

Department of WR, RD & GR conducts orientation programme on POSH Act to strengthen workplace safety

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An Orientation and Awareness Programme on the Prevention of Sexual Harassment (POSH) Act, 2013 was held in the Department of Water Resources, River Development and Ganga Rejuvenation [DoWR, RD & GR] under the Chairpersonship of Economic Adviser & Chairman, Internal Complaints Committee (ICC). Ms. Janvi Satpal Babbar, Advocate & External Member of ICC delivered a presentation on the provisions of the POSH Act and the Rules framed thereunder.

This programme aimed to equip employees of DoWR, RD & GR with a deeper understanding of not only the legal provisions of the Act but also its broader purpose—to promote a culture of dignity and equality at the workplace.



The Prevention of Sexual Harassment (POSH) Act, 2013 was enacted in line with the Supreme Court's landmark Vishaka judgment to ensure a safe, secure and dignified workplace for women. The Act provides a comprehensive legal framework to prevent, prohibit and redress incidents of sexual harassment, clearly defining the offence and outlining the responsibilities of employers to ensure

compliance.

It mandates the establishment of Internal Complaints Committees (ICCs) in organisations with ten or more employees and emphasises not only a structured redressal mechanism but also proactive measures such as awareness, sensitisation and capacity-building. Through these provisions, the Act seeks to foster a gender-sensitive, respectful and equitable work environment for all employees.



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