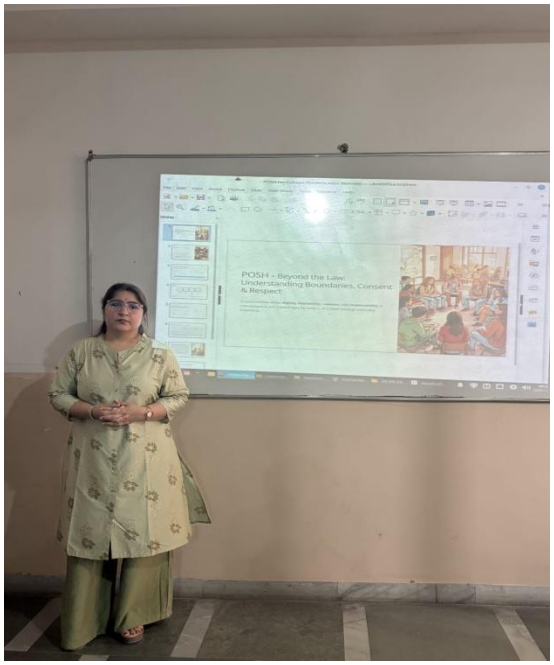
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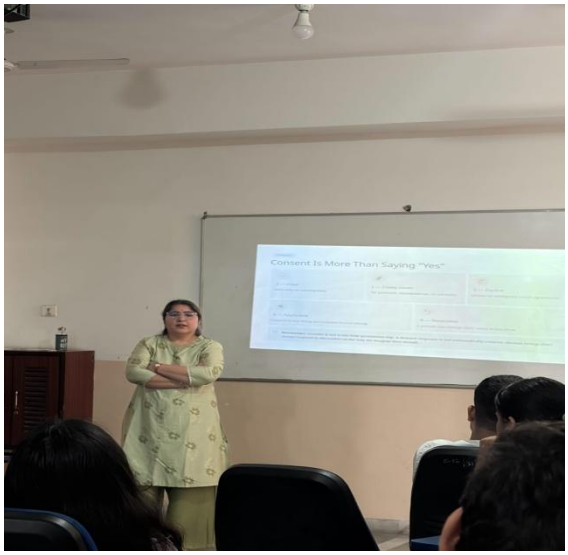
AWARENESS ON INTERNAL COMPLAINT CELL

30TH SEPTEMBER 2026 (WEDNESDAY)









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The Internal Complaint Cell (ICC) of Gitarattan International Business School (GIBS) successfully organized an Awareness Session on POSH (Prevention of Sexual Harassment) on 30th August 2026.

The session was conducted at 1:30 PM onwards in Room No. 312 for BBALL.B. Semester-1 Section A students. The session aimed to create awareness among students and staff about the POSH Act, 2013, sexual harassment, and the role and responsibilities of the Internal Complaints Committee (ICC). It also sought to familiarize stakeholders with the complaint and redressal mechanism while promoting a safe, respectful, and gender-sensitive environment based on equality, dignity, confidentiality, and zero tolerance towards sexual harassment.

Dr. Cheena Mishra, POSH Trainer briefed students on "POSH – Beyond the Law: Understanding Boundaries, Consent & Respect". She highlighted that creating a safe campus requires not only rules and regulations but also responsible everyday behaviour. Moreover, she explained different forms of sexual harassment, including inappropriate remarks, unwanted physical contact, persistent advances, repeated unwanted messages, and the sharing of photographs or other content without consent. The discussion emphasised the importance of recognising and respecting physical, verbal, emotional, social, and digital boundaries. Participants were sensitized to the principles of clear, freely given, explicit, applicable, and reversible consent. The session also explained that silence or delayed responses should not be interpreted as consent and that individuals may react to uncomfortable situations through fight, flight, freeze, or fawn responses. Through practical examples and interactive discussions, students explored the distinction between intention and impact, the importance of respecting personal boundaries, and the need to respond appropriately when someone expresses discomfort. The resource person further highlighted the importance of confidentiality, appropriate reporting procedures, and understanding the rights and responsibilities of all stakeholders. Students were encouraged to act as responsible bystanders by recognising inappropriate behaviour, intervening

safely, supporting affected individuals without judgement, and reporting concerns through appropriate institutional channels.

FLYER OF THE EVENT  	
TYPE OF EVENT	Extra-curricular
VENUE	Room No. 312
TIME & DURATION	1:30 P.M. onwards
CONDUCTED BY	CMS- GIBS
ORGANISED FOR	BBALLB (Semester-1A)
NAME OF THE COORDINATOR	Prof.(Dr.) Manisha V. Nain
ATTENDANCE	52 students
RESOURCE PERSON DETAILS	Dr. Cheena Mishra, POSH Trainer and counseling psychologist
OBJECTIVES OF THE EVENT	• To create awareness among students and staff about the POSH Act, 2013, sexual harassment, and the role and responsibilities of the Internal Complaints Committee (ICC). • To familiarize stakeholders with the complaint and redressal

	mechanism while promoting a safe, respectful, gender-sensitive environment based on equality, dignity, confidentiality, and zero tolerance towards sexual harassment.
LEARNING OUTCOME	• To enhance awareness among students and staff regarding the POSH Act, 2013, sexual harassment, and the role and responsibilities of the Internal Complaints Committee (ICC). • To strengthen understanding of complaint and redressal procedures while promoting a safe, respectful, gender-sensitive environment based on equality, dignity, confidentiality, and zero tolerance towards sexual harassment.
SHORTFALL DURING EVENT	None
LINK OF ONLINE VIDEO	Not made

PREPARED BY: PROF. (DR.) MANISHA V. NAIN, PROFESSOR, CMS, GIBS