



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, MSRT road, Mathikere,
Lat 13.031958°
Long 77.566921°
14/6/2025 11:21 AM GMT+05:00



GPS Map Camera



Bangalore Division, Karnataka, India
Ramaiah College of Law, MSRT road, Mathikere,
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14/6/2025 11:21 AM GMT+05:00



Anita Patil

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

Date: 15.02.2025

CIRCULAR

This is to inform you that the Internal Quality Assurance Cell (IQAC), Ramaiah College of Law is organizing an “Special Talk “**International Diplomacy and India’s foreign policy**” delivered by Dr. Sudhakara Reddy, Joint Secretary, Legal and Treaties Division, Ministry of External Affairs, Government of India., to be held on 18.02.2025 (Tuesday) at 11:00 AM in the RCL Boardroom.

All faculty members are requested to attend the same.



Principal

**An Internal Quality Assurance Cell (IQAC) Initiative
RAMAIAH COLLEGE OF LAW**

**Special Talk: “International Diplomacy and India’s
foreign policy”**



Resource Person

**Dr. Sudhakara Reddy,
Joint Secretary, Legal & Treaties Division,
Ministry of External Affairs, Government of India.**

18.02.2025

Time: 11.00 AM | Venue: Boardroom

**Dr. Anita A. Patil
IQAC Coordinator, RCL**

**Prof. Umamahesh Sathyanaryan
Principal, RCL**



RAMAIAH COLLEGE OF LAW

INTERNAL QUALITY ASSURANCE CELL (IQAC) INITIATIVE

Report on Special Talk: “International Diplomacy and India’s foreign policy”

Event Details:

Date: 18.02.2025

Time: 11.00 am

Venue: Board room

Resource Person:

- Dr. Sudhakara Reddy, Joint Secretary, Legal and Treaties Division, Ministry of External Affairs, Government of India

Overview of the Session:

The session commenced with a warm welcome to **Dr. Sudhakara Reddy**, an accomplished former Indian Foreign Service officer, currently serving as Joint Secretary in the Legal and Treaties Division of the Ministry of External Affairs. Dr. Reddy was invited as the guest speaker to deliver a talk on international diplomacy and India’s foreign policy.

Key Highlights of the Address:

- **Personal Reflections:**
Dr. Reddy began the session with insightful personal anecdotes from his diplomatic journey, shedding light on the realities and nuances of international diplomacy.
- **India’s Foreign Policy:**
He provided a comprehensive overview of the evolution of India’s foreign policy, emphasizing its strategic shifts and emerging priorities.
- **India’s Global Influence:**
He discussed India’s increasing influence and assertiveness in major global platforms such as the **G20**, **BRICS** and the **United Nations**.
- **Global Pressure on Developing Nations:**
Dr. Reddy elaborated on how developed countries often influence developing nations through international standards and agreements, highlighting three key areas:
 - **Environmental Policies** – Pressure to adopt stringent environmental regulations.
 - **Trade Regulations** – Trade terms often skewed against emerging economies.
 - **Global Governance** – Structural dominance of developed nations in international institutions, impacting equitable global decision-making.
- **Key Principle Emphasized:**
The speaker stressed the importance of “**common but differentiated responsibilities**”

particularly in climate change negotiations, to ensure fair and equitable obligations among nations.

Interactive Q & A Session:

An enriching Q&A followed the talk, featuring critical and context-driven questions by the faculty:

- **Dr. Ashirbani Dutta**, Associate Professor – Sought expert insights on international humanitarian issues in the context of current global crises.
- **Mr. Badal Chatterjee**, Assistant Professor – Queried about the status of Rohingya refugees in Siliguri and its diplomatic implications on relations with Bangladesh and Myanmar.
- **Mr. Rudragouda M. H**, Assistant Professor – Raised concerns regarding the approach of developed nations on transboundary pollutants and their stance on international environmental policy.

Conclusion and Acknowledgment:

The session concluded with a heartfelt vote of thanks to **Dr. Sudhakara Reddy** for his engaging and informative address. Faculty members expressed their appreciation for the depth and clarity with which the speaker conveyed complex global issues, and recognized the value of such discussions in broadening the understanding of international relations from an Indian standpoint.

Highlights of the Programme:





Anita Patil

Dr. Anita A Patil
Faculty Coordinator, IQAC
RCL, Bengaluru.

Teaching Faculty List

Sl#	Name of the Faculty Members	Designation	Signature
1	Prof. Umamahesh S	Associate Professor (Law) & Principal In-charge	
2	Dr. Roopa T.S	Associate Professor (Non-Law)	
3	Dr. Anita A Patil	Associate Professor (Law)	
4	Dr. Ashirbani Dutta	Associate Professor (Law)	
5	Dr. Vani K G	Associate Professor (Law)	
6	Dr. A Bose	Adjunct Professor (Law)	
7	Ms. Sangeetha Murali S	Assistant Professor, Sr. Scale (Law)	-
8	Ms. P Vaishnavi Narayeni	Assistant Professor, Sr. Scale (Law)	- VL -
9	Ms. Brinda Balaji	Assistant Professor, Sr. Scale (Non-Law)	
10	Mr. Basavarajaiah M. S	Assistant Professor, Sr. Scale (Non-Law)	-
11	Ms. Gnanavi Bopaiah	Assistant Professor, Sr. Scale (Law)	-
12	Ms. Punitha N	Assistant Professor (Non-Law)	- Ab -
13	Ms. Akhila Rani	Assistant Professor (Law)	
14	Ms. Gayathri S	Assistant Professor (Law)	
15	Ms. Anurupa Chetia Sinha	Assistant Professor (Law)	
16	Mr. Badal Chatterjee	Assistant Professor (Law)	
17	Mr. Rajiv G	Assistant Professor (Law)	- Ab - Exam duty, Ashu
18	Mr. Amith Sriram K S	Assistant Professor (Law)	- Ab - Eval duty, Ashu
19	Mr. Rishabh Bhandari	Assistant Professor (Law)	
20	Ms. Deepali B Nayak	Assistant Professor (Law)	- Ab -
21	Mr. Surendra Kumar	Assistant Professor (Law)	
22	Dr. Ashoka Naika B.G	Assistant Professor (Law)	
23	Mr. Rudragouda M Hommaradi	Assistant Professor (Law)	
24	Mr. Rohan S Naik	Assistant Professor (Law)	
25	Ms. Barkha Dodai	Assistant Professor (Law)	ML
26	Mr. Kumar Ankit	Assistant Professor (Law)	
27	Ms. Arya Anil	Research Associate	
28	Ms. Jayalakshmi V	Assistant Professor (Law)	Jayalakshmi.V.
29	Ms. Laboni Bhakta	Assistant Professor (Law)	
30	Ms. Uma Narayanan	Assistant Professor (Law)	
31	Ms. Raksha Prakash	Assistant Professor (Law)	
-	Dr. Naveen Kumar B M	Chief Librarian	-
-	Mr. Shekarappa S	Librarian	-
-	Dr. Siddappa N C	Physical Education Instructor	-