

**Brief Description of the Event :**

The programme started at 2 p.m. with the welcome address by our Principal Pravrajika Vedarupaprana. The Chairperson of IC Dr Soma Marik explained the purpose of IC. Ms Suranjana Dasgupta, the new External member of IC discussed about the practical problems tantamount to sexual harassment, faced by women in all workspaces; how they can take action and how they can protect themselves. Ms Soma Roy Karmakar’s speech brought out the details about the POSH Act in detail. She gave examples from practical experiences of how women hesitate to come forward and speak out. She presented some videos to show the different overpowering situations confronting women in workspace, public places, public conveyances and in family too. Her presentation made it quite clear what could be the roles of the employers and Higher Educational authorities. The programme ended with meaningful interactions and active participation by the students and the faculty.

**Programme Outcome:**

The students showed spontaneous enthusiasm to know more about the POSH Act. Their queries reflected their interest and they seemed to be convinced about the slogans: “Zero Tolerance for Sexual Harassment”, “Break the Silence and the Taboo” and “the Harasser should be Punished and it is not the Women who should Feel Guilty”. The programme and the comments also highlighted mental trauma of sexually violated women with disabilities. It also focused on the issues of actions to be taken in case of sexual harassment. The message went to the students that these issues are to be taken out to public spaces wherever they go and interact.

**Flyer:**

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