



**MAHARASHTRA EDUCATIONAL SOCIETY'S
HUMERA KHAN COLLEGE OF EDUCATION**
H.K CAMPUS, Adjacent to MHADA Complex, Pratiksha Nagar, Oshiwara, Jogeshwari (W)
Affiliated to University of Mumbai & Approved by NCTE (NCTE Code No: 123082)
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NAAC Accredited Grade 'B'



Maharashtra Educational Society's
HUMERA KHAN COLLEGE OF EDUCATION
Oshiwara, Jogeshwari West, Mumbai, Maharashtra 400102
Affiliated to University of Mumbai
NAAC Accredited with 'B' Grade

ORGANIZES

ONE DAY TRAINING
ON
THE POSH ACT 2013
INCLUSIVE OF UGC REGULATIONS 2015 AND AICTE REGULATIONS 2016

POSH

**PREVENTION OF
WOMEN FROM
SEXUAL
HARASSMENT**

A Safe & Respectful Workplace is Everyone's Responsibility



**SATURDAY,
JULY 04, 2026
(04-07-2026)**



**TIME:
10:00 AM - 03:00 PM**

KEY TOPICS



Understanding
the POSH Act,
2013



Roles &
Responsibilities
of ICC



UGC Regulations
2015 & AICTE
Regulations 2016



Creating a Safe,
Inclusive & Dignified
Work Environment

KEY HIGHLIGHTS

- ✓ **Mode:** Online (Live Interactive Sessions via Zoom Meetings)
- ✓ A Certificate of Training Completion will be awarded to all attendees, which is useful for official purposes.
- ✓ And Duty Certificate will also be provided.
- ✓ A handbook on "Working of IC" (e-book), along with other documents related to the POSH Act, including the complaint form and IC report formats (soft copy), will be provided to all participant.

Asst Prof. Shenaz Khan
Incharge Faculty

Dr. Upasna Roy
I/C Principal



**VISION: SHAPING THE FUTURE PUPIL.
TEACHERS TO SHOULDER THE RESPONSIBILITY OF
SHAPING THE FUTURE YOUTH OF THE NATION**

REPORT ON EFFECTIVE IMPLEMENTATION OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (POSH ACT) IN ALL EDUCATIONAL INSTITUTIONS.

Date: 04/07/2026

Mode: Online

Resource person: Dr Manoj Wagh

Introduction

In compliance with the directives issued by the University Grants Commission (UGC) for the effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), Humera Khan College of Education, Jogeshwari (W), proactively participated in the **UGC–NCW Campus Calling Programme on POSH** and encouraged the active participation of its faculty members and students.

Recognising that sexual harassment of women not only affects the dignity, safety, and well-being of the aggrieved woman but also adversely impacts the workplace environment, institutional values, vision, mission, productivity, and reputation, the college considered it essential to strengthen awareness and compliance with the POSH Act and UGC Regulations.

Accordingly, the college circulated the UGC communication and registration details among all faculty members and student teachers, encouraging them to enrol in the online certification programme. In addition, the institution deputed its faculty members to participate in a **One-Day Training Programme on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, conducted on **4th July 2026** by **Dr. Manoj Wagh**, an eminent POSH trainer and legal expert.

The training focused on the provisions of the **POSH Act, 2013**, along with compliance requirements under the **UGC Regulations, 2015** and **AICTE Regulations, 2016**, aimed at strengthening the compliance framework of Higher Educational Institutions (HEIs). The programme also addressed the advisories issued by regulatory bodies for creating safe, inclusive, and gender-sensitive campuses.

All faculty members of Humera Khan College of Education successfully completed the prescribed POSH training programme and received certificates of participation. The college also encouraged student teachers to enrol in the awareness programme, thereby extending the benefits of gender sensitisation and legal literacy to the future teaching community.

Course Details

The POSH Training Programme was organised to strengthen institutional compliance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** and the statutory guidelines issued by the **University Grants Commission (UGC)** and other regulatory bodies.

A **One-Day Capacity Building and Compliance Training Programme** was conducted on **4th July 2026** by **Dr. Manoj Wagh**, focusing on the practical implementation of the POSH Act, 2013, and institutional responsibilities under the **UGC Regulations, 2015** and **AICTE Regulations, 2016**. The programme highlighted the importance of creating safe educational institutions through legal compliance, preventive measures, awareness programmes, and effective grievance redressal mechanisms.

The training covered statutory obligations of Higher Educational Institutions (HEIs), the constitution and functioning of the Internal Committee (IC), complaint handling procedures, inquiry processes, documentation, confidentiality, preventive strategies, and the promotion of gender-sensitive institutional practices. Participants also gained an understanding of institutional policies, legal responsibilities of employers and employees, and the importance of maintaining a workplace based on dignity, equality, respect, and zero tolerance towards sexual harassment.

The online certification programme launched by the **National Commission for Women (NCW)** in collaboration with **Yuvamanthan**, and promoted by the University Grants Commission, complemented the training by providing self-paced learning modules, digital resources, and assessments on gender sensitivity, legal literacy, leadership, digital safety, and POSH compliance. Upon successful completion, participants were awarded certificates recognising their commitment to fostering safe and inclusive educational environments.

Major Topics Covered During the Training

The training programme included comprehensive sessions on:

- Introduction to the POSH Act, 2013
- Objectives and significance of the POSH legislation
- Definition and forms of sexual harassment
- Rights and responsibilities of employees and employers
- Constitution, powers, and responsibilities of the Internal Committee (IC)
- Procedures for filing and redressing complaints
- Confidentiality and ethical handling of complaints
- Prevention of workplace harassment
- Gender sensitivity and gender equality
- Respectful workplace behaviour and professional ethics
- Creating inclusive and safe educational institutions
- Digital safety and cyber awareness
- Legal literacy relating to women's rights
- Prevention of retaliation and victimisation
- Building institutional policies for zero tolerance against sexual harassment

College Initiative

Humera Khan College of Education actively implemented the UGC advisory by:

- Circulating the UGC notification among faculty members and students.
- Encouraging all faculty members to enrol in the online certification programme.

- Motivating student teachers to participate in the awareness initiative.
- Promoting discussions on gender sensitivity and workplace ethics.
- Supporting faculty members throughout the completion of the training programme.
- Collecting certificates of completion as documentary evidence for institutional records.

The initiative witnessed enthusiastic participation from all faculty members, demonstrating the institution's commitment to legal compliance and gender equity.

Learning Outcomes

After successfully completing the programme, participants were able to:

- Develop a comprehensive understanding of the POSH Act, 2013.
- Identify different forms of sexual harassment and inappropriate workplace behaviour.
- Understand the legal rights and responsibilities of employees and employers.
- Gain knowledge about the functioning of the Internal Committee (IC).
- Understand the complaint registration and redressal process.
- Promote gender-sensitive attitudes and inclusive professional practices.
- Recognise the importance of confidentiality and ethical conduct during complaint handling.
- Contribute towards creating a respectful, equitable, and safe educational environment.
- Encourage preventive measures and awareness programmes within educational institutions.
- Strengthen institutional compliance with statutory provisions and UGC guidelines.

Outcomes of the Initiative

The programme resulted in several positive outcomes:

- 100% participation of faculty members in the UGC–NCW POSH Certification Programme.
- Faculty members successfully completed the training and obtained certificates.
- Increased awareness regarding workplace ethics, gender equality, and legal compliance.
- Enhanced institutional preparedness for effective implementation of the POSH Act.
- Greater understanding of the role of the Internal Committee and grievance redressal mechanisms.
- Improved commitment towards maintaining a safe, respectful, and harassment-free campus.
- Strengthened institutional culture of dignity, equality, and mutual respect.

Conclusion

Participation in the UGC–NCW POSH Training Programme proved to be a highly enriching and valuable initiative for Humera Khan College of Education, Jogeshwari (W). The programme strengthened the knowledge and awareness of faculty members regarding gender sensitivity, workplace ethics, legal provisions, and institutional responsibilities under the POSH Act, 2013.

The successful completion of the programme by all faculty members reflects the institution's dedication to promoting a culture of equality, dignity, and mutual respect. By encouraging student participation and implementing the recommendations of the University Grants Commission, the college has reaffirmed its commitment to providing a safe, inclusive, and supportive learning environment for all stakeholders.

The institution remains committed to organising similar awareness programmes and capacity-building initiatives in the future to further strengthen compliance with statutory provisions and promote gender justice within the campus community.

PHOTOS

Constitution of the Internal Committee (IC)

- 1 • An Internal Committee (IC) must be constituted at every workplace employing ten or more employees.
- 2 • Presiding officer (Women) (Prof./Associate Prof./Reader) + Internal employee members + One external member from NGO or association.
- 3 • The 50% members of the IC must be women. (Sec 4(c))
- 4 • Min. No. of IC members for Non-HEIs is 4 and for HEIs is 6 (Core members) (As per UGC Regulations Sec. 4)
- 5 • In case of HEIs 1+3+2+3+1

Dr. Sandhya Sar...

Dr. Sandhya Sar...

Dr. Manoj Vergh...

Dr. Rajesh Shetty

shankhamitra s...

shankhamitra s...

Sonu Khetre

Sonu Khetre

Activate Windows
Go to Settings to activate Windows.





Tech Trainers And Testers Pune

Registered under "The Bombay Public Trusts Act, 1950" The Govt. of Maharashtra Registration No. F-61131/PUNE

Certificate

AWARDED TO

SHENAZ LATHEEF KHAN

FOR COMPLETION OF TRAINING ON
THE POSH ACT 2013

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

UGC REGULATIONS 2015 & AICTE REGULATIONS 2016

THE ABOVE CANDIDATE HAS BEEN REGISTERED FOR AND HAS
ATTENDED FULL ONE-DAY TRAINING ON THE MENTIONED TOPICS
ON THIS DAY, SATURDAY, JULY 04, 2026 AND IS HEREBY AWARDED
THIS CERTIFICATE.

DR. PRASHANT GODGHATE
SECRETARY
TECH TRAINERS AND TESTERS PUNE

DATE OF ISSUE: JULY 04, 2026
CERT. BATCH NO.: 92/ 126/ 01
CODE: S-92



DR. MANOJ RAMRAO WAGH
CHAIRPERSON
TECH TRAINERS AND TESTERS PUNE



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Certificate

AWARDED TO

DR. VINAYAK SHINDE

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