

## ICC Organised Awareness Programme on Sexual Harassment Prevention

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The Internal Complaints Committee (ICC) of Ramgarhia Polytechnic College, Phagwara organised an awareness programme on the Prevention of Sexual Harassment at Workplace in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, under the able guidance and leadership of Mrs. Rupinder Kaur, Principal.

Â The objective of the programme was to create awareness among staff members regarding workplace ethics, womenâ€™s safety, and legal provisions related to sexual harassment. The participants were sensitised about what constitutes sexual harassment, the importance of mutual respect, and the responsibilities of employees in maintaining a safe and dignified working environment. During the session, detailed information was shared about the constitution, role and functioning of the Internal Complaints Committee (ICC), along with the procedure for filing complaints and the assurance of confidentiality and fair redressal. Special emphasis was laid on empowering women to raise their concerns without fear or hesitation. The participants were also informed about government support mechanisms such as Women Helpline 181 and One Stop Centre (OSC) services, which provide immediate assistance, counselling and legal support to women in distress. The programme witnessed active participation from staff members across various departments, followed by an interactive discussion that helped clarify doubts and encouraged open dialogue. The initiative successfully reinforced the institutionâ€™s commitment towards promoting gender sensitivity, awareness of legal rights, and fostering a safe, inclusive and respectful workplace environment.