ANNAMACHARYA UNIVERSITY

EXCELLENCE IN EDUCATION; SERVICE TO SOCIETY

(ESTD, UNDER AP PRIVATE UNIVERSITIES (ESTABLISHMENT AND REGULATION) ACT, 2016)

Rajampet, Kadapa District, A.P – 516126, INDIA

INTERNAL COMPLAINTS COMMITTEE (ICC)

(Constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013)

EVENT REPORT: AWARENESS & SENSITIZATION PROGRAMME ON THE PoSH ACT FOR NON-TEACHING STAFF

Event Title	Awareness & Sensitization Session on Prevention of Sexual Harassment (PoSH) Act, 2013 & Women's Rights
Organized By	Internal Complaints Committee (ICC), Annamacharya University, Rajampet
Target Audience	Non-Teaching & Support Staff (Housekeeping, Maintenance, Administrative & Campus Support Personnel)
Medium of Instruction	Telugu (Regional Language) with Interactive Audio-Visual & Digital Presentation Aids
Date & Venue	20th August 2026 Smart Classroom, Electrical & Electronics Engineering (EEE) Block, AU Campus
Participants Count	40+ Non-Teaching Women Staff Members & Institutional Support Personnel

1. Introduction

In alignment with the statutory mandate of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act) and UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the Internal Complaints Committee (ICC) of Annamacharya University, Rajampet, organized a dedicated awareness and sensitization programme exclusively tailored for non-teaching and support staff.

While faculty and students routinely engage with academic orientation modules, non-teaching personnel—including housekeeping staff, laboratory helpers, campus maintenance workers, and administrative support staff—form an essential backbone of campus operations. Ensuring that every woman working on campus, regardless of employment category (permanent, contractual, outsourced, or daily-wage), understands her legal protections, dignity, and institutional grievance redressal mechanisms is a core priority of the University.

2. Objectives of the Programme

1. **Legal Literacy:** To explain the provisions of the PoSH Act, 2013 in simple, accessible Telugu, eliminating legal jargon so every participant clearly understands what constitutes unwelcome behavior and workplace harassment.
2. **Empowerment & Self-Dignity:** To instill confidence, self-respect, and awareness of fundamental rights, personal agency, and bodily autonomy among non-teaching women employees.

3. **Awareness of Extended Workplace Scope:** To clarify that protection extends across all campus spaces—classrooms, laboratories, administrative blocks, hostels, canteens, campus grounds, and institutional transport.
4. **Transparent Redressal & ICC Accessibility:** To familiarize staff with the role, composition, and contact details of the Internal Complaints Committee (ICC) and how to report concerns safely.
5. **Assurance of Confidentiality & Non-Retaliation:** To assure contractual and support workers that complaints are handled with strict confidentiality and complete protection against workplace retaliation or job insecurity.

3. Programme Proceedings & Key Discussion Modules

The session was conducted in an interactive smart classroom setting, utilizing a digital display board to present visual slides and educational videos in Telugu. Facilitators led a participatory dialogue encouraging staff members to share perspectives and ask questions freely.

Session	Theme / Module	Key Takeaways & Delivery Method
Module 1	**Rights, Dignity & Power of Voice**	Featuring inspirational real-world examples (including Malala Yousafzai's advocacy for education and courage), facilitators emphasized that every woman possesses an equal right to education, dignity, safety, and the courage to speak up against injustice.
Module 2	**Personal Autonomy ('Her Life, Her Choice')**	Through dedicated Telugu visual slides ('ఆమె జీవితం – ఆమె ఎంపిక'), facilitators discussed personal agency, mutual respect, and setting healthy personal and professional boundaries at the workplace.
Module 3	**Understanding the PoSH Act, 2013**	Detailed explanation of unwelcome physical, verbal, and non-verbal conduct, quid pro quo demands, and hostile work environments—tailored to everyday interactions across campus departments.
Module 4	**ICC Grievance Redressal Mechanism**	Step-by-step guidance on approaching ICC members, filing written or assisted complaints within the stipulated timeline, interim relief measures, and strict confidentiality guarantees.

4. Photographic Documentation of the Session

The following photographs capture the active participation of non-teaching women staff members, audio-visual sensitization modules displayed in Telugu, and interactive discussions led by the facilitators during the awareness session.



Figure 1: Resource persons addressing non-teaching women staff members in the Smart Classroom using interactive audio-visual aids.



Figure 2: Wide-angle view of the enthusiastic participation and full attendance of non-teaching support staff during the sensitization session.



Figure 3: Facilitator explaining women's courage, education, and right to raise their voice against harassment through vernacular (Telugu) presentation slides.



Figure 4: Interactive discussion on personal autonomy and workplace dignity ('ఆమె జీవితం – ఆమె ఎంపిక' / Her Life, Her Choice) with staff members.

5. Key Highlights & Programme Outcomes

1. **High Engagement & Inclusivity:** Over 40 non-teaching women staff members participated actively, demonstrating strong receptiveness when legal concepts were communicated in their native language (Telugu).
2. **Demystification of Reporting Procedures:** Participants gained clear, practical knowledge of whom to contact within the Internal Complaints Committee (ICC) and how complaints are addressed impartially.
3. **Reinforced Sense of Safety & Dignity:** The session bridged hierarchical gaps, reassuring support and contractual staff that the University accords equal dignity, respect, and legal protection to every employee.
4. **Commitment to Zero-Tolerance Campus Culture:** Strengthened institutional compliance with UGC and statutory PoSH guidelines by extending sensitization beyond academic cohorts to essential support personnel.

6. Conclusion

The PoSH Act Awareness and Sensitization Session for Non-Teaching Staff successfully empowered participants with essential knowledge of their workplace rights, personal dignity, and institutional support systems. The Internal Complaints Committee (ICC) of Annamacharya University, Rajampet, remains steadfast in its commitment to conducting regular vernacular sensitization drives and maintaining a safe, respectful, and harassment-free campus environment for all.



Dr. N. R. Gowthami
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EVENT REPORT: AWARENESS SESSION ON PoSH ACT & ICC FOR FIRST-YEAR STUDENTS

Event Title	Awareness & Orientation Session on Prevention of Sexual Harassment (PoSH) Act, 2013 & Role of ICC
Organized By	Internal Complaints Committee (ICC), Annamacharya University, Rajampet
Target Audience	First-Year Undergraduate Girl Students (Freshers' Orientation & Sensitization Cohort)
Date & Time	Friday, 30th October 2026 | 10:30 AM onwards
Venue & Location	Lecture Hall-204, New Block, Annamacharya University, New Boyanapalli, Tallapaka, Rajampet – 516126, A.P.
Geo-Coordinates	Lat 14.226735° N, Long 79.138586° E

1. Introduction & Purpose

In accordance with the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act), the Internal Complaints Committee (ICC) of Annamacharya University, Rajampet, organized a dedicated orientation and awareness session for first-year girl students on 30th October 2026.

Transitioning into university life introduces newly admitted students to a diverse academic and social ecosystem. This sensitization session was designed to empower first-year girl students with clear knowledge of their statutory rights, campus safety protocols, digital boundaries, and the accessible support mechanisms provided by the Internal Complaints Committee.

2. Objectives of the Session

1. **Early Campus Sensitization:** To orient first-year girl students on the University's strict zero-tolerance policy toward sexual harassment, ragging, and gender-based discrimination.
2. **Understanding PoSH & UGC Regulations:** To educate students on what constitutes unwelcome physical, verbal, non-verbal, and digital/online conduct under the PoSH Act, 2013 and UGC Regulations, 2015.
3. **Familiarization with the ICC Mechanism:** To introduce the structure, powers, and functioning of the Internal Complaints Committee (ICC), including student representation and external NGO/legal oversight.
4. **Clear Reporting & Redressal Pathways:** To explain step-by-step procedures for filing complaints, accessing interim support, and ensuring strict confidentiality without fear of academic or social retaliation.
5. **Mutual Respect & Peer Responsibility:** To foster an inclusive classroom and campus culture grounded in mutual dignity, consent, and bystander accountability.

3. Session Proceedings & Key Topics Covered

The awareness session was held in an interactive smart classroom environment, utilizing a digital display board to walk students through legal frameworks, campus guidelines, and practical reporting steps.

Module	Focus Area	Key Highlights Discussed
Topic 1	**Scope of PoSH Act & UGC Guidelines**	Explanation of student protections across all academic and extended campus spaces—including classrooms, laboratories, libraries, hostels, buses, sports grounds, and online platforms.
Topic 2	**Recognizing Unwelcome Behavior**	Detailed discussion on verbal remarks, unwelcome advances, cyber-harassment, inappropriate messaging, and quid pro quo situations, emphasizing personal boundaries and consent.
Topic 3	**Structure & Role of the ICC**	Overview of the Internal Complaints Committee at Annamacharya University, highlighting the Presiding Officer, faculty members, external member, and elected Student Coordinators.
Topic 4	**How to Seek Help & File a Complaint**	Practical guidance on reaching out to ICC members in person or via official email/helpline, timeline for inquiry (within 90 days), confidentiality protections, and support services.

4. Photographic Documentation of the Session

Geo-tagged photographic evidence captured during the awareness session conducted on 30th October 2026 at Annamacharya University, Rajampet, illustrating the interactive smart-board presentation and attentive student engagement.





Figure1: Interactive classroom discussion highlighting campus safety protocols, confidentiality guarantees, and ICC contact accessibility (Captured via GPS Map Camera on 30/10/2026).

5. Key Highlights & Learning Outcomes

1. **Informed Student Cohort:** First-year girl students gained clear awareness of their legal rights under the PoSH Act, 2013 and UGC Regulations, 2015 right at the outset of their academic journey.

2. **Accessible Support Network:** Students were briefed on how to approach the Internal Complaints Committee (ICC) and student coordinators for confidential guidance and redressal.
3. **Safe & Inclusive Classroom Culture:** Reinforced mutual respect, healthy peer boundaries, and institutional accountability across the first-year student community.

6. Conclusion

The PoSH and ICC Awareness Session for First-Year Girl Students successfully oriented incoming students on workplace and campus safety, personal dignity, and institutional grievance redressal mechanisms. The Internal Complaints Committee (ICC) of Annamacharya University, Rajampet, remains committed to sustaining a safe, supportive, and harassment-free academic environment for all students.



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