

NATIONAL ENGINEERING COLLEGE, K.R.NAGAR, KOVILPATTI
(An autonomous institution-affiliated to Anna University, Chennai)

POSH CELL – Circular

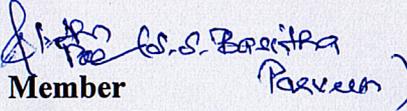
Date: 23.01.2026

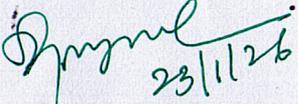
The **Prevention of Sexual Harassment (POSH) Cell** of our college has planned to conduct an **“Awareness Program on POSH Act 2013: Objectives, Rules and Provisions”** on 24.01.2026 from 4.15PM to 5.15PM especially for the first-year girl students. The program aims to give awareness on the POSH act educate students to ensure a safe, respectful and inclusive campus environment.

In this regard **Dr.S.Tamilselvi**, Professor & Head, **Department of ECE, National Engineering College, Kovilpatti**, has been invited to deliver the guest lecture.

Venue: Assembly Hall

Date: 24.01.2026


Member
(POSH CELL)


23/1/26
PRINCIPAL

NATIONAL ENGINEERING COLLEGE, K.R.NAGAR, KOVILPATTI
Department of Science & Humanities

REPORT ON POSH Act 2013 – Objectives, Rules and Provisions

Organized by: POSH Cell, National Engineering College

Date: 24.01.2026 (Saturday)

Time: 4.15 p.m. – 5.15 p.m.

Venue: Assembly Hall

Resource Person: Dr. S. Tamil Selvi, Professor and Head, ECE, NEC

An awareness programme on the “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 POSH Act 2013” was conducted on 24th January 2026 in the Assembly Hall for first-year girl students. The programme was organized by the POSH Cell of National Engineering College, held from 4.15 p.m. to 5.15 p.m. A total of 250 students actively participated in the session.

The programme aimed to sensitize students about their legal rights and to create awareness regarding the prevention and redressal of sexual harassment in educational institutions and workplaces.

The session was delivered by Dr. S. Tamil Selvi, Professor and Head, Department of Electronics and Communication Engineering (ECE), NEC. With her extensive academic and administrative experience, she provided clear insights into the significance of the POSH Act and its relevance to students.

Objectives of the Program me

The key objectives of the awareness programme were:

- To educate students about the purpose and scope of the POSH Act 2013.
- To explain the objectives, rules, and major provisions of the Act.
- To help students understand what constitutes sexual harassment.
- To familiarize them with complaint procedures and redressal mechanisms.
- To empower students with knowledge to ensure a safe and respectful environment within the campus and future workplaces.

Dr. Tamil Selvi emphasized that early awareness equips students with confidence and clarity as they prepare to enter professional environments.

The resource person explained that the POSH Act 2013 was enacted to ensure the protection of women against sexual harassment at workplaces and to provide a formal redressal mechanism. The Act applies to all workplaces, including government offices, private organizations, educational institutions, hospitals, and NGOs.

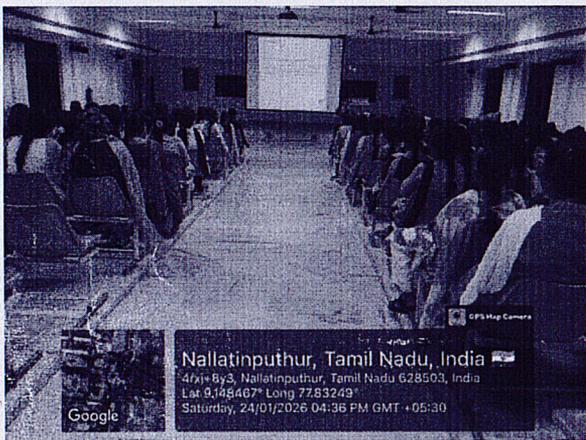
She highlighted that students are also covered under the Act, particularly during internships, training programmes, and campus-related activities. She stressed that the Act promotes both accountability and awareness within institutions. In her address, she outlined the main objectives of the Act:

- Prevention: To prevent incidents of sexual harassment at workplaces.
- Prohibition: To prohibit any form of unwelcome sexual behavior.

- Redressal: To provide a systematic mechanism to address complaints.
- Protection of Dignity; To safeguard the dignity and rights of women.
- Promotion of Gender Equality: To encourage a culture of respect and inclusivity.

The resource person clearly explained the meaning of sexual harassment as defined under the POSH Act, 2013. She stated that sexual harassment includes any unwelcome behavior of a sexual nature, whether expressed directly or indirectly. This includes unwelcome physical contact and advances, requests or demands for sexual favors, making sexually colored remarks, displaying pornographic material, and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

She emphasized that the defining factor of sexual harassment is that the behavior is unwelcome and creates discomfort, humiliation, or a hostile environment for the affected individual. She also discussed indirect forms of harassment, such as implied promises of preferential treatment, threats, or creating a hostile environment. Practical examples were shared to help students better understand real-life situations. The participants were actively involved, and their clarification of doubts reflected a positive response.



V. Kalaivani
Chairperson

Principal
Principal
17/2

Dr.V.Kalaivani, Prof & Head(AI&DS)

Dr. V.