



# GOVERNMENT COLLEGE OF EDUCATION

Institute of Advanced Studies in Education

CLUSTER UNIVERSITY, SRINAGAR

Maulana Azad Road Srinagar (J&K)

(NAAC RE-ACCREDITED GRADE "A" (CGPA 3.24)

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## Report on POSH Compliance

Awareness programme on **Prevention of Sexual Harassment at Workplace (POSH)** and related safety measures was organized in the college on 30<sup>th</sup> April 2026, to sensitize students, faculty, and staff members regarding their rights, responsibilities, and grievance redressal mechanisms. The programme was conducted in compliance with the directions issued by the Higher Education Department, Government of Jammu and Kashmir.

The programme was presided over by the worthy Principal of the college, **Prof. (Dr) Seema Naz**, who highlighted the importance of maintaining a safe, secure, and dignified campus environment for all. In her address, she emphasized that every individual must be treated with respect and that the institution follows a zero-tolerance policy towards any form of harassment. She also encouraged everyone to actively contribute towards creating a healthy academic atmosphere.

The Convener of the Internal Complaints Committee (ICC) **Dr. Tawheeda Rasool** also briefed the gathering on the provisions of the POSH Act, 2013, UGC Regulations, and the role of the ICC in addressing complaints related to sexual harassment. Students and staff were made aware of the procedure for lodging complaints through the Internal Committee, SHE-Box Portal, and other available channels. The Convener assured the participants that all complaints would be handled with confidentiality, fairness, and seriousness.

The programme also focused on promoting respectful behaviour, professional conduct, and mutual dignity within the campus. Participants appreciated the initiative and expressed that such programmes are essential for building awareness and confidence among stakeholders.

The event concluded with a vote of thanks, wherein all participants were urged to remain vigilant, supportive, and committed towards maintaining a harassment-free college environment.

Sd/-

**Dr. Tawheeda Rasool**  
Convener ICC

Sd/-

**Prof.(Dr.)Seema Naz**  
Principal

**No.GCOE/IASE/26/925**

**Dated: 30-04-2026**

PHOTOGRAPHS

