



## DEPARTMENT OF SOCIAL WORK

MERCY COLLEGE, PALAKKAD, KERALA, INDIA- 678006

(NAAC Re-accredited 'A' Grade), Affiliated to the University of Calicut



### Session on 'POSH Act 2013'

Venue: Seminar Hall II

Date: January 9, 2026

Time: 1.50 pm

The Department of Social Work organized a session on the 'POSH Act' (Sexual Harassment of Women at Workplace Act, 2013). The session, led by Mr. Jithin Chandran, Gender Specialist, Sankalp Hub for Empowerment of Women, District Women and Child Development Office, Palakkad aimed to create awareness about the provisions and implications of the Act. He explained the key features of the POSH Act, including its applicability, definition of sexual harassment, and the constitution of Internal Complaints Committees (ICCs). He highlighted the responsibilities of employers, such as providing a safe work environment, conducting awareness programs, and ensuring timely redressal of complaints. The speaker emphasized the importance of ICCs in addressing workplace harassment, outlining the complaint process, inquiry procedures, and timelines. He also discussed the penalties for non-compliance, including fines and cancellation of licenses. The session covered the rights of complainants, respondents, and witnesses, ensuring a fair and transparent process. Mr. Jithin addressed frequently asked questions, clarifying doubts on topics like anonymous complaints, inquiry procedures, and employer liabilities.

The interactive session encouraged participants to share their concerns and experiences, fostering a culture of awareness and accountability. Attendees appreciated the practical insights and guidance provided by Mr. Jithin. The session concluded with a vote of thanks, acknowledging Mr. Jithin's expertise and the department's efforts in organizing the event. The Department of Social Work plans to conduct more sessions on workplace policies and social issues. Participants gained a comprehensive understanding of the POSH Act, enabling them to promote a safe and respectful work environment.

Student Coordinators

Ms. Amrutha K

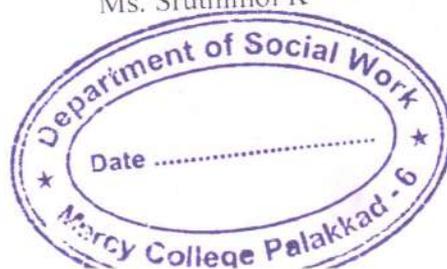
Ms. Poojakrishna A K

Faculty Coordinator & HOD

Ms. Sruthimol K

Principal

Dr.N.M. Louly





**DEPARTMENT OF SOCIAL WORK  
MERCY COLLEGE, PALAKKAD**



**In collaboration with  
District Women & Child Development Department, Palakkad**

An interactive session on

# 'POSH ACT 2013'



**Jithin Chandran**

Gender specialist

Sankalp hub for empowerment of  
women , District women and child  
development office palakkad



**09/01/2026**



**1.50 PM**



**Seminar Hall II**

**Faculty Coordinator: Sruthimol K**

**Student Coordinators: Amrutha K & Poojakrishna AK**





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Together

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Palakkad, Kerala, India 

38/343/2, Opposite Mercy College, Pallippuram,  
Palakkad, Kerala 678006, India

Lat 10.768901° Long 76.635925°

Friday, 09/01/2026 02:07 PM GMT +05:30

DEPARTMENT OF SOCIAL WORK

MERCY COLLEGE PALAKKAD

LIST OF PARTICIPANTS

'Session on 'POSH Act 2013' - 09/01/2026

SL NO	NAME	DEPARTMENT	SIGNATURE	CONTACT
1.	A. SAEWANA	MSW		7907878720
2.	Amrutha. K	"		4593899924
3.	Anagha K. N	"		871453882
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5.	Aswani. V	"		7736345871
6.	Devapriya Sugatharan	"		8590913235
7.	Dilsha. D.	MSW		9037216953
8.	Geopika. V.	MSW		8714157779
9.	Jincy. N	"		7902654552
10.	Keerthi. V	"		7025911692
11.	Malavika R warrier	"		9072494224
12.	Navya P.	"		8129039945
13.	Nirbhitha K.	"		9037206149
14.	Pooja Krishna M. K	"		8848482976
15.	Shamla S	"		7012109590
16.	Sreelbha S	"		8281732816
17.	Sriya C.P	"		8590638315
18.	Sunithi K.	"		6238773372
19.	Sunitha A	"		8891689496
20.	Vidya. M	"		9798355110
21.	VRINDA DAS	"		9745752234

Jithin Chandran

Name & Signature of Resource Person

