ALL INDIA INSTITUTE OF MEDICAL SCIENCES BATHINDA



INTERNAL COMPLAINTS COMMITTEE
(WOMEN'S GRIEVANCE CELL)

is organizing

POSH SENSITISATION WEEK

Prevention of Sexual Harrassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013

Creating a Safe, Respectful & Dignified Workplace

Sensitisation · Awareness · Prevention · Empowerment · Redressal

27th to 30th October 2026

Let us build a workplace where everyone feels

SAFE • HEARD • RESPECTED • DIGNIFIED

SAFE & DIGNIFIED WORKPLACE – SHE-BOX – FOR EVERY WOMAN

For a Safer Tomorrow

PATRON

Prof. Dr Ratan Gupta
(Executive Director)

CO-PATRONS

Prof. Dr Lalija Devi Goyal
(Dean Academics)

Prof. Dr Akhilesh Pathak
(Dean Research)

Prof. Dr Rajiv Kumar
(Medical Superintendent)

ORGANIZING CHAIRPERSON & SECRETARY

Prof. Dr Gitanjali
Organizing Chairperson
(Presiding Officer, ICC)

Dr Jyoti Barwa
Organizing Secretary
(Member Secretary, ICC)

ORGANIZING MEMBERS

- Prof. Dr Anuradha Raj
- Prof. Dr Priti Chaudhary
- Prof. Dr Sonia Kochhar
- Dr Vaibhav Saini
- Dr Jitender Aneja
- Dr Ramnika Aggarwal
- Dr Narinder Walia
- Dr Lata Goyal
- Smt. Veenu Goyal

SCHEDULE FOR SENSITIZATION WEEK: 3:30 PM – 5:00 PM

Capacity Building Programme for ICC members on 28-10-2026 at 2:00 PM
by Dr Harpreet Kaur, Professor, Department of Physiology,
Adesh Institute of Medical Sciences & Research – Presiding Officer, ICC, AIMSR, Bathinda

Venue: Conference Hall-2, Auditorium, AIIMS Bathinda

PARTICIPANTS

Faculty Members

Administrative Staff/ MTS/HA

Security Guards/ Sanitation Staff/ other statf in public dealings

Time	Topic	Date: 27-10-26 (Administrative staff/ MTS/ HA)	Date: 28-10-26 (Faculty Members)	Date: 30-10-26 (Security Guards/ Sanitation Staff/ other staff in public dealings)
15:30 – 15:35	Welcome & Introduction	Dr Gitanjali	Dr Gitanjali	Dr Gitanjali
15:36 – 15:50	Understanding the POSH Act, 2013	Dr Aneja	Dr Jyoti	Dr Anuradha
15:50 – 15:55	What is a Workplace	Dr Aneja	Dr Vaibhav	Dr Anuradha
15:56 – 16:15	What Constitutes Sexual Harassment	Dr Ramnika	Dr Vaibhav	Dr Narinder
16:16 – 16:25	Rights & Responsibilities of Employees	Dr Ramnika	Dr Priti	Dr Narinder
16:26 – 16:45	Role of the Internal Complaints Committee (ICC)	Dr Sonia	Dr Priti	Dr Lata
16:46 – 16:55	Redressal Mechanism	Dr Sonia	Dr Jyoti	Dr Lata
16:56 – 17:00	Administration of Pledge	ICC members	ICC members	ICC members

CO-ORDINATING OFFICIALS

27-10-26
Dr Aneja
Dr Ramnika
Dr Sonia

28-10-26
Dr Vaibhav
Dr Priti
Dr Jyoti

30-10-26
Dr Anuradha
Dr Lata
Dr Narinder

Learning Outcomes

- Identify different forms of sexual harassment as defined by the POSH Act, 2013.
- Describe the legal framework and key provisions of the Sexual Harassment of Women at Workplace Act, 2013.
- Explain the roles and responsibilities of employers, employees, and the Internal Complaints Committee (ICC) in preventing harassment.
- Outline the procedure for filing a complaint and the subsequent inquiry process for redressal.
- Analyze the consequences of non-compliance and the penalties for sexual harassment.
- Apply knowledge to foster a safe, respectful, and legally compliant work environment.

Respect Equality Safety

IT'S EVERYONE'S RESPONSIBILITY

