AIIMS Bathinda Organises POSH Sensitisation Week to Promote a Safe, Respectful and Dignified Workplace

The Internal Complaints Committee (ICC), Women's Grievance Cell, All India Institute of Medical Sciences (AIIMS), Bathinda, organised a **POSH Sensitisation Week from 27 to 30 October 2026**, with the objective of promoting awareness about the Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and fostering a safe, respectful and dignified working environment.

The programme was organised under the patronage of **Prof. Dr Ratan Gupta, Executive Director, AIIMS Bathinda**, with **Prof. Dr Lajya Devi Goyal, Dean Academics; Prof. Dr Akhilesh Pathak, Dean Research; and Prof. Dr Rajiv Kumar, Medical Superintendent**, as Co-Patrons. Prof. Dr Gitanjali, Presiding Officer, ICC, served as the Organising Chairperson, while Dr Jyoti Barwa, Member Secretary, ICC, served as the Organising Secretary. All Internal members of the Internal Complaints Committee, Prof. Dr Anuradha Raj, Prof. Dr Priti Chaudhary, Prof. Dr Sonia Kochhar, Prof. Dr Jitender Aneja, Dr Vaibhav Saini, Dr Ramnika Aggarwal, Dr Lata Goyal, Dr Narinder Walia and External Member Smt. Veenu Goyal actively contributed to the organisation and conduct of the programme.

As part of this programme, a special **Capacity Building Programme for ICC members** was also organised on 28 October 2026. Dr Harpreet Kaur, Professor, Department of Physiology, Adesh Institute of Medical Sciences & Research, and Presiding Officer, ICC, AIMSR, Bathinda, served as the resource person for this programme.

The programme was designed to sensitise employees across different categories: faculty members, administrative staff, MTS/HA staff, security personnel, sanitation staff, and other employees involved in public dealings were included among the target participants. The sensitisation sessions covered important topics such as **understanding the POSH Act, 2013; identifying what constitutes sexual harassment; understanding the meaning of the workplace; employees' rights and responsibilities; the role of the Internal Complaints Committee; and the complaint redressal mechanism**. The sessions provided participants with an opportunity to understand the legal framework and institutional mechanisms for prevention and redressal of workplace sexual harassment. All participants were administered a pledge after the sessions stating that they will promote awareness of the POSH Act, POSH Policy, and the SHe-box portal, and that they will comply with them with complete sincerity and dedication.

The initiative emphasised that prevention of sexual harassment is a collective responsibility and requires awareness, mutual respect, sensitivity and accountability at every level of the institution. It also aimed to familiarise employees with the role of the ICC, the complaint-submission procedure, and the importance of maintaining a workplace culture free from harassment and discrimination.

Through this initiative, AIIMS Bathinda reaffirmed its commitment to providing a workplace where every individual feels **SAFE, HEARD, RESPECTED and DIGNIFIED**.


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THANK YOU
ALL INDIA INSTITUTE OF MEDICAL SCIENCES BATHINDA
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FORMS OF WORKPLACE SEXUAL HARASSMENT
QUID PRO QUO (LITERALLY "THIS FOR THAT")
HOSTILE WORK ENVIRONMENT
FIRE EXIT


Pledge
FIRE EXIT




INTERNAL COMPLAINTS COMMITTEE,
AIIMS BATHINDA
THANK YOU
Together,
let's create a
Safe Workplace,
free of harassment
POSH
SENSITISATION WEEK

