

Ramaiah College of Law

**An Internal Quality Assurance Cell (IQAC) Initiative
in Collaboration with
Internal Complaint Committee (ICC)**

**“Empowering Safe Workplace through POSH Awareness
Programme’**

For Teaching & Non-Teaching Staff, RCL



Resource Person
Ms. P. Anu Chengappa
Advocate, High Court
Bengaluru

Venue: RCL Board Room

14th June, 2025

10.00 A.M

Gracious Presence

Dr. Anita A. Patil
Co-ordinator, IQAC
Chairperson, ICC
RCL

Prof. K. Shivaprasad
Registrar,
RCL

Prof.(Dr.)Umamahesh
Sathyanarayan
Principal, RCL



REPORT ON “EMPOWERING SAFE WORKPLACE THROUGH POSH AWARENESS PROGRAMME”

1. Event Details:

- **Date:** 14th June 2025
- **Time:** 10:00 A.M onwards
- **Venue:** RCL Board Room, Ramaiah College of Law
- **Duration:** Approximately 3 hours

Overview of the Agenda:

The event titled "*Empowering Safe Workplace through POSH Awareness Programme*" was conducted for the teaching and non-teaching staff of Ramaiah College of Law (RCL). The session aimed at sensitizing employees on the provisions and implications of the Prevention of Sexual Harassment (POSH) Act. The programme was led by an expert legal resource and included interactive discussions

2. Objective(s) of the Event:

- To sensitize teaching and non-teaching staff on the key provisions of the POSH Act.
- To educate attendees on the mechanisms for redressal in cases of workplace harassment.
- To promote a safe and respectful workplace environment.
- To encourage a culture of accountability, awareness and zero tolerance toward sexual harassment.

3. Introduction & Significance:

With an increasing focus on workplace ethics and safety, this programme was designed as a proactive initiative to ensure that the staff of RCL are well-informed about their rights and responsibilities under the POSH Act. Conducted under the aegis of IQAC and ICC, this awareness session plays a vital role in institutionalizing safety and dignity in academic

environments. The event was aligned with the institution's commitment to inclusivity, safety, and legal compliance.

4. Details of Resource Person / Participants:

- **Resource Person:**

Ms. P. Anu Chengappa, Advocate, High Court of Karnataka, Bengaluru.

- **Participants:**

- Audience: Teaching and Non-teaching Staff of Ramaiah College of Law
- Target Audience: Internal employees of RCL
- The session was inclusive and relevant for both genders and all age groups, with a focus on institutional staff awareness.

5. Organizers and Collaborators:

- **Organized by:**

Internal Quality Assurance Cell (IQAC) and Internal Complaint Committee (ICC), Ramaiah College of Law.

- **Key Coordinators:**

- Dr. Anita A. Patil – Associate Professor, Co-ordinator, IQAC & Chairperson, ICC, RCL
- Dr. Vani K.G. Associate Professor, Co-coordinator, IQAC, RCL
- Ms. Punitha N, Assistant Professor, Member, ICC, RCL

6. Activities and Highlights:

- Formal inauguration with the gracious presence of the principal and registrar.
- Introduction and context setting by Dr. Anita A. Patil and
- Dr Vani K.G.
- Expert talk by Ms. P. Anu Chengappa covering:
 - Legal framework of the POSH Act.
 - Real-world case illustrations.
 - Role and responsibility of ICC.
 - Preventive measures and complaint-handling mechanisms.
- Interactive Q&A session with participants.

- Distribution of awareness materials and feedback forms.

7. Outcomes and Achievements:

- Increased awareness of legal safeguards and redressal mechanisms.
- Reinforcement of the institutional mechanism through ICC.
- Empowerment of staff to recognize and report incidents without fear.
- Strengthened compliance and sensitivity among staff.

8. Feedback and Evaluation:

- Participant feedback indicated a high level of satisfaction and learning.
- The session was rated as informative, engaging and necessary.
- Suggestions included conducting similar sessions at department levels.





GPS Map Camera



Bangalore Division, Karnataka, India
Ramaiah College of Law, MSRIT road, Mathikere,

Lat 13.031958°

Long 77.566921°

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GPS Map Camera



Bangalore Division, Karnataka, India

Ramaiah College of Law, MSRIT road, Mathikere,

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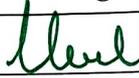
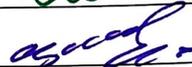
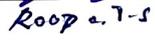
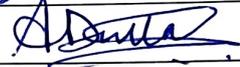
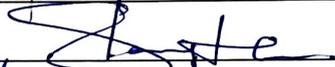
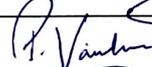
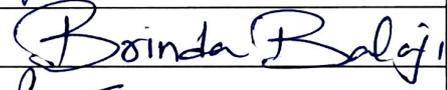
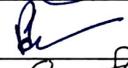
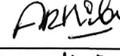
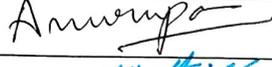
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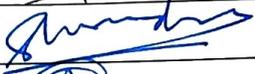


Anita Patil

Dr. Anita A Patil
Coordinator, IQAC
Chairperson, ICC
Ramaiah College of Law, Bengaluru.

Faculty Members who were present for the “Empowering Safe Workplace through POSH Awareness Programme”

Sl. No.	Name of the Staff	Signature
1.	Prof. Dr. Umamahesh Sathyanarayan	
2.	Prof. K Shivaprasad	
3.	Dr. Roopa T.S	 Roopa T.S
4.	Dr. Anita A Patil	
5.	Dr. Ashirbani Dutta	
6.	Dr. Vani K G	
7.	Ms. Parvathi Balachandran	
8.	Ms. Sangeetha Murali S	
9.	Ms. P Vaishnavi Narayeni	 P. Vaishnavi
10.	Ms. Brinda Balaji	 Brinda Balaji
11.	Mr. Basavarajaiah M. S	
12.	Ms. Gnanavi Bopaiah	
13.	Ms. Sweta Kumari	
14.	Dr. Punitha N	
15.	Ms. Akhila Rani	
16.	Ms. Gayathri S	
17.	Ms. Archana S Kothavale	
18.	Ms. Nilima Panda	
19.	Ms. Anurupa Chetia Sinha	
20.	Mr. Badal Chatterjee	
21.	Dr. Rajiv G	
22.	Mr. Amith Sriram K S	
23.	Mr. Rishabh Bhandari	 Rishabh

24.	Ms. Deepali B Nayak	
25.	Mr. Surendra Kumar	
26.	Dr. Ashoka Naika B.G	
27.	Mr. Rudragouda M Hommaradi	
28.	Ms. Barkha Dodai	
29.	Mr. Kumar Ankit	
30.	Ms. Jayalakshmi V	Jayalakshmi V.
31.	Ms. Laboni Bhakta	
32.	Ms. Raksha Prakash	
33.	Ms. Sanjana M	
34.	Ms. Vaishnavi S	
35.	Ms. Poornavi Ravindra	
36.	Dr. Rupal Malik	



Principal
Principal
RAMAIAH COLLEGE OF LAW
Bengaluru

Ramaiah College of Law
Internal Complaint Committee (ICC)
Awareness Program for Male Staff on
‘Prevention of Sexual Harassment at Workplace’



Resource Person
Dr. Anita A Patil
Chairperson, ICC
Ramaiah College of Law, Bengaluru

Venue: RCL Board Room

26th May, 2025
01:30 P.M- 2.30 P.M

Gracious Presence

Prof. K. Shivaprasad
Registrar, RCL

Prof.(Dr.) Umamahesh Sathyanarayan
Principal, RCL

RAMAIAH COLLEGE OF LAW
INTERNAL COMPLAINT COMMITTEE (ICC)

Report on:

**Awareness Program for Male Staff on
'Prevention of Sexual Harassment at Workplace'**

EVENT DETAILS:

Awareness Program for Male Staff on 'Prevention of Sexual Harassment at Workplace'

Date: May 26th, 2025

Venue: RCL Board Room

Duration: 01:30 pm to 02:30 pm

Resource Person: Dr. Anita A Patil

Chairperson, ICC

Ramaiah College of Law, Bengaluru

Objective:

The objective of the event was to maintain the standard professional conduct expected at Ramaiah College of Law (RCL) to ensure a safe, respectful and productive environment for all members of the institution. It is developed in accordance with the policies of the ICC to uphold dignity, prevent harassment and promote ethical behaviour.

Introduction:

This event was to bring awareness about POSH and reinforce the expected standards of conduct at Ramaiah College of Law (RCL). In accordance with the institution's commitment to fostering a safe, inclusive and professionally respectful environment. These guidelines serve as a proactive framework to prevent misconduct, uphold institutional values and ensure all members of the college community-faculty, staff, students and stakeholders operate within the boundaries of mutual respect, dignity and accountability.

Significance:

The importance of this program lies in its role as both a preventive and corrective tool. In an academic institution such as RCL, where interactions among faculty, students and administrative staff are frequent and multidimensional, establishing clear behavioral expectations is essential. These guidelines help to promote a culture of respect, equality and ethical conduct across all levels of the institution & prevent incidents of sexual harassment, abuse of power and discrimination, ensuring compliance with legal and institutional mandates.

Safeguard the rights and well-being of women, children and vulnerable groups in line with the

objectives of the ICC.

Maintain the integrity and reputation of Ramaiah College of Law by holding all employees accountable for their actions.

Create a supportive and safe work and learning environment where professional boundaries are respected and grievances are addressed promptly and fairly.

Ultimately, this event reinforced RCL's zero-tolerance approach to misconduct and reflects its continuous efforts toward creating a progressive, inclusive and legally compliant academic community.

ATTENDEES AND PARTICIPANTS:

Male Faculty members & Non-Teaching Staff of Ramaiah College of Law.

OVERVIEW OF THE EVENT:

The program began with a cordial welcome and a brief explanation about the goal of the event as well as an introduction to the Resource person & ICC Committee.

As part of its ongoing commitment to fostering a safe, respectful and inclusive work environment, Ramaiah College of Law (RCL) organized an awareness initiative under the purview of the Internal Complaints Committee (ICC). The objective of the awareness program was to sensitize faculty, staff and other institutional members about acceptable professional conduct, workplace ethics and the importance of preventing harassment and misconduct.

The session focused on disseminating clear and practical guidelines categorized into Do's and Don'ts at the Workplace, with the intent of reinforcing institutional policies related to gender sensitivity, professional integrity and workplace safety. Faculty and administrative personnel were encouraged to reflect on their roles in maintaining ethical standards and preventing any form of unprofessional behavior, especially those concerning staff-student boundaries, misuse of authority or discriminatory practices.

The event served not only as an educational platform but also as a preventive measure to ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and other related institutional policies. It emphasized the collective responsibility of all employees to contribute to a positive institutional culture and uphold the dignity of every individual associated with RCL.

OUTCOMES AND FEEDBACK:

Outcomes:

The awareness initiative conducted under the guidance of the ICC at Ramaiah College of Law yielded several positive outcomes, reinforcing the institution's commitment to a respectful and harassment-free workplace. Key outcomes include:

- 1. Enhanced Awareness:**

Faculty and staff gained a clearer understanding of acceptable and unacceptable behaviors in

the workplace, particularly regarding gender sensitivity, professional boundaries and ethical conduct.

2. Clarity on Institutional Policies:

The session clarified the roles and responsibilities of employees under institutional policies, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

3. Improved Communication:

Staff were encouraged to engage in more open, respectful and professional communication with colleagues, students and other stakeholders.

4. Strengthened Accountability:

Emphasis on reporting procedures and institutional support encouraged participants to take responsibility for maintaining a safe and inclusive environment.

5. Promotion of Ethical Culture:

The event contributed to cultivating a culture of integrity, fairness and mutual respect within the academic and administrative framework of the college.

Feedback:

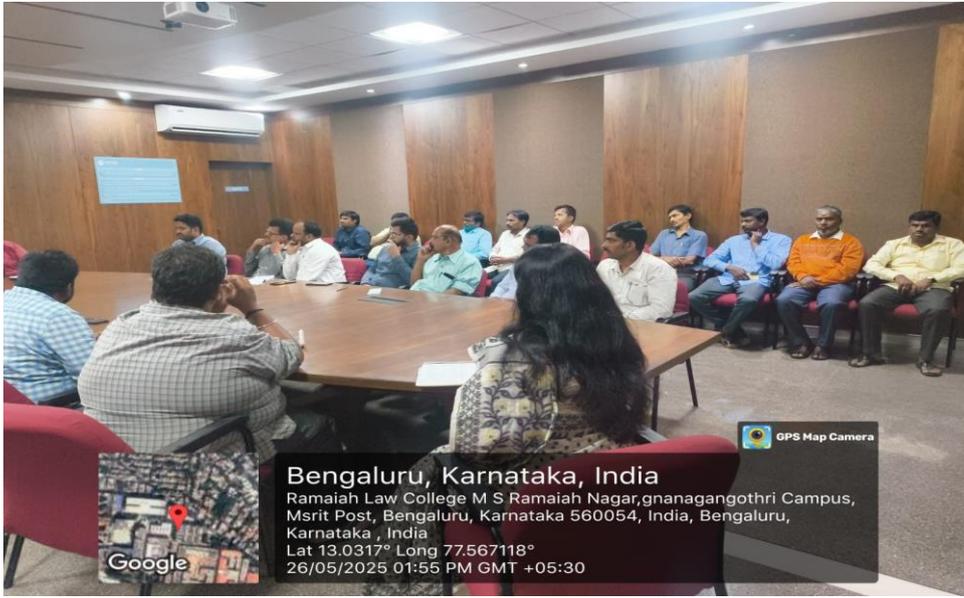
Feedback from participants was largely positive and constructive. A summary of responses is as follows:

- **Majority of attendees expressed appreciation** for the clarity and relevance of the topics covered, especially the distinction between professional and inappropriate behavior.
- Participants valued the **real-life examples and practical scenarios** discussed, which made the session relatable and impactful.
- Several faculty members suggested that such awareness programs be **conducted regularly**, including sessions for students to foster a shared culture of responsibility.
- Attendees acknowledged the **importance of a dedicated redressal mechanism** (ICC) and felt more confident in approaching the committee when required.
- A few participants requested the distribution of **printed or digital copies** of the Do's and Don'ts for future reference and display in staff rooms.

The event successfully fulfilled its objectives, serving as both a reminder and reinforcement of RCL's commitment to a professional and safe workplace. Continued initiatives of this nature will further strengthen institutional values and ensure ongoing compliance with legal and ethical standards.

GLIMPSE OF THE EVENT:



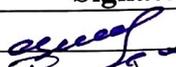
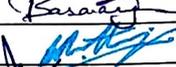
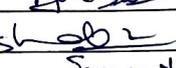
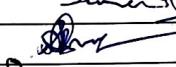
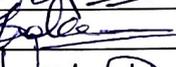
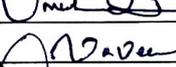
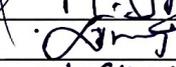
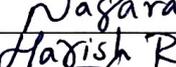
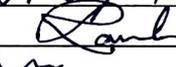
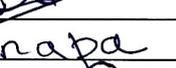
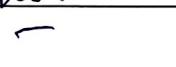
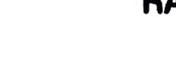


Anita Patil

Dr. Anita A Patil
Chairperson, ICC
Ramaiah College of
Law, Bengaluru.

Date: 26.05.2025

Meeting convened by the Principal on 26.05.2025 (Monday) at 01:15 PM

Sl#	Name of the Staff Members	Signature
1.	Mr. K Shivaprasad	
2.	Mr. Basavarajaiah M. S	
3.	Mr. Badal Chatterjee	
4.	Mr. Rajiv G	
5.	Mr. Amith Sriram K S	
6.	Mr. Rishabh Bhandari	
7.	Mr. Surendra Kumar	
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9.	Mr. Rudragouda M Hommaradi	
10.	Mr. Kumar Ankit	
11.	Mr. V. Chandrashekar	
12.	Mr. Umesh D	
13.	Mr. Naveen Kumar N	
14.	Mr. G. K. Ravishankar	
15.	Mr. Guruprasad C	
16.	Mr. T. Reddy Prasad	
17.	Mr. Isaac M	
18.	Mr. Ejraiah B	
19.	Mr. Nagaraj N	
20.	Mr. Harish R	
21.	Mr. Kamalesh T	
22.	Mr. Puttaraju	
23.	Mr. Annappa	
24.	Mr. Gangadhar	
25.	Mr. Ajay Kumar V	



Principal

PRINCIPAL

RAMAIAH COLLEGE OF LAW

BENGALURU - 560 054