

Devi Sharvani Education Society's



**V.M. SALGAOCAR
COLLEGE OF LAW**
ESTABLISHED IN 1973



Project POSH Phase 2 - Report

Workshops on POSH Act for Internal Committees of Higher Secondary Schools

September 1, 2023 - October 3, 2023

Prof. Dr. MRK Prasad
Chief Coordinator, Project POSH

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PRINCIPAL
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1. About Project POSH

Project POSH is an initiative of V.M. Salgaocar College of Law in association with the Goa Institute of Public Administration & Rural Development (GIPARD). The Project aims at training the members of Internal Committees (ICs) of Higher Educational Institutions in the State with respect to the law and procedure relating to the prevention of sexual harassment of women at workplace. Phase 1 was conducted in association with Directorate of Higher Education, Government of Goa, the Internal Committees of 54 Higher Educational Institutions in the State of Goa were trained. This was followed by a compliance verification regarding the constitution of Internal Committees in the HEIs.

Phase 2 of the Project covered the IC members of all Higher Secondary Schools in the State in association with the Directorate of Education (DoE) - Goa. Institutional support was obtained from the Directorate of Education. The assistance of Assistant District Education Inspectors (ADEIs) was procured who acted as contact points between Project POSH Team and the HSS.

The training programs aimed at strengthening the Internal Committees of the HSS to deal with complaints of sexual harassment, as well as to take steps to prevent sexual harassment in the institutions.

2. Concept Note

Equality in public employment is a constitutionally guaranteed fundamental right for the citizens of this country. Gender equality and non-discrimination are envisaged not only at the stage of recruitment, appointment, promotion, and other matters pertaining to service conditions but also encompasses a favourable working atmosphere where women are free to pursue their profession and occupation in a dignified manner.

Sexual harassment at the workplace undermines such equality, and it is incumbent on Internal Committee to oversee that the Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) is effectively implemented to maintain the working atmosphere at workplace. It is a statutory requirement for every institution to constitute an Internal Committee under POSH Act. Even though IC has been constituted, the proactive role of the IC in promoting gender sensitization and the role and functions of the IC are not always comprehended and implemented effectively. Also, the procedure to be followed in case of a complaint, the responsibilities of the employers, the consequences of any non-compliance are all aspects that need meticulous understanding.

Project POSH aims to provide essential training to the stakeholders, especially the employers and Presiding Officers and members of the Internal Committees, regarding the law and procedure. This will go a long way towards effectively and meaningfully implementing the POSH Act, 2013 and the larger constitutional basis of substantive gender equality.

3. Objectives of the Training Programs

- a) To enable the participants to comprehend the legal concepts, constitutional foundation and the purpose of the law
- b) To make clear the role, functions and responsibilities of the “employer” and the IC
- c) To train the participants meticulously on identifying and effectively redressing sexual harassment at the workplace, and take up measures to prevent such violations at their workplaces
- d) To sensitize the participants on the true ambit of the law and empower them to take up further awareness programs in their home departments/institutions
- e) To conduct an elaborate workshop on the practical aspects of dealing with a complaint of sexual harassment at the workplace

4. The intended outcome

- a) The Members of the IC will understand the statutory responsibilities vested in them and the consequences for breach.
- b) The participants will have clarity on the proper composition of IC.
- c) The IC will comprehend its proactive role under the Act, in preventing sexual harassment at the workplace.
- d) The Members of IC will understand the procedural aspects of dealing with a complaint and be able to handle the complaints.

5. The Project POSH Team

Faculty Coordinators: Dr. MRK Prasad & Dr. Sandhya Ram S A

Resource Persons: Dr. MRK Prasad, Dr. Sandhya Ram S A & Adv Emidio Pinho

Student Interns: Asiya Choudhary, Ciya Fernandes, Diya Kamat, Eugenia Melo e Granjo, Iram Khatri, Jinu Ponnachan, Kashyap Kamat, Sakshi Volvoikar, Srehya Kandolkar, Swamini Lotlikar, Zoya Paes



6. The Program Chart

One-day training programs for IC - HSS were scheduled at seven venues, and the HSS in the specified Talukas were directed by the DoE – Goa *vide* its circular to depute the Presiding officer and two members of their IC to attend the workshop. The HSS were sent a format of the IC composition so that they could reconstitute the IC, wherever required so as to ensure compliance with the POSH Act. The participants for each program were required to register via a google form. The schedule is listed below:

SI No	Date	Venue	List of HSS advised to attend	Taluka
Program No 1	01.09.23	SCERT, Porvorim	<ol style="list-style-type: none"> 1. Kendriya Vidyalaya 2. Dr. T.B. Cunha Govt. Higher Secondary School. 3. Don Bosco Night Higher Secondary School 4. Don Bosco Higher Secondary School 5. People's Higher Secondary School 6. Mushtifund Higher Secondary School 7. Our Lady of the Rosary Higher Secondary School 8. Dr. K.B. Hedgewar Higher Secondary School 9. Dempo Charities Trust's Vasant S. Dempo Higher Secondary School of Arts , Science & Commerce 10. Santa Cruz Hr. Secondary School 11. Fr. Agnel Higher Secondary School 12. Shri. Vasant V. S. Kunkalekar Higher Secondary HSS 13. C.E.S.'s Raghuvir & Premavati Salkar HSS 14. Santo Michael Higher Secondary School 15. Corlim Educational Society's Madkaikar Navchaitanya Higher Secondary School 16. Mushtifund Aryans Higher Secondary School 17. Sharda Mandir Higher Secondary School 18. Dempo Trust's Higher Secondary School of Science 19. Sunshine Higher Secondary School 	Tiswadi
Program No 2	04.09.2023	Chatrapati Shivaji Maharaj School Complex, Bicholim	<ol style="list-style-type: none"> 1. Diogo Vaz Higher Secondary School 2. Maratha Shikshan Sanskruti Mandal, Estellar Higher Secondary School of Excellence 3. Ardee School 4. Sanjay Centre, HSS & Vocational Training and Rehabilitation Centre 	Bardez
			<ol style="list-style-type: none"> 5. Govt. Higher Secondary School 6. Shri Shantadurga Higher Secondary School 7. Siddarth Bandodkar Higher Secondary School 8. Dnyanprakash Mandal Higher Secondary School 9. Vividha Vidha Pratisthan's V.R. Gauns Memorial HSS 10. Shri Vijayanand Dnyanprasarak Sauntha's HSS 	Bicholim
			<ol style="list-style-type: none"> 11. Govt. Higher Secondary School, Valpoi 12. Our Lady of Lourdes Higher Secondary School 13. Shri Bhumika Higher Secondary School 14. Krishnarao Appaji Rane Sardessai Memorial Foundation 15. Vidya Mandir Higher Secondary School 	Sattari
Program No 3	8.09.23	St. Joseph High School, Pernem	<ol style="list-style-type: none"> 1. Govt. Higher Secondary School 2. Harmal Panchakroshi Higher Secondary School 3. Shri Kamleshwar Higher Secondary School 4. Sapteshwar Institute for Higher Secondary Education 	Pernem

			5. Sharada HS Nagzer, Pernem	
			6. Kendriya Vidyalaya, I.N.S. Mandovi 7. Purushottam Walawalkar Higher Secondary School 8. St. Xavier Higher Secondary School 9. Shree Ganesh Higher Secondary School 10. St. Francis Xavier's Higher Secondary School 11. St. Theresa's Higher Secondary School 12. Vishvanath Mahadeo Parulekar HSS 13. P.V.S. Sarojini Madhusudan Kushe HSS & Institute of Vocational Studies 14. Vidya Prabhodhini Higher Secondary School 15. St. Thomas Higher Secondary School 16. Dr. Ambedkar Higher Secondary School 17. Shri Shantadurga Higher Secondary School	Bardez
Program No 4	11.09.23	GVM's Auditorium Farmagudi	1. Kendriya Vidyalaya 2. Govt. Higher Secondary School 3. G.V.M.'s Smt. Nelly Joildo Aguiar 4. Mohammaden Educational Foundation's HSS 5. Shree Ameya Vidya Prasarak Mandal's Higher Secondary School 6. Dr. K. B. Hedgewar Higher Secondary School 7. Shri. Kamakshi Education HSS 8. Shree Navdurga Higher Secondary School of Arts & Commerce 9. Shiroda Higher Secondary School 10. Adarsh Vidya Prasarak Mandal's HSS 11. S.E.S's Higher Secondary School 12. P.E.S. Shri Ravi Sitaram Naik Higher Secondary School of Arts, Commerce, Science & Vocational Studies 13. Shri Saraswati Higher Secondary School 14. Shantadurga Shikshan Samiti's HSS Swami Vivekanand Vidyaprasarak Mandal's HSS 15. Ramanata Crisna Pai Raikar School of Agriculture, 16. Sanjeevan Higher Secondary School 17. G.V.M.'s Adarsh Higher Secondary School 18. Lokvishwas Pratisthan's Higher Secondary Vocational (HI)	Ponda
Program No 5	14.09.23	St. Andrew's Institute, Vasco	1. Kendriya Vidyalaya No.1 2. Kendriya Vidyalaya No.2 3. Naval Education Soccity, Navy Children School 4. Govt. Higher Secondary School 5. Deepvihar High School 6. St. Andrew's Higher Secondary School 7. Keshav Smruti Higher Secondary School 8. Vadem Nagar Shikshan Seva Mandals HSS 9. Shanta Durga Higher Secondary School, 10. Our Lady of Perpetual Succour HSS 11. M.E.S. Higher Secondary School, 12. Litera Zee Secondary School	Mormugao
			13. Govt. Multipurpose Higher Secondary School 14. Ramcrisna Madeva Salgaoncar Higher Secondary School, Shree Damodar College Complex 15. Shree Damodar Higher Sec. School of Science 16. Jawaharlal Nehru Higher Sec. School - not registered 17. Maria Bambina Higher Sec. School	Salcete

Program No 6	27.09.23	GR Kare College of Law	<ol style="list-style-type: none"> 1. Cuncolim United Higher Sec. School 2. Loyala Higher Secondary School 3. Presentation Convent Higher Secondary School 4. Anjuman Islahul Muslameen Higher Secondary School 5. Rosary Higher Secondary School 6. Holy Trinity Higher Sec. School 7. Mount Mary's Higher Secondary School 8. Gaoncar Higher Secondary School 9. Damodar Higher Secondary School 10. St. Alex Higher Secondary School 11. Carmel Higher Secondary School 12. Fr. Agnel Multipurpose Higher Secondary School 13. Fr. Basilio Andrade Memorial Higher Secondary School 14. Infant Jesus Higher Secondary School, 15. Vidya Vikas Academy Higher Secondary School, Shree Damodar Educational Campus 16. Don Bosco Higher Secondary School 17. The King's School 18. Manovikas Higher Secondary School 	Salcete
Program No 7	03.10.23	GR Kare College of Law	<ol style="list-style-type: none"> 1. Govt. Higher Secondary High School 2. Xavier Education Society Guardian Angel Higher Secondary School, 3. Smt. Chandrabhaga Tukoba Naik Higher Secondary School, 4. Pope John XXIII Higher Sec. School, 5. Vivekanand Higher Secondary School, 6. Shree Chandreshwar Bhootnath Shikshan Saunsta 	Sanguem
			<ol style="list-style-type: none"> 7. Sacordem Education Society Madhavrao Talaulicar Higher Secondary School 8. Bhausaheb Bandodkar Shikshan Sanstha's Vishveshwar Shankar Laad Higher Secondary School 9. Sahyadri Dudhsagar Education Society's Shri Atal Bihari Vajpayee Higher Secondary School 	Dharbandora
			<ol style="list-style-type: none"> 10. Jawahar Navodaya Vidyalaya, 11. Shree Mallikarjun Higher Secondary School of Science 12. St. Theresa of Jesus Higher Secondary School 13. Satyavati Soiru Angle Higher Secondary School 14. Shree Balaram Higher Secondary School 15. Govt. Higher Secondary School 	Canacona

7. Inauguration of Project POSH Phase 2

The second phase of Project POSH was inaugurated on September 1, 2023, at SCERT in Porvorim. Dr. Shaber Ali, the Principal of VMSCL, extended a warm welcome to the assembly. Dr. M.R.K. Prasad, the Project Coordinator elaborated on the project's goals and its successful first launch. Dr. Seema Fernandes, Assistant Director of GIPARD and Guest of Honor, delivered her valuable insights to the audience. Dr. Shambhu S. Ghadi, Director of SCERT, was also present as a Guest of Honor. The distinguished Chief Guest, Shri. Shailesh Sinai Zingde, Director of Education inaugurated Phase 2 and addressed the participants of the first training program. The ceremony concluded with the proposal of a vote of gratitude by the co-coordinator, Dr. Sandhya Ram.

8. Project POSH - Phase 2: Summary

Under Project POSH – Phase 2, seven training programs were conducted; the IC members of 109 HSS (total 268 participants) from all 12 Talukas were trained on the gender concepts, mandates and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Session – I focused on sensitizing the participants about the concept of equality and gender justice. It also focused on the constitutional foundation of the right to equality, equality of status, employment and human dignity.

Session – II focused on the Act and Rules relating to the prevention of sexual harassment at the workplace, the composition of IC and its role responsibilities in preventing a hostile workplace environment.

In Session – III, the participants were given hands-on experience in receiving the complaint and conducting the proceedings of the complaint. Emphasis was made on conflict of interest, confidentiality and neutrality of the members towards the complainant and the respondent. The participants were also trained in recording the daily proceedings of the meetings in roznama, recording the evidence from the complainant, respondent and witness and finally, drafting the report.

In Session - IV, with the help of simulations, the concepts that were covered in previous sessions were revisited to gauge the level of understanding of the participants learning.

Resource Persons

1. Dr. MRK Prasad, Professor of Law, V.M.Salgaocar College of Law
2. Dr. Sandhya Ram, Associate Professor (Law), V.M.Salgaocar College of Law
3. Adv. Emidio Pinho

Sessions Schedule

Registration 9.30 am – 10 am

Session no.	Topic & Resource Person	Time
I	Gender Sensitization	10.00 am – 11.30am
	Coffee Break	11.30am – 11.45 am
II	POSH Act – The background and objectives; the Law and Procedure; Role of Internal Committee	11.45 am – 1.15 pm

	Lunch Break	1.15 pm – 1.45 pm
III	Workshop on the procedure to deal with a complaint	1.45 pm – 3.15 pm
	Tea Break	3.15 pm – 3.30 pm
IV	Revising the concepts through Simulation Exercises & Activities	3.30 pm – 5.00 pm
	Feedback and distribution of certificates	5.00 - 5.15 pm

Workshop material

The workshop material, including the Act, Regulations, Rules and the session PowerPoint presentations, was emailed to all the participants before the sessions. A chart on the Composition of the internal Committee was given as a hand out to all the participants. Participants were informed at the end of Session 1 to check their email inbox and report to the student volunteers, in case they have not received the email. All lapses were plugged, and it was ensured that all participants received the reading material.

9. Participation

The IC members of 109 HSS (total 268 participants) from all 12 Talukas participated in the training programs. Two Counsellors were assigned to participate in each of the programs. The ADEIs coordinated the same. The number of HSS/participants is given below.

Program No. Date & Venue	Talukas	List of HSS participated	No of HSS participated	No of participants
Program 1 01.09.2023 SCERT, Porvorim	Tiswadi	<ol style="list-style-type: none"> 1. Our Lady Of the Rosary Higher Secondary School, Dona Paula 2. DCT'S Vasant Rao Dempo HSS of Arts, Science and Commerce 3. Madkaikar HSS of Arts and Science 4. Vasant V S Kukalekar HSS 5. Don Bosco Night Higher Secondary School 6. People's Higher Secondary School 7. Santa Cruz Higher Secondary School 8. St. Michael Higher Secondary, Taleigao 9. Sharada Mandir HSS 10. Raghuvir and Premavati Salkar HSS 11. Mushtifund Higher Secondary School 12. Sunshine Worldwide Secondary School 13. Kendriya Vidyalaya, Bambolim 14. Dr. T.B. Cunha Govt HSS 15. Dempo HSS of Arts and Science, Cujira 16. Fr. Agnel Higher Secondary School 17. Vidya Prabodhini College of Commerce, Education, Computer & Management 	17	35

<p>Program 2 04.09.2023 Chatrapati Shivaji Maharaj School Complex, Bicholim</p>	<p>Bardez, Bicholim, Sattari</p>	<ol style="list-style-type: none"> 1. Shree Shantadurga Higher Secondary School Bordem - Bicholim 2. Spring Valley HSS Pilerne 3. Honda Higher Secondary School 4. Govt.Higher Secondary School Valpoi 5. VVP's V.R. Gauns Memorial Higher Secondary School 6. Siddharth Bandodkar Higher secondary school Velguem 7. Government Higher secondary school sankhali 8. Diogo Vaz higher secondary school , Colvale 9. Our Lady of Lourdes HSS, Valpoi, Sattari, 10. Shri Bhumika Higher Secondary School 11. Dnyanprakash Mandal Higher Secondary - Mulgao 12. Vijayananda Higher Secondary School Mayem Bicholim 13. Chubby Cheeks Spring Valley High School, Pilerne - Porvorim 	<p>13</p>	<p>32</p>
<p>Program 3 8.09.2023 St. Joseph High School, Pernem</p>	<p>Pernem, Bardez</p>	<ol style="list-style-type: none"> 1. Shree Ganesh Higher Secondary School, Bardez 2. St. Xavier's Higher Secondary School, Bardez 3. SES's Purushottom Walawalkar Higher Secondary School 4. Shri Kamaleshwar Higher secondary school pernem 5. Harmal Panchakroshi Higher secondary school & Institute of vocational studies,Harmal 6. Govt. Higher Secondary School, Pernem Goa 7. St. Thomas Higher Secondary School, Aldona 8. St. Francis Xavier's Higher Secondary School, Siolim 9. Sharada Higher Secondary School,Pernem 10. Sapteshwar Institute for higher secondary education, mandrem 11. Dr.Ambedkar Higher Secondary School, colvale 12. St. Theresa's Higher Secondary School, Candolim 13. Vishwanath Mahadeo Parulekar Higher Sec. School, Verem 14. DM'S PVS S.M. Kushe Higher Secondary School & Institute of Vocational Studies 15. Shree Shantadurga HSS, Pirna 16. GEDC 	<p>16</p>	<p>42</p>

<p>Program 4 11.09.2023 GVM's S.N.I.A. Auditorium, Farmagudi</p>	<p>Ponda</p>	<ol style="list-style-type: none"> 1. AVPM'S HSS, Vazangal, Shiroda, Ponda 2. G.V.M's S.N.J.A HSS, Farmagudi 3. S. S. Samtis SAMD Higher Secondary school of Science Kavale 4. Shri Saraswati Higher Secondary School Ponda 5. PESSRSN, HSSC 6. MEF Higher Secondary school of science 7. Kamakshi Education Society's HSS 8. Ramanata Crisna Pai Raikar School of Agriculture 9. Shiroda Higher Secondary , Ponda 10. Shree Navadurga HSS, Madkai 11. Krishna Vasudev Parab Memorial Government HSS, Khandola 12. GVMs Adarsh Higher Secondary School, Ponda 13. SESHSS, PONDA (Sarvodaya Education Society's Higher Secondary School) 14. Sanjeevan Higher secondary school Ponda 15. Swami Vivekanand VM's Higher Secondary School Bori 16. Ameya V.P.M. HSS, Curti 	<p>16</p>	<p>39</p>
<p>Program 5 14.09.2023 St. Andrew's Institute, Vasco</p>	<p>Mormugao Salcete</p>	<ol style="list-style-type: none"> 1. Government Higher Secondary School- Borda - Margao 2. Shantadurga Higher secondary School, Sancoale 3. Keshav Smruti HSS, Alto, Dabolim 4. Maria Bambina HSS - Salcete 5. Deepvihar HSS, Mormugao 6. Ramnath Naik Memorial Government Higher Secondary School, Baina 7. M.E.S. Higher Secondary School, Mormugao 8. Jawaharlal Nehru HSS, Fatorda, Salcete 9. Shree Damodar HSS of Science, Comba, Margao 10. Vadem Nagar Higher Secondary School, Mormugao 11. St Andrew's HSS, Vasco 12. Our Lady of Perpetual Succour HSS, Cortalim 13. Mount Litera Zee School 14. St. Andrews ICSE 15. Kendriya Vidyalaya No.2 Vasco 	<p>15</p>	<p>38</p>
<p>Program 6 27/9/23 GR Kare College of Law</p>	<p>Salcete</p>	<ol style="list-style-type: none"> 1. VVM's Ramacrisna Madeva Salgaocar HSS, Margao 2. Vidya Vikas Academy / Salcete 3. St Alex Higher Secondary School, Curtorim 4. Carmel Higher secondary school Nuvem salcete 	<p>17</p>	<p>43</p>

		<ol style="list-style-type: none"> 5. Damodar Higher Sec. School Gudi Paroda 6. Infant Jesus HSS, Colva 7. The King's School-Salcete 8. Mount Mary's HSS, Chinchinim 9. Rosary HSS, Navelim 10. VRDA's Gauncar HSS, Raia 11. Loyola HSS, Salcete 12. Fr. Basilio Andrade Memorial H.S.S 13. Cuncolim United HSS, Salcete 14. Presentation Convent HSS,Salcete 15. Holy Trinity HSS 16. AIM HSS Of Arts,Commerce and Science 17. Don Bosco Higher Secondary School 		
Program 7 3/10/23 GR Kare College of Law	Sanguem, Quepem, Dharbandora Canacona	<ol style="list-style-type: none"> 1. Jawahar Navodaya Vidyalaya, Canacona 2. SES's Madhavrao Talaulicar HSS 3. Pope John XXIII Higher Secondary School 4. Govt.Higher Secondary School, Sanguem 5. Government Higher Secondary School, Canacona 6. Smt. Chandrabhaga Tukoba Naik HSS 7. Vivekanand HSS, Balli 8. Shri Atal Bihari Vajpai Higher Secondary school 9. Shree Chandreshwar Bhootnath Higher Secondary School 10. Guardian Angel Higher Secondary school Curchorem 11. St.Theresa of Jesus Higher Secondary school Canacona 12. Balram HSS 13. Satyawati Soiru Angle Higher Secondary School, Mashem Canacona 14. Shree Mallikarjun Higher Secondary School of Science, Arts and Commerce, Canacona 15. V.S. Laad HSS Piliem Dharbandora Goa 	15	39
Total			109	268

The list of participants for each program is added as Annexure 1 – 7 respectively

10. Feedback forms and Certificates

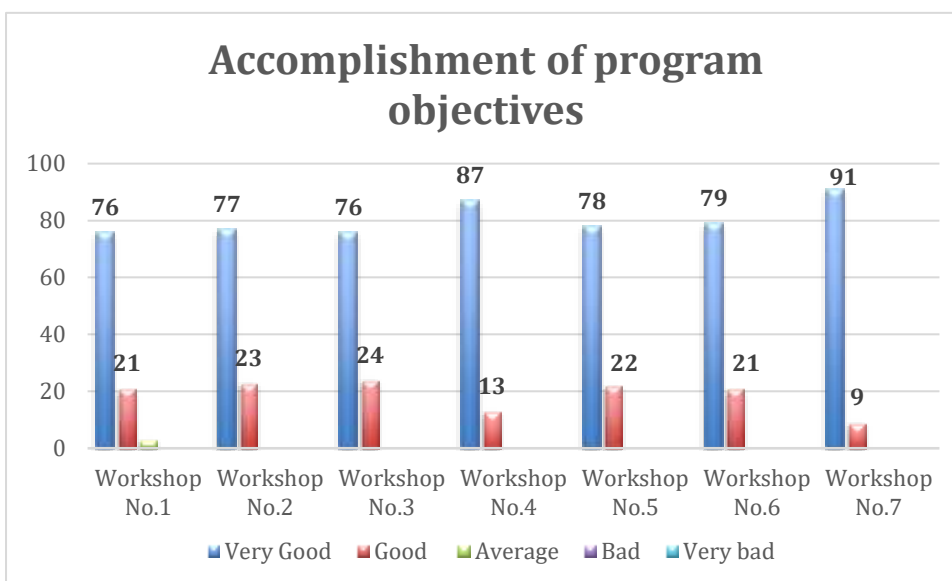
A feedback form (google form) was emailed to the participants during the feedback time, and the participants were requested to record their feedback and submit the form, following which certificate of participation was issued to them. The certificates were signed by the Principal, V.M.Salgaocar College of Law and by the Project coordinator of Project POSH.

11. Feedback Response Summary

The summary of responses (to content-specific questions) in **percentage** is projected below

a) Accomplishment of workshop objectives

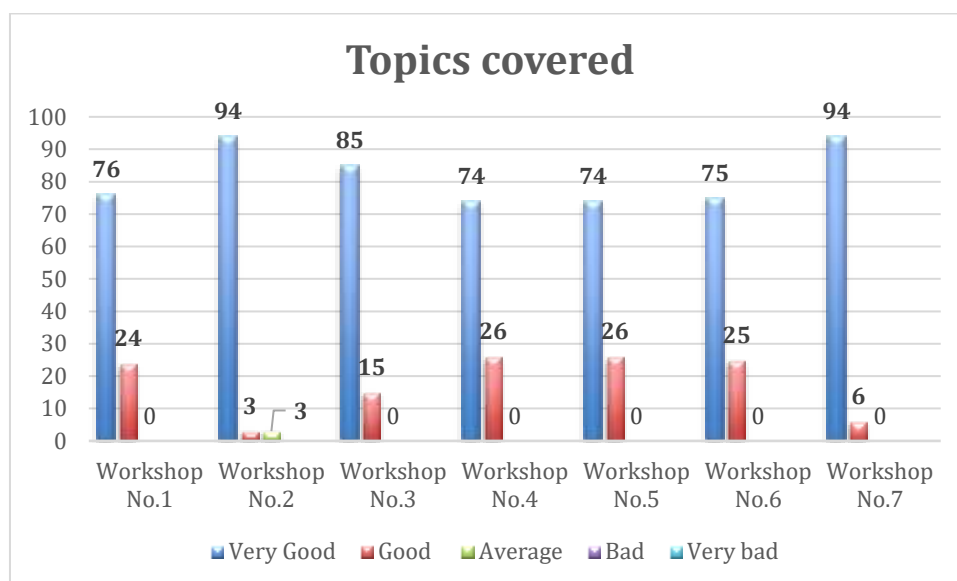
	Very Good	Good	Average	Bad	Very bad
Workshop No.1	76	21	3	0	0
Workshop No.2	77	23	0	0	0
Workshop No.3	76	24	0	0	0
Workshop No.4	87	13	0	0	0
Workshop No.5	78	22	0	0	0
Workshop No.6	79	21	0	0	0
Workshop No.7	91	9	0	0	0



b) Topics covered

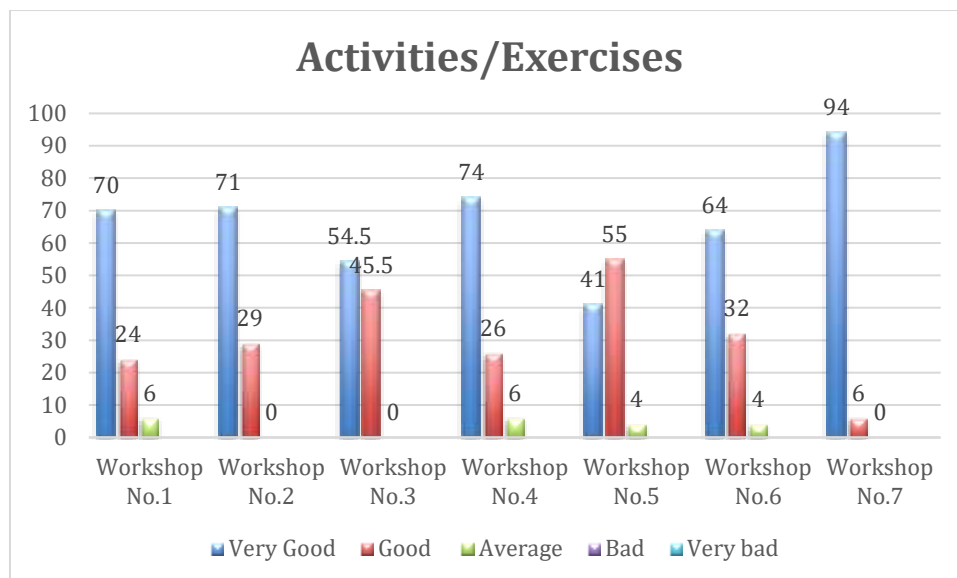
	Very Good	Good	Average	Bad	Very bad
Workshop No.1	76	24	0	0	0
Workshop No.2	94	3	3	0	0
Workshop No.3	85	15	0	0	0

Workshop No.4	74	26	0	0	0
Workshop No.5	74	26	0	0	0
Workshop No.6	75	25	0	0	0
Workshop No.7	94	6	0	0	0



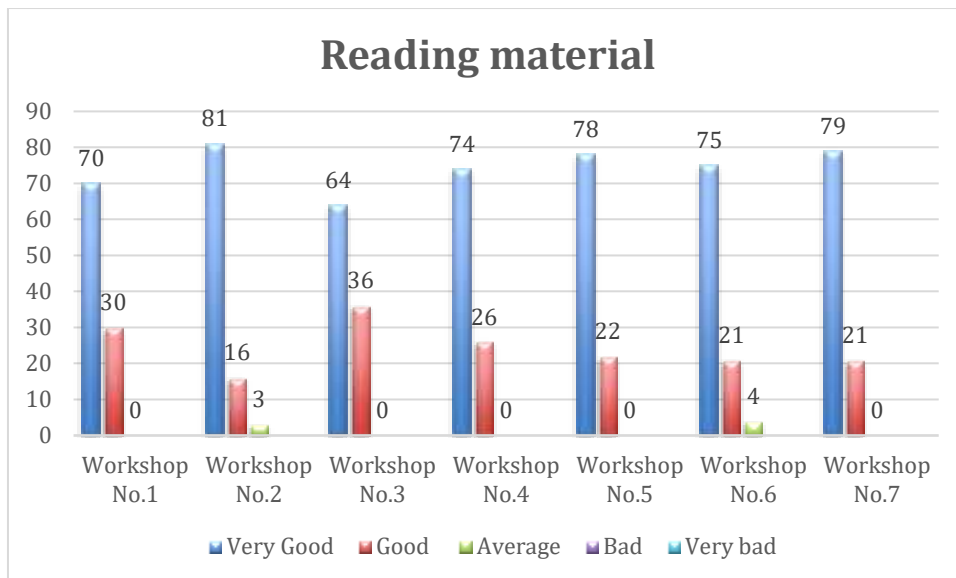
c) Workshop exercises/ activities

	Very Good	Good	Average	Bad	Very bad
Workshop No.1	70	24	6	0	0
Workshop No.2	71	29	0	0	0
Workshop No.3	54.5	45.5	0	0	0
Workshop No.4	74	26	6	0	0
Workshop No.5	41	55	4	0	0
Workshop No.6	64	32	4	0	0
Workshop No.7	94	6	0	0	0



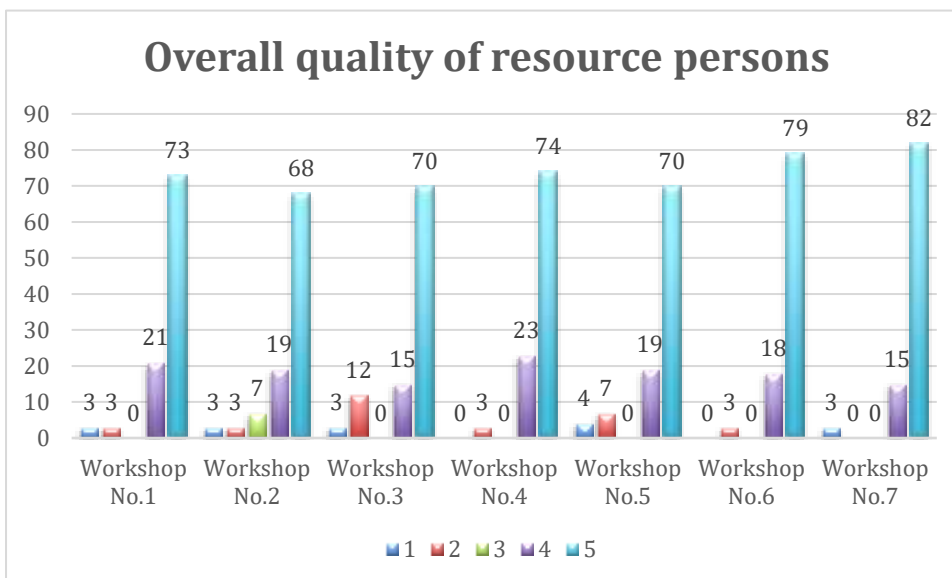
d) Reading material

	Very Good	Good	Average	Bad	Very bad
Workshop No.1	70	30	0	0	0
Workshop No.2	81	16	3	0	0
Workshop No.3	64	36	0	0	0
Workshop No.4	74	26	0	0	0
Workshop No.5	78	22	0	0	0
Workshop No.6	75	21	4	0	0
Workshop No.7	79	21	0	0	0



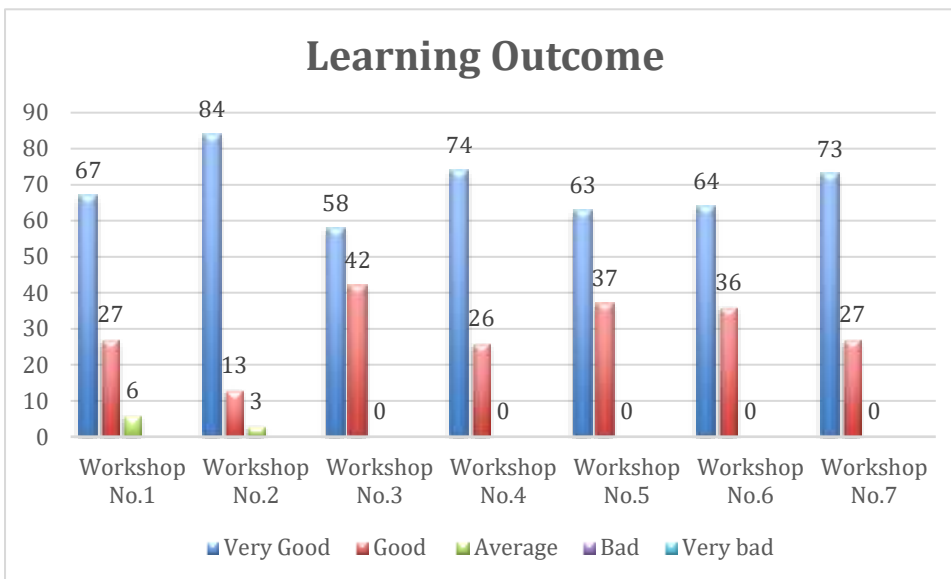
e) Overall quality of resource persons - rating in a scale of 1(lowest) to 5(highest)

	1	2	3	4	5
Workshop No.1	3	3	0	21	73
Workshop No.2	3	3	7	19	68
Workshop No.3	3	12	0	15	70
Workshop No.4	0	3	0	23	74
Workshop No.5	4	7	0	19	70
Workshop No.6	0	3	0	18	79
Workshop No.7	3	0	0	15	82



f) Overall learning outcome

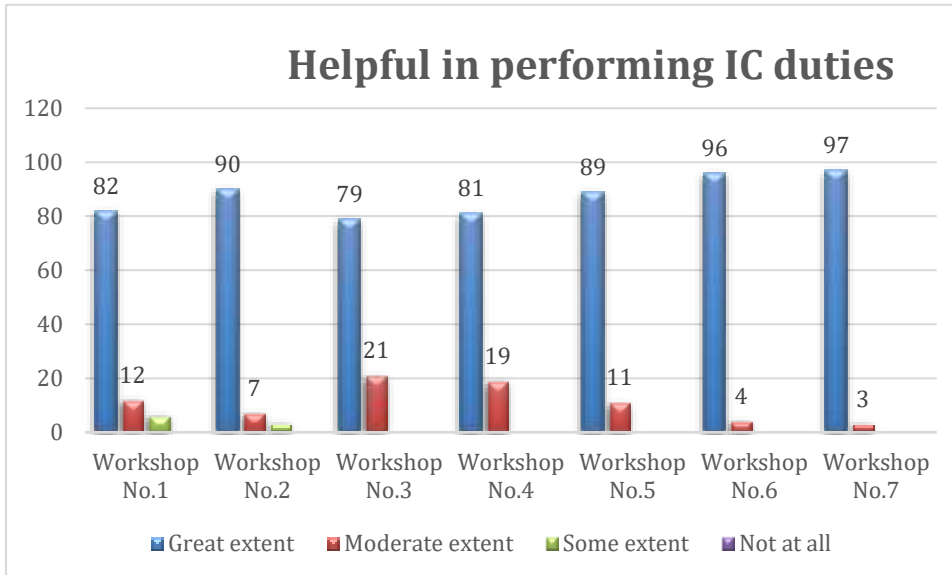
	Very Good	Good	Average	Bad	Very bad
Workshop No.1	67	27	6	0	0
Workshop No.2	84	13	3	0	0
Workshop No.3	58	42	0	0	0
Workshop No.4	74	26	0	0	0
Workshop No.5	63	37	0	0	0
Workshop No.6	64	36	0	0	0
Workshop No.7	73	27	0	0	0



- g) Will this workshop be helpful in performing your functions as the Presiding Officer/ member of the Internal Committee of your institution?

	Great extent	Moderate extent	Some extent	Not at all
Workshop No.1	82	12	6	0
Workshop No.2	90	7	3	0
Workshop No.3	79	21	0	0
Workshop No.4	81	19	0	0
Workshop No.5	89	11	0	0
Workshop No.6	96	4	0	0

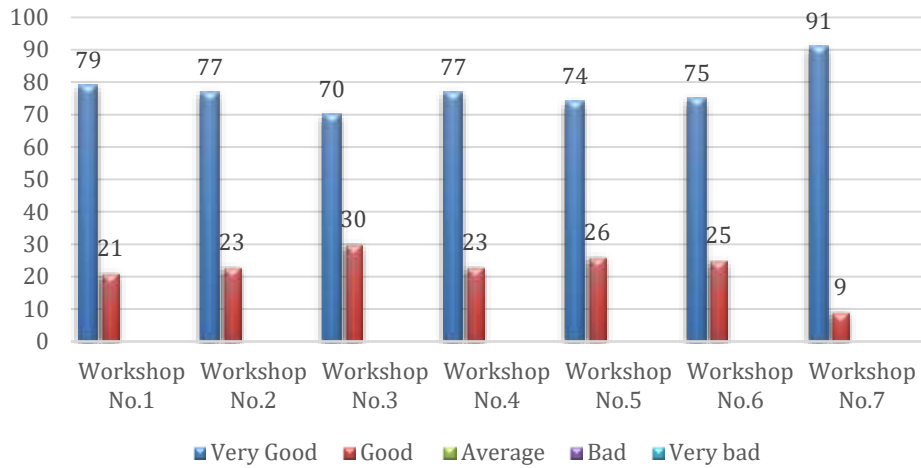
Workshop No.7	97	3	0	0
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h) Overall rating of the workshop

	Very Good	Good	Average	Bad	Very bad
Workshop No.1	79	21	0	0	0
Workshop No.2	77	23	0	0	0
Workshop No.3	70	30	0	0	0
Workshop No.4	77	23	0	0	0
Workshop No.5	74	26	0	0	0
Workshop No.6	75	25	0	0	0
Workshop No.7	91	9	0	0	0

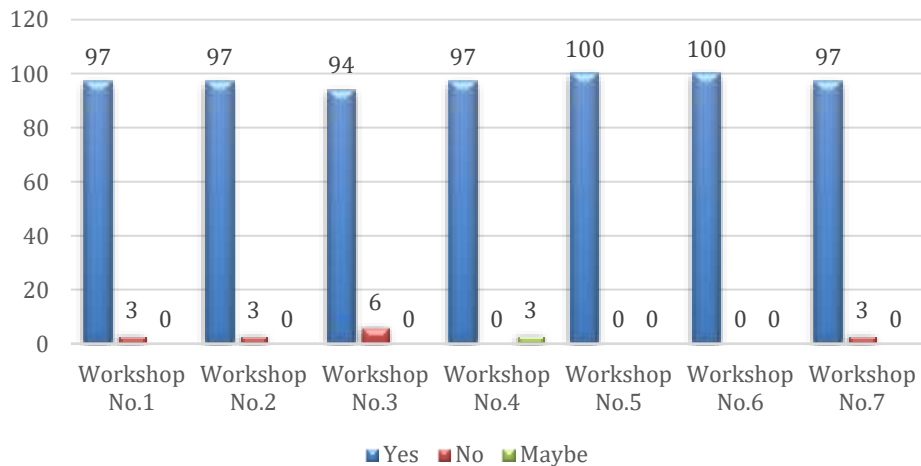
Overall rating of the program



i) Would you recommend this workshop to others?

	Yes	No	Maybe
Workshop No.1	97	3	0
Workshop No.2	97	3	0
Workshop No.3	94	6	0
Workshop No.4	97	0	3
Workshop No.5	100	0	0
Workshop No.6	100	0	0
Workshop No.7	97	3	0

Recommend program to others



Suggestions from participants

- a. Conduct follow up programs
- b. Venue must be convenient
- c. Location must be closer to the participant's workplace
- d. Should be done in superschool complex for all teachers and staff
- e. Need more days and more sessions. At least two more session for more thorough understanding. Some teachers could not attend the program because they were attending other workshops. Please arrange workshops for those who missed it.
- f. Govt should depute/appoint a lawyer with IC so that the cases are handled rightly... Just like how counselors are deputed in schools. Teachers are already overloaded with their own professional commitments. Just by getting one day training it is difficult to judge the cases, as it is a matter of someone's dignity/service/life.
- g. Need more sessions to refresh
- h. Conduct the workshop on POCSO and POSH for the counsellors
- i. IC committee should have some necessary infrastructure as required
- j. Request to DoE to provide special room/cabins, cupboard to keep safe the documents
- k. School should give printer and cupboard to the committee as required to keep the document confidential
- l. Legal head cell should be there in every school to handle such grievance as they have more legal knowledge as compared to teachers.

12. Plan of Action for Phase 3

Eighteen Programs would be required to train the ICs of 440 High Schools in the State. The training programs will have two venues – V.M.Salgaocar College of Law will be the venue for all High Schools in North Goa and G.R.Kare College of Law will be the venue for all High Schools in South Goa. More number of resource persons would be required. It was decided to train a team of law faculty from both the law colleges and Goa University who could conduct the training programs for the ICs of High Schools. The tentative schedule for training programs was prepared. However, as teachers in the High Schools are on election work, phase 3 to train the IC members of High Schools is proposed to be scheduled in the beginning of the next academic year 2024-25.

13. Training of Trainers (ToT)

A ToT One Day Workshop on POSH – The Concepts, Law & Procedure was conducted on February 28, 2024 at V. M. Salgaocar College of Law and fifteen faculty members from the two law colleges and Goa University were trained who could be assigned as trainers under Project POSH.

List of participants

Sl. No.	Name	Institution & Designation
1.	Dr. Kim Couto	Associate Professor, Vice Principal, VMSCCL
2.	Dr. B.S.Patil	Associate Professor, VMSCCL
3.	Ms. Pearl Monteiro	Associate Professor, VMSCCL
4.	Dr. Mrunmayi Vaidya	Associate Professor, VMSCCL
5.	Dr. Aamod Shirali	Assistant Professor, VMSCCL
6.	Ms. Ashwini Nayak	Assistant Professor, VMSCCL
7.	Ms. Bhakti Naik	Assistant Professor, VMSCCL
8.	Dr. Priya Onsker	Assistant Professor, VMSCCL
9.	Dr. Sonal Sardessai	Assistant Professor, VMSCCL
10.	Dr. Shruti Nadkarni	Assistant Professor, GRKCL
11.	Ms. Ruby Luis	Assistant Professor, GRKCL
12.	Mr. Sapresh Devidas	Assistant Professor, GRKCL
13.	Ms. Pooja Naik	Assistant Professor, GRKCL
14.	Ms. Vaibhavi Rane	Assistant Professor, MPSLPP, Goa University
15.	Ms. Arlette Mascarenhas	Faculty, GIPARD

Resource Persons: Prof. Dr. MRK Prasad, Dr. Sandhya Ram, Adv Emidio Pinho
 Student Interns: Diya Kamat, Asiya Choudhary

14. Gallery





Annexure 1 - List of Participants for Program No.1

Project POSH - One Day Workshop on POSH Act

For the Internal Committees of Higher Secondary Schools

Date: September 1, 2023

Program No. 1

Venue: SCERT

Taluka: Tiswadi

Sl. no	Name	Name of the Higher Secondary School	Designation
01	Mrs. Darshita chari	Dempo HSS of Arts, Science and Commerce	Teacher Grade-1
02	Mrs. Shilpa Silimcan	Dempo HSS of Arts, Science and Commerce	Teacher Grade-1
03	Venefrida Rodrigues	Dempo HSS of Arts, Science and Commerce, kujira	Counselor
04	Sanjay Naik	Dempo HSS of Arts, Science and Commerce, kujira	Teacher
05	Mr. Kiran Choulekar	ADEI office (Tiswadi)	ADEI
06	Mrs. Shweta Raikar	Madkaikar Higher Secondary School of Arts and Science	Teacher Grade-1
07	Veena P Phadte	Vassant V S Kukalekar HSS	Teacher Grade-1
08	Godwin Gon salves	Fr. Agnel HSS	Teacher
09	Suchitra Desai	Fr. Agnel HSS	Teacher Grade-1
10	Mrs. Hazel Fernandes Dias	Don Bosco Night Higher Secondary School	Part Time LDC
11	Mrs. Parina Bi Khan	Don Bosco Night Higher Secondary School	Teacher Grade-1
12	Ms. Sidharthi M.S. Netravalkar	People's Higher Secondary School	Principal
13	Ms. Ratna Sardesai	People's Higher Secondary School	Teacher Grade-I
14	Mr. Santosh Virnodkar	People's Higher Secondary School	Full Time Vocational Teacher

15	Sumita Mayekar	Santa Cruz Higher Secondary School	Teacher Grade-I
16	Loretta Vaz	Santa Cruz Higher Secondary School	Teacher Grade-I
17	Gayatri vasant Salgaonkar	St.michael higher secondary	Teacher Grade-I
18	Rutusha C Bandekar	St.michael higher secondary	Teacher Grade-I
19	Sucheta Pai	Our Lady Of the Rosary Higher Secondary School,Dona Paula	Teacher Grade-I
20	Ms.Medha Borker	Our Lady Of the Rosary Higher Secondary School,Dona Paula	Teacher Grade-I
21	Tabitha Muriel Lobo	Our Lady Of the Rosary Higher Secondary School,Dona Paula	Teacher Grade-I
22	Mrs Silvina Moniz	Kendriya Vidyalaya Bambolim	Headmistress
23	NISHA DAS	SHARADA MANDIR SCHOOL	Teacher
24	KENNETH DEMELLO	SHARADA MANDIR SCHOOL	Teacher
25	SANDRA FERNANDES	SHARADA MANDIR SCHOOL	Teacher
26	Mrs Any James	Raghuvir and Premavati salkar higher secondary school of Arts and Commerce	
27	Shabina Shaikh	Raghuvir and Premavati salkar higher secondary school of Arts and Commerce	teacher
28	Mrs Sarika Sardesai	MUSHTIFUND HIGHER SECONDARY SCHOOL	Teacher Grade-I
29	Mr Raghuvir Shirodkar	MUSHTIFUND HIGHER SECONDARY SCHOOL	PE Teacher
30	Ashwini Bandekar	Vidya Prabodhini HSS	Counselor
31	Manjusha Soman	Vidya Prabodhini HSS	Teacher
32	Rita Narvekar	Vidya Prabodhini HSS	Teacher
33	PREETHI PEREIRA	SUNSHINE WORLDWIDE SECONDARY SCHOOL	COUNSELLOR
34	Sindu Hemanth	SUNSHINE WORLDWIDE SECONDARY SCHOOL	Principal

35	Marilyn M. Silva	SUNSHINE WORLDWIDE SECONDARY SCHOOL	HR Executive
36	Nilima N Shilkar	Dr T.B.Cunha Govt HSS	Lab assistant
37	Gouravi Mayenkar	Dr T.B.Cunha Govt HSS	Counselor

Annexure 2 - List of Participants for Program No.2

Sr. No	Name of Institutions	Name of Participants	Designation	Total
1	Shree Shantadurga Higher Secondary School Bordem - Bicholim	Romana Marcarenha	Teacher Grade-1	4
		Vanita S. Malik	Teacher Grade-1	
		Vishaka K. Manduli	Counsellor	
		Pritesh K. Pednekar	Teacher Grade-1	
2	Spring Valley HSS Pilerne	Mr.Edmer Barreto	Teacher	1
3	Honda Higher Secondary School	Bhakti Kholkar	Teacher Grade-1	3
		Mayuri Gaonkar	Teacher Grade-1	
		Neha Barve	Counsellor	
4	Govt.Higher Secondary School Valpoi	Ms.Snehaprabha Shankar Velingkar	ICT Teacher	2
		Pradnya Mayekar	Biology Tr. L.B.T	
5	VVP's V R GAUNS MEMORIAL HIGHER SECONDARY SCHOOL	Mrs. Reema R. Fadte	Teacher Grade-1	3
		Mrs. Sughanda Naik	Vocational Teacher	
		Mrs. Shaila R. Gauns	Lab Assistant	
6	Siddharth Bhandodkar Higher secondary school Velguem	Saberrinnisa shaikh	Teacher	3
		Miss Akshaya Rane sardessai.	Lab Assistant	
		Bharati Ghadi	Teacher	
7	Government Higher secondary school sankhali	Priyanka kudaskar,	L.B.T.	2
		Samhita kulkarni	L.B.T.	
8	Diogo Vaz higher secondary school , Colvale	Miss . Pratiksha Parab	Teacher Grade 1	3
		Miss.Ranjeeta Gawas	Lab Assistant	
		Mr.Dattaraj Salgaonkar	Lab attendant	
9	Our Lady of Lourdes HSS, Valpoi, Sattari,	Sunita Conceicao	Principal, PO	3
		Neclin D'Souza	Teacher Grade-1	
		Shuneza Khan	Teacher Grade-1	
10	Shri Bhumika Higher Secondary School	Shraddha A. S. Dessai	Teacher Grade-1	3
		Sunita V. Vernekar	Teacher Grade-1	
		Vaishnavi V. Launekar	Teacher Grade-1	
11	Dnyanprakash Mandal Higher Secondary - Mulgao	Ms. Shruti Naik	Teacher Grade-1	3
		Mrs. Pritam Barve	Teacher Grade-1	
		Ms. Siddhi Vernekar	Teacher Grade-1	
12	Vijayananda Higher Secondary School Mayem Bicholim	Neekita Kauthankar	Teacher Grade-1	1
13	Chubby Cheeks Spring Valley High School, Pilerne - Porvorim	Maria S. Afonso	Teacher	1

Annexure 3 - List of Participants for Program No.3

Project POSH - One Day Training Program on POSH Act

Date: September 8, 2023

Program No. 3

Taluka: Pernem

Venue: ST. JOSEPH HIGH SCHOOL, PERNEM

Sl. no	Name of the Higher Secondary School	Name	Designation
01	Shree Ganesh Higher Secondary School, Bardez	Shilpa P Pai Panandiker	Presiding Officer
02		Shraddha P Kepekar	Member
03		Bhakti T Bordekar,	Member
04	St. Xavier's Higher Secondary School, Bardez	Monica Gracy Dias	Teacher Grade I
05		Siddhi Mahambrey	
06		Maria Leopoldina Rodrigues Fernandes	
07	SES's PURUSHOTTOM WALAWALKAR HIGHER SECONDARY SCHOOL	Mrs BINA S. AMONKAR	Teacher
08		Mrs. UJWALA MAHALE	Teacher
09		Mr. NARENDRA AZGAONKAR	LDC
10	Shri Kamaleshwar Higher secondary school pernem	Mrs. Bharati Kamble	
11	Harmal panchakroshi Higher secondary school & Institute of vocational studies,harmal	Mrs Punam Ambekar	Teacher Grade 1
12		Mrs. Chitra S. shetticar	Lab asst.

13		Mrs. Priyanka parulekar	UDC
14	Govt. Higher Secondary School, Pernem Goa	Smt. Kirtimala Parab	Vice Principal
15		Smt. Annapurna Chimata	ICT Teacher
16		Ms. Reshma Palyekar	L.B.T.
17	St. Thomas Higher Secondary School, Aldona	Tr. Arjun Gharse	Teacher Grade 1
18		Tr. Nathalie Figueiredo	Teacher Grade 1
19		Tr. Asiambi Shaikh	Trained Computer Teacher
20	St. Francis Xavier's Higher Secondary School, Siolim	Mrs. Melina Macedo	Presiding Officer
21		Mrs. Kashmiri Pawaskar	Member of V.P Child Committee
22		Mrs. Merle Braganza	Teacher
23	Sharada Higher Secondary School,Pernem	Mrs.Chetana Narvekar	Presiding Officer
24		Mr.Vasudev Pednekar	Member
25	Sapteshwar Institute for higher secondary education, mandrem	Bernadette Rodrigues	Teacher Grade 1
26		Shri Ajay Desai	
27		Mrs Babita Bhivshet	
28	Dr.Ambedkar Higher Secondary School, colvale	Mrs Rajashree Akhargekar	Teacher Grade 1
29		Ujwala Arolkar	Computer Teacher
30		Sapna D.P. Mhambre	Full time Vocational teacher
31		Parisha K. Prabhu	Counsellor
32	St. Theresa's Higher Secondary School, Candolim	Mr. Manoj Naik	Hindi + Spl. Teacher

33		Ms. Sandra Rodrigues	Computer Teacher
34		Ms. Pury Anisha Fialho	Teacher Grade 1
35	Vishwanath Mahadeo Parulekar Higher Sec. School, Verem	Nilima Arun Naik	Teacher Grade I
36		Sangeeta Ratish Naik	Teacher Grade I
37		Gaurav Mayenkar	
38	DM'S PVS S.M. KUSHE HIGHER SECONDARY SCHOOL & INSTITUTE OF VOCATIONAL STUDIES	CHRISTINA G. KURIAKOSE	
39		SHARADA S. HALARNKAR	
40	Shree Shantadurga HSS Pirna	Rachana Ramesh Parab	Computer Teacher
41		Laxshumi Sangodkar	Teacher Grade I
42	Vidya Mandir Higher Secondary School		

Annexure 4 - List of Participants for Program No.4

Project POSH - One Day Workshop on POSH Act

Date: September 11, 2023

Program No. 4

Taluka: Ponda

Venue: G.V.M.'s S.N.I.A. Auditorium, Farmagudi

Sl. no	Name of the Higher Secondary School	Name	Designation
01	AVPM'S HSS VAZANGAL SHIRODA PONDA	VAISHNAVI GAUNS	Tr Grade I
02		Harshala Patil	Tr Grade I
03		Radhika Naik	Tr Grade I
04	G.V.M's S.N.J.A HIGHER SECONDARY SCHOOL FARMAGUDI	Mrs. Manjiri Patil	Presiding Officer
05		Mr. Ajay Dongre	Member
06	G.V.M's S.N.J.A HIGHER SECONDARY SCHOOL FARMAGUDI	Mr. Pandurang Gavade	Member
07	S. S. Samtis SAMD Higher Secondary school of Science Kavale	Mrs. Shreya P. Naik	Counsellor
08	Shri Saraswati Higher Secondary School Ponda	Jaimini Sakhalkar	Tr Grade I
09		Sanjana Wadikar	Comp. Teacher
10	PESSRSN HSSC	Mrs.Shivali Rathore	Tr Grade I
11		Mr.Deepak Desai	Tr Grade I
12	MEF Higher Secondary school of science	Savari Saineker	Comp. Teacher
13		Reshma Gaunker	Tr Grade I

14		Pankaj Vadyekar	Lab Asst.
15	KAMAKSHI EDUCATION SOCIETY'S HSS	SUREKHA S. NAIK	Presiding Officer
16		NISHA A. CHERIAN	Tr Grade I
17	KAMAKSHI EDUCATION SOCIETY'S HSS	KALPA SATARKAR	Counsellor
18	Ramanata Crisna Pai Raikar School of Agriculture	Smt. Divya D. Hazare	Convenor
19	Shiroda Higher Secondary , Ponda	Mr.Dinesh Cuncolienkar	Tr Grade I
20		Mrs.Rupa S Naik	Full Time Tr
21		Mrs.Deepali Prabhudessai	Counsellor
22	Shree Navadurga HSS, Madkai	Suhasini Naik	Tr Grade I
23		Akansha Naik	Counsellor
24	S. S. Samtis SAMD Higher Secondary school of Science Kavale	Mrs. Manisha R. Dhawalikar	Tr Grade I
25		Mrs.Supriya A. Bhagat	Tr Grade I
26		Mrs. Violet Ben	Tr Grade I
27	KRISHNA VASUDEV PARAB MEMORIAL GOVERNMENT HSS, KHANDOLA	Shri. Manoj Karapurkar	Tr Grade I
28		Miss. Milesa Rodrigues	LBT
29	KRISHNA VASUDEV PARAB MEMORIAL GOVERNMENT HSS, KHANDOLA	Mrs. Purva Narvenkar	Counsellor
30	GVMs Adarsh Higher Secondary School, Ponda	Dr. Aruna Bhadauria	Tr. Grade I Hindi
31	SESHSS PONDA	Swati Gaonkar	Tr Grade I

32	(Sarvodaya Education Society's Higher Secondary School)	Rekha usgaonkar	Tr Grade I
33	Sanjeevan Higher secondary school Ponda	Laura Vaz	cbvt
34		Savita Koppad	cbvt
35	Swami Vivekanand VM's Higher Secondary School Bori	Mrs Rupa Naik	Tr Grade I
36	GVMs Adarsh Higher Secondary School, Ponda	Dr. Pandurang Sawant Talaulicar	Teacher (Chemistry)
37	Ameya V.P.M. HSS, Curti	Mrs. Menaka Buva	Librarian
38		Mrs. Sakina Kerkar	Full time teacher
39		Ms. Dahlia Fernandes	Tr Grade I
40	AEDI (Ponda Office)	Mrs. Amita P.S. Talaulikar	ADEI
41	ADEI	Mrs. Uma Bagkar	ADEI

Annexure 5 - List of Participants for Program No.6

Project POSH
Training Programs on POSH Act for
Internal Committees of Higher Secondary Schools Program No.5 |
Date: September 14, 2023 (Thursday)
Taluka - MORMUGAO
Venue: St. Andrew's Institute, Vasco

Sr. No	Name of Institutions	Name of Participants	Designation	Total
1	Government Higher Secondary School- Borda - Margao	Sumedha Shanbhag	Computer Teacher	3
		Bevlyn Colaco	P E Teacher	
		Schubert Adrian Fernandes	Lecture Basis Teacher	
2	Shantadurga Higher secondary school Sancoale Cortalim Goa, Murmagaon	Anita Desai	Teacher Grade I	2
		Shilpa Borkar	Lab Assistant	
3	KESHAV SMRUTI HSS, Alto, Dabolim	AISHWARYA RAUTH DESSAI	TR GRADE I	3
		SHUBHANGI PALYEKAR	CONTRACT BASIS TR	
		Dicsha D'Souza	TR GRADE I	
4	Maria Bambina HSS - Salcete Taluka	Sr Refa Silvia Coutinho	LDC (Councillor)	3
		Mrs. Laksha P. Aigal	ICT	
		Mrs. Lorna Fernandes	NGO	
5	Deepvihar HSS Mormugao	Krupskaya Figuerido	TR GRADE I	3
		Shubhla Naik		
		Blanche Fernandes		
6	Ramnath Naik Memorial Government Higher Secondary School.Baina	NASEEM SHAIKH		3
		SANGEETA NAIK		
		RAZIA D'SOUZA		
7	M.E.S. Higher Secondary School, Mormugao	Mrs. Toshita S. Pilgaonkar	TR GRADE I	3
		Ms. Manjula R. Bhat	P E Teacher	
		Ms. Nevena Furtado	TR GRADE I	
8	Jaharlal Nehru HSS Fatorda Salcete	Archana Naik	Principal	3
		Dalima Fernandes e Leitao	Vocational Teacher	
		Ujwala Desai	Teacher Grade 1	
9	Shree Damodar HSS of Science, Comba Margao	Shri Kiran L Kammar	TR GRADE I	3
		Smt Maria E.T Rebello		
		Smt Parinita P. Paribo		

10	Vadem Nagar Higher Secondary School, Mormugao	Anita Mitchell Fernandes	, ICT Teacher	1
11	St Andrew's HSS Vasco	Ms Deodita Furtado	Vice Principal	3
		Ms. Caroline Rao	Teacher	
		Sophia Vales		
12	Our Lady of Perpetual Succour HSS, Cortalim	Ms. Diksha Pandit		1
13	Mount Litera Zee School	Raveena Naik	Counsellor	4
		Sini R	Academic Coordinator	
		Sweety Fernandes	Department Manager	
		Surendra Kumar	Teacher	
14	St. Andrews ICSE	Amberly Fernandes	Counsellor	4
		Kirthanakrishnan Pillai	Assistant Teacher	
		Juhi D'souza	Teacher	
		Akshata R. Naik	Teacher	
15	Kendriya Vidyalaya No.2 Vasco	Mridula Nagda	PRT (Music)	2
		Sheeba K.M	PRT (Music)	

Annexure 6 - List of Participants for Program No.6

Project POSH
Training Programs on POSH Act for
Internal Committees of Higher Secondary Schools
Program No.6 | Date: September 27, 2023 (Wednesday)
Taluka - Quepem
Venue: KARE LAW COLLEGE, MARGAO

Sr. No	Name of Institutions	Name of Participants	Designation	Total
1	VVM's Ramacrisna Madeva Salgaocar HSS, Margao	Mrs. Ujwala S. More	Teacher Grade 1	2
		Nivedita S Dessai	Full time teacher in OM	
2	Vidya Vikas Academy / Salcete	Neerja Bane	Primary Teacher	3
		Calorina Rodrigues	Trained Graduate Teacher	
		Agnelo D'Souza	Post Graduate Teacher	
3	St Alex Higher Secondary School, Curtorim	Jeffia Dias	Counsellor	4
		Mrs Sandra Fonseca	Full time Tr (Vocational Stream)	
		Mrs Maria Sandra Teles	Grade 1 Teacher	
		Mrs Sarita Fernandes		
4	Carmel Higher secondary school Nuvem salcete	Sr.Marinelle A.C	Principal	3
		Ms.Sarah Naomi Fernandes	Teacher Grade 1	
		Ms. Neychelle Anna Vaz	HR Executive	
5	Damodar Higher Sec. School Gudi Paroda	Mrs.Supriya Dessai	Presiding Officer	2
		Mrs.Surjbala J.Verenkar		
6	INFANT JESUS HSS, COLVA	LOVELEEN PEREIRA	TEACHER GRADE-1 (BIOLOGY)	3
		RAMINA MENDONCA	TEACHER GRADE-1 (CHEMISTRY)	
		MARYANN FERNANDES	TEACHER GRADE-1 (ENGLISH/PSYCHOLOGY)	
7	THE KING'S SCHOOL- SALCETE	TANUJA VINAYAK NAIK DESSAI	PRINCIPAL	3
		DANIKA LOBO	COUNSELLOR	
		WILSON VARGHESE	HEADMASTER	
8	Mount Mary's HSS, Chinchinim	Mrs. Joyla Pearl Goes	Teacher Grade 1	2
		Mrs. Arcangela S. Lobo	Teacher Grade 1	

9	Rosary HSS, Navelim	Ms Julia Antonia Bragança	Grade I Teacher	3
		Ms Yshana Gonsalves	Member	
		Ms Saviola Almeida	Vocational teacher	
10	VRDA's GAUNCAR HSS, RAIA	Ms. ANDREZA OLIVEIRA	TEACHER GRADE I	3
		MR. MACIEL VALADARES	CONTRACT BASIS VOCATIONAL TEACHER	
		Mrs. SANDHYA AMINA DIAS	LDC CUM LIBRARIAN	
11	Loyola HSS, Salcete	Ms. Corinne Dias	Teacher Grade I	1
	Loyola HSS, Salcete	Ms. Candida Barbara Rebello	Social worker	2
		Ms. Joshila Mascarenhas	Counsellor	
12	Fr. Basilio Andrade Memorial H.S.S	Mrs. Elizabeth P. Souza	Full Time Vocational Teacher	2
		Mrs. Estrid Rodrigues	Teacher Grade I	
13	Cuncolim United HSS, Salcete	Arya Surlakar	Teacher Grade 1	2
		Elvira Fernandes	Counsellor	
14	Presentation Convent HSS, Salcete	Mrs Carmina Alves	Biology Laboratory Assistant	1
15	Holy Trinity HSS	Isabel Juliana Fernandes	Principal	3
		Edward Goes	Manager	
		Swarupa Naik		
16	AIM HSS OF ARTS COMMERCE AND SCIENCE	OLIMPIA M A GONSALVES		3
		NASIRHA QUADRI		
		SAJIDA SAYED		
17	Don Bosco Higher Secondary School	Nowilda Fernandes	Clerk	1
TOTAL NO. OF PARTICIPANTS				43

Annexure 7 – List of Participants for Program No.7

Project POSH - One Day Workshop on POSH Act

Date: October 3, 2023

Program No. 7

Taluka: QUEPEM

Venue: KARE LAW COLLEGE, MARGAO

Sl. no	Name of the participant	Name of the HSS	Designation
01	Aswathi P. V.	Jawahar Navodaya Vidyalaya, Canacona	PGT Maths
02	Ms. Sulekha Yadav	Jawahar Navodaya Vidyalaya, Canacona	PGT Hindi
03	Manuja Sanrordekar	SES's Madhavrao Talaulicar HSS	Tr. grade I
04	Mrs Smita Bhagat	Pope John XXIII Higher Secondary School	
05	Mrs. Sara Pereira	Pope John XXIII Higher Secondary School	Librarian Grade I
06	Mr. Charlton K. Vaz	Pope John XXIII Higher Secondary School	P.E. Teacher
07	Mrs.Smita P Naik	Govt.Higher Secondary School, Sanguem	Computer Teacher
09	Mr.Gautam Patil	Govt.Higher Secondary School, Sanguem	Teacher Grade-I
10	Nandisha Dessai	Government Higher Secondary School Canacona	Teacher

11	Bhagyashri Naik	Government Higher Secondary School Canacona	Lecture Basis Teacher
12	Gautam Dessai	Government Higher Secondary School Canacona	
14	Mrs. Kimaya Naik Tari	Smt. Chandrabhaga Tukoba Naik HSS	8788321779
15	Mrs. Sucheta Raut Dessai	Smt. Chandrabhaga Tukoba Naik HSS	9764316158
16	Lavina Rodrigues	Vivekanand HSS, Balli	Teacher Grade I
17	Rashika Kumtekar	Vivekanand HSS, Balli	
18	Mrs. Scarlet Fernandes	Vivekanand HSS, Balli	Counselor
19	Ravina Dhamshekar	Shri Atal Bihari Vajpai Higher Secondary school	Grade 1 Teacher
20	Vishant G. Velip	Shri Atal Bihari Vajpai Higher Secondary school	Grade I Teacher
21	Shri. Deepak Avarolkar	Shree Chandreshwar Bhootnath Higher Secondary School	
22	Mrs. Darshani Sawant Dessai	Shree Chandreshwar Bhootnath Higher Secondary School	
23	Mrs. Gauravi Fol Dessai	Shree Chandreshwar Bhootnath Higher Secondary School	
24	Synthia Rebello	Guardian Angel Higher Secondary school Curchorem	Teacher Grade 1
25	Mrs. Anju Biju Nair	Guardian Angel Higher Secondary school Curchorem	PTA Chairperson
26	Mr. Joaquim Fernandes	Guardian Angel Higher Secondary school Curchorem	Teacher
27	Miss Carmen N. V. Peres	St. Theresa of Jesus Higher Secondary school Canacona	Teacher Grade I and

			Presiding Officer
28	Miss Cina Dias	St. Theresa of Jesus Higher Secondary school Canacona	Grade I Tr
29	KAVITA KAMALAKAR GAUNKAR	BALRAM HIGHER SECONDARY SCHOOL	INCHARGE TEACHER
30	SUVIDHA SUBHASH KOMARPANT	BALRAM HIGHER SECONDARY SCHOOL	TEACHER GRADE- 1
31	SAPNALI KUNAL PAGUI	BALRAM HIGHER SECONDARY SCHOOL	
32	Mrs. Chandralekha Damodar Mestri	Satyawati Soiru Angle Higher Secondary school Mashem Canacona	
33	Mr Kavindra Phal Desai	Satyawati Soiru Angle Higher Secondary school Mashem Canacona	
34	Mrs. Minaj v. Dessai	Satyawati Soiru Angle Higher Secondary school Mashem Canacona	Librarian
35	Shamiya Shaikh	Shree Mallikarjun Higher Secondary School of Science, Arts and Commerce Canacona	Teacher Grade 1
36	Shaira S. Pagi	Shree Mallikarjun Higher Secondary School of Science, Arts and Commerce Canacona	L.D.C
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40	Mrs. Vaishnavi P. Sandye	V.S. Laad HSS Piliem Dharbandora Goa	Teacher Grade 1
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