



GIPARD

PROJECT POSH

For An Inclusive Workplace

An Initiative by
V.M. Salgaocar College of Law and
Goa Institute of Public Administration & Rural Development



Project POSH Phase 3

REPORT



**Workshops on POSH Act
For Internal Committees of
High Schools
August 16, 2024 - October 17,
2024**



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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.

Phase 3 of Project POSH specifically focused on strengthening the ICs of High Schools. Building upon the groundwork laid in earlier phases, this phase extended the reach of the project to address sexual harassment prevention in the high schools across the State of Goa. It received Institutional support from the Directorate of Education and the ADEIs who facilitated in the smooth execution of the training workshops.

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.



Newspaper clipping of Project POSH’s Extensive Work

5. The Project POSH Team

Project Coordinators:

Prof. Dr. M.R.K. Prasad.



Dr. MRK Prasad is a Professor of Law at V.M.Salgaocar College of Law. An accomplished law teacher with 31 years of teaching experience and a demonstrated ability to teach, motivate and guide students as competent and industry-socially relevant legal professionals. Recipient of the first Fulbright-Vanderbilt Clinical Legal Education Scholarship in the year 2004. Over the course of his career, he has served as Principal from 2015 to 2020, Dean Faculty of Law, Goa University, and Chairman Board of Studies in law, Goa University. He served as a Professor of Law at the Indian Law Institute, New Delhi, for a year.

Regularly contributes to the Annual Survey of Indian Law published by the Indian Law Institute. Member to develop e-content on Access to Justice for University Grants Commission's Project on E-Pathshala for Post Graduate Courses in Law. Completed two major research projects funded by the United Nations Development Fund and the United Nations Development Fund for Women. Founding Director of Project POSH.

Dr. Sandhya Ram S A.



Dr. Sandhya Ram is Associate Professor (Law) at V. M. Salgaocar College of Law, Goa. She has more than two decades of teaching experience. She is a member of the Regional Complaints Committee of Reserve Bank of India, Panjim and a member of Internal Committee of Goa University. She is also the Presiding Officer of the Internal Committee of V.M.Salgaocar College of Law. She mastered in Constitutional Law and Administrative Law from Department of Law, Kerala University and has been awarded Ph.D. on the topic "Protection of the Rights of Older Persons" by Goa University. She is Associate Director of Project POSH.

Dr Seema Fernandes



Dr. Seema Fernandes is Asst. director of GIPARD. She has over two decades of training experience related to areas of Decentralised Planning, Rural Development, and Public Administration. She is presently member of the BOS in Depts of Public Administration and Political Science at the Goa University. She is associated with training and research in areas of decentralization and RTI.

Resource Persons:

Adv. Emidio Pinho



Associate Director, SCAN, He works also as Child Protection Coordinator. Adv. Emidio Pinho has a Master's degree in Law and has been working with survivors of abuse since 2005. In recognition of his efforts in the field of child welfare, he was a recipient of the National Award for Child Welfare 2014, from the Late Mr. Pranab Mukherjee, former Hon'ble President of India. He is presently the coordinator of the Victims Assistance Unit for the State of Goa and the Sakhi One Stop Centre, North Goa. He is part of Project Posh as a resource person and a Master trainer from the inception of the Project.

Dr. Kim Couto



She is currently the Vice- Principal & Associate Professor at VM Salgaocar College of Law with over two decades of teaching experience. She is presently a member of the BOS in Law at the Goa University. She is a Member of the Preliminary Assessment Committee, constituted under the Juvenile Justice (Care and Protection of Children) Act, 2015, for the State of Goa, by the Director, Women and Child Development, Government of Goa. She is the Director of the Child Rights Clinic and the Chairperson of the Women Empowerment Cell of the College.

"It was such a wonderful and enjoyable experience being part of the POSH Training programme, organized for the High Schools of our State! My experience in conducting three awareness/training sessions was extremely fulfilling and rewarding. The audience at each of the sessions was very attentive and keen to learn about the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act ,2013. Getting positive feedback from members of the audience on those occasions was even more heartening and encouraging!"

Dr. B.S. Patil



Dr. Patil, currently working as an Associate Professor of law at V.M.Salgaocar College of Law and has been the part of the Institution for the last two decades. He is the Director of IQAC. Former Director, Legal Aid Society, Centre for disability Rights and Consumer Rights Clinic. He is also a former Member, Advisory Committee, Central Adoption Resource Authority (CARA), Ministry of Women and Child, Union of India. He is actively involved in training various stake holders in ADR.

"The POSH Project has been a wonderful experience. The interaction with IC members opened up my mind to common misunderstandings and prenotions about law and its difficulties. It was an enjoyable task of making them to unlearn from their prenotions and learn the actual requirements of law. The fact that, law gave powers to common man to take care of herself and her colleagues is a strong step forward in empowerment of women."

Dr. Mrunmayi Vaidya,



Dr. Mrunmayi Vaidya is an Associate Professor of Law at VM Salgaocar College of Law with over two decades of teaching experience. She was the Associate Director of Child Rights Clinic of the College. She has been the Editor of the Law Review of the College and has been instrumental in initiating it. Currently Director of Centre for Rights of Persons with Disability. She is the editor of One Nation One Law, published in 2024.

Project POSH has been a very enriching experience not only in terms of knowledge of the relevant law but also in terms of understanding the rights of women at work place from a novel perspective. This endeavour has brought to light the amount of contribution a Law College can do to streamlining the legal process, in addition to imparting knowledge in the classrooms. It's an exercise worthwhile which gives a sense of empowerment not only to the trainees but also to the trainers. The Project has opened up opportunities for the teachers, not only to be trainers but also a part of the inquiry Committees. This will go a long way to inspire similar such attempts even in the other avenues of law.

Pearl Monteiro



Pearl Monteiro is an Associate Professor at V.M. Salgaocar College of Law with more than two decades of teaching experience. Over a period of time, she taught subjects such as Constitutional Law, Contracts, Family Law and International Law. she has been involved in training students in Legal Aid, Moot Court, ADR and NSS. She has been a meritorious student and has a number of awards to her credit including prizes in Economics, Philosophy, Mooting and Research. Currently she is the coordinator of Moot Court Society.

Being a part of the Project POSH was an enriching experience, for the first time I came out of my comfort zone and interacted with an audience which was not my students. It was a great learning experience, as well. I thank the organizing team of Prof. Dr. M.R.K. Prasad & Dr. Sandhya Ram for the incredible opportunity and encouragement.

Dr. Bhakti Naik



Dr. Bhakti Chandrakant Naik is an Assistant Professor at V. M. Salgaocar College of Law, Miramar, Panaji, Goa, is presently working on deputation as Assistant Director (Academics) at the Directorate of Higher Education, Porvorim, Goa.

“My experience as a trainer for the POSH Project for Internal Committee Members of schools under the control of the Directorate of Higher Education was invaluable. The training sessions enhanced my knowledge in dealing with a POSH complaint under the POSH Act and Rules but also under the Service Rules of the Education Department. It developed my skills in training design, time-bound delivery and engagement with participants. I am glad and grateful for the excellent opportunity to contribute to the POSH Project, which empowered many Internal Committee Members and gave me a professional boost as a POSH trainer.”

Dr. Aamod Shirali



Dr. Amod Shirali is an Assistant Professor at V.M. Salgaocar College of Law, has teaching experience of 16 years at V.M. Salgaocar College of Law, in the subjects of Constitutional Law, Public International Law, Human Rights, Environmental Law among others. His area of interest lies in Constitutional Law and Public International Law. He has been actively involved with Moot Court Society of the College and Legal Aid Society of the Institution.

“I consider it my privilege to be nominated as one of the Resource persons for the Project POSH, to conduct sessions for the High School teachers and staff. The initial Training of Trainers gave a clear insight into our role and it helped in effectively conducting sessions. Every session was a learning session encountering practical difficulties raised by the participants. I sincerely appreciate the teamwork, coordination and able assistance rendered by Dr. M.R.K. Prasad, Dr. Sandhya Ram, Mr. Emidio Pinho, and the student volunteers. Project POSH has provided a platform in a domain relatively not addressed in educational institutions and other sectors. Am sure the practical exercises through this workshop has benefited all participants. I am thankful for the opportunity.”

Dr. Priya Onsker



Dr. Priya Paresh Onsker, Assistant Professor of Law having teaching experience of 19 years. Awarded Ph.D. in Law by Goa University on the topic “Law and the Procedure relating to Child Adoption and Guardianship with special reference to Adoption agencies in State of Goa -A critical study” in 2019. She is Assistant Coordinator of NAAC and Member of IQAC from 2019 and Director of ADR Board 24-25.

“It was a valuable experience with Project POSH during August-September 2024 sessions. Engaging in interactive sessions on important topic of POSH Act provide essential knowledge and skills. Engaging participants by making them think deeply about the issues can make a significant impact. Thought-provoking questions and scenarios encourage participants to reflect on their own experiences and attitudes.”

Dr. Sonal Sardessai.



Dr. Sonal is an Assistant Professor at V.M. Salgaocar College of Law, has a teaching experience of over 10 years. Her areas of academic interest include Arbitration Act, Women & Law, Labour Law, Procedural Laws, and Evidence Law. She has also contributed as a member of the Legal Aid Society at V.M. Salgaocar College of Law.

Dr. Shruti Nadkarni.



Dr. Shruti is an Assistant Professor and Head of the department of Law at G.R. Kare College of Law with 20 years of teaching experience. She is a recipient of Gold medal for highest marks in Constitutional Law at the LL.M. examination. She completed M.Phil in Law from Global University, Nagaland. She has completed Ph.D. in Law in the year 2020 from Goa University. She is also Board of Studies member at Goa University. She has headed several committees of the college including Legal Aid Society, ADR society, Student's Council, Environmental Law & Biodiversity cell, and Entrepreneurship cell

Mr. Sapresh Devidas.



Sapresh Devidas currently serves as an Assistant Professor in Law at Govind Ramnath Kare College of Law in Margao, Goa His expertise encompasses Intellectual Property Rights, the intersection of artificial intelligence and law, Environmental Protection Law, Taxation Law, Corporate Social Responsibility (CSR), and Constitutional Law, particularly in the context of South Asia. His passion for research underscores his commitment to both teaching and scholarly activities, reinforcing his reputation as a dynamic and forward-thinking legal scholar.

Ms. Ruby Zenilda Luis



Ms. Ruby is an Assistant Professor at G.R. Kare College of Law with 11 years of teaching. Over a period of time she taught Family Laws, Criminal Laws, Property Laws, and Taxation Laws. She presented papers in International and National Seminars on Criminal Law and Family Law. Published research articles on Criminal Laws, Family Laws, Consumer Laws, Human Rights etc. Currently she is pursuing her Ph.D. at Goa University.

Ms. Vaibhavi Rane.



Vaibhavi Rane is a legal educator specializing in International Law, currently serving as the Programme Director of the LL.M. program at the Manohar Parrikar School of Law, Governance, and Public Policy, Goa University. A Gold Medalist from Goa University. She has presented on key global issues, such as Sovereign Financing, Responsibility to Protect, COVID and Migration and Sea Level Rise at major international conferences at Portugal, Hungary, Singapore and India.

“Being part of Project POSH Phase III was a transformative experience. It not only helped me find my own voice but also allowed me to empower others. Training Internal Committees of high schools offered a broad view of perspectives shaped by different ages, regions, and backgrounds. It highlighted that what seems like common knowledge isn’t always shared, reinforcing the critical importance of Project POSH, not just for the present, but for ensuring safer work environment for future generations. The law alone cannot secure justice; its implementation is what truly matters. This thought rings especially true in the context of Project POSH, which is ensuring legislative protections move beyond theory and into practice!”

The Team of Interns



Student Interns:

Asiya Choudhary, 5th Year BA LLB



“One of the Starting members of POSH...Posh had been an amazing experience.”

Jinu Ponnachan, 5th Year BALLB



“With the advent of Project POSH I have received immense knowledge under the POSH act. I've also successfully acted as a trainer in Padre Conceicao College of Engineering for the first year batch.”

Eugenia Melo e Granjo, 5th Year BA LLB



“During my internship under Project POSH, I had the privilege of working with a team dedicated to educating and empowering the Internal Committees of institutions across the state. My role involved designing banners and certificates, as well as being a part of the Research Team and Reporting. This experience not only allowed me to improve my research skills but also helped me understand the POSH Act through the numerous workshops I assisted with. Interning under Project POSH has broadened my perspective on gender discrimination and the importance of having a safe and inclusive environment for everyone.”

Sakshi Volvoikar, 5th Year BA LLB



“As an intern at Project POSH, I was actively involved in coordinating logistics and providing support for various activities. This experience allowed me to gain an in-depth understanding of the provisions of the POSH Act, enhancing my legal knowledge. I also had the opportunity to conduct two awareness sessions for college students, where I explained the key aspects of the law. These sessions helped me refine both my public speaking and organizational skills, making this internship a valuable learning experience in multiple dimensions.”

Anushka Patil, 4th Year BALLB



*“It is not what you meant, it is what she felt’-
Not the words of a feminist but the words of Law”*

Ciya Fernandes, 4th Year BA LLB



“Feeling Great being a part of this project "POSH" as an intern Attending the training on workplace safeguards for women was an enriching experience. Hearing teachers share personal incidents and insights from various fields broadened my understanding. I gained valuable skills in staff coordination and collaboration. Being part of something that will positively impact society left me feeling empowered and inspired. It was truly amazing!”

Iram Khatri, 4TH Year BA LLB



“Interning at POSH deepened my understanding of the Legal field and strengthened my professional network.”

Kalla Naga Chaitrali, 4th Year BALLB



“Being part of Project POSH was an incredibly rewarding experience. I had the opportunity to refine and build my knowledge, making key concepts clear, while growing both personally and socially. The project not only expanded my understanding of gender sensitivity but also strengthened my commitment to creating a safe and respectful community. It made me realize the importance of standing up for what's right and contributing to a more inclusive and just society.”

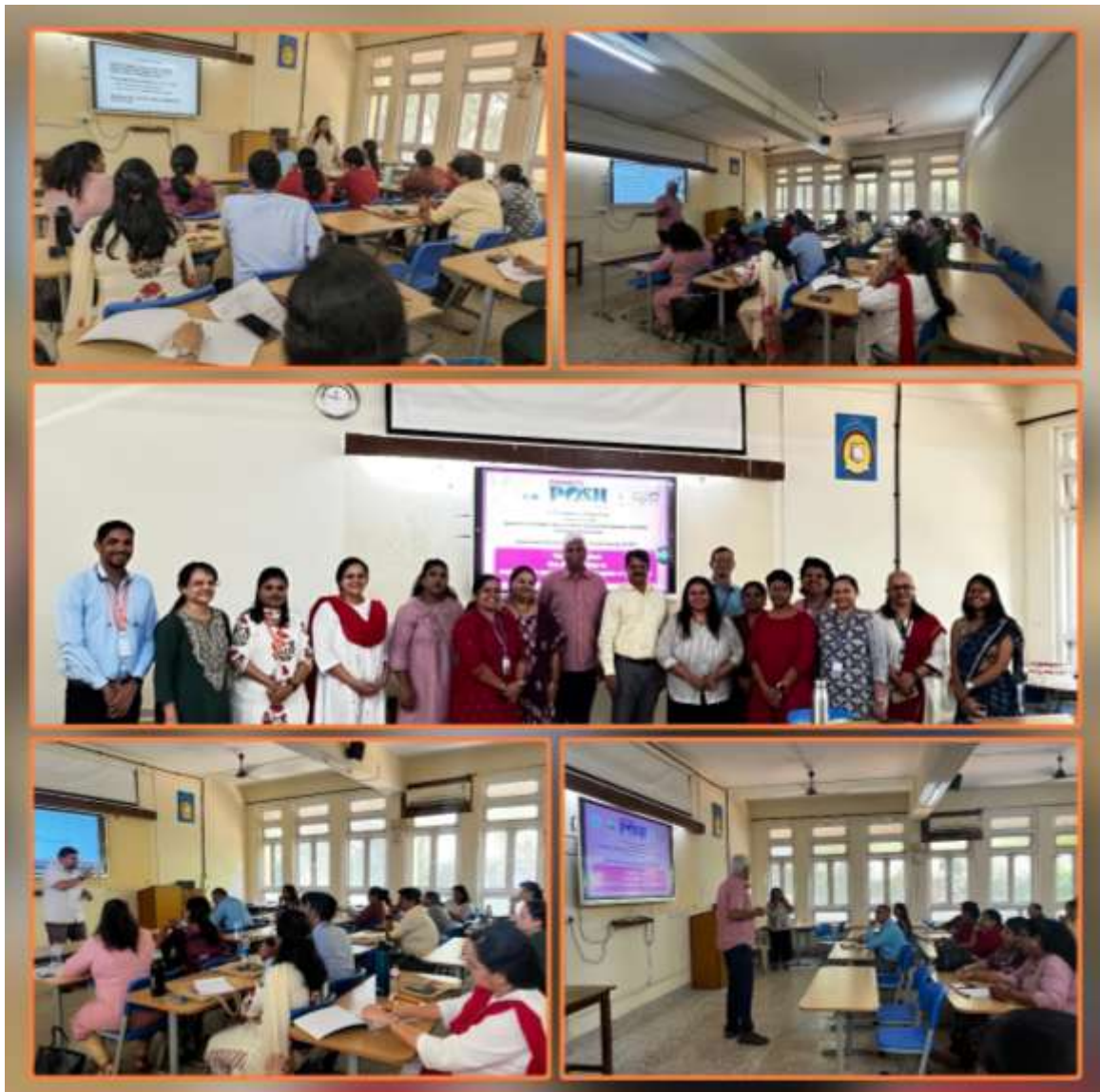
Astha Kamat, 3rd Year BA LLB



“My experience as an intern under Project POSH, was indeed an enriching one. It has helped me not only to get a better understanding of the POSH act, the functioning of ICs but also provided me with practical insights into the same. I gained valuable insights into the legal and organizational mechanisms designed to prevent and address sexual harassment in the workplace. Apart from this, I could also learn new skills like photography, and indeed improve my organisational skills!”

6. Training of Trainers

A One Day Workshop ‘Training of Trainers’ was conducted on 28th February 2024. A team of faculty members from V.M.Salgaocar College of Law, GR.Kare College of Law and Manohar Parrikar School of Law, Goa University were trained on the POSH Law and procedure. This was in view of the large number of High Schools and the need for creating more POSH Trainers. Several review sessions and deliberations with the POSH trainers resulted in an efficient panel of Trainers for Project POSH Phase 3.



7. The Program Chart

One-day training programs for ICs of High Schools were scheduled at two venues, and the High Schools 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 High Schools 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:

North Goa:**Program No.1 | Date: Friday, 16th August 2024 | Timings:10:00 am to 5:00 pm****Venue: V.M.Salgaocar College of Law | North Goa**

Sl No.	List of Schools	Taluka
1.	Govt. High School, Agarwada, 403512	Pernem (23)
2.	Hutatma Bapu Gawas Memorial Govt. High School ,Chandel, 403512	
3.	Govt. High School,Torxem,403512	
4.	Govt. High School,Gothanwada,Ozari, 403512	
5.	Govt. High School,Hankhane, 403512	
6.	Govt. High School,Dadachiwadi,Dhargal, 403512	
7.	Shree Bhagvati High School,403512	
8.	Viscount of Pernem High School,403512	
9.	St. Josephs High School,403512	
10.	Shree Durga English High School,Parxem, 403512	
11.	Lokshikshan High School, dhargal Via Colvale, 403513	
12.	Manguirish Vidyalaya, P.O. Dhargal Via Colvale, 403513	
13.	Harmal Panchakroshi High School,Harmal, Pernem 403512	
14.	Shree Kamleshwar High School,Deulwada, koraga,403512	
15.	Shree Kamleshwar High School,Petechawada, Korgao,403512	
16.	New English High School, kerl, 403524	
17.	Mandrem High School,Mandrem, 403527	
18.	R.D. Khalap High School, Mandrem, 403527	
19.	Vidyaprasarak High School, Morjim, 403512	
20.	Don Bosco High School, Tuem, 403512	
21.	Ideal English High School, Paylem, 403512	
22.	Alorna Panchkroshi High School, Alorna 403512	
23.	Shree Sateri English High School, Ibrampur, Pernem 403512	
Total schools – 23		
Total participants – 49		
(2 IC members from each school + 3 Counsellors)		

Program No.2 | Date: Monday, 19th August 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Our Lady of Mount Carmel High School,Arambol, Pernem 403 524	Pernem (10)
2.	Peter Alvares Memorial High School, Morjim, 403512	
3.	Pradnya High School, Devsu, Korgao, 403512	
4.	Parsem High School, Parsem,403512	
5.	Vikas High School, Virnoda, 403512	
6.	Sai Vidhya Mandir, dukitale, Torsem, 403512	
7.	Our Lady of Rosary High School, Mandrem, 403527	
8.	St. Xavier Vidyalaya,Korgao, 403512	
9.	Dnyandeep Academy High School, Purva Casarvarnem	
10.	St. Anne's High School	
11.	Kendriya Vidyalaya I.N.S, Mandovi,Vernem 403109	Bardez (14)
12.	Govt. High School, Namoshi, Guirim,403507	
13.	Govt. High School, Alto Betim, Porvorim, 403521	
14.	Govt. High School,Nadora, Revora, 403503	
15.	Dnyanprasarak Vidyalaya ,mapusa,403507	
16.	Janata High School, Mapusa 403507	
17.	Dattaram Mantravadi Memorial High School, Mapusa 403507	
18.	G. S. Amonkar Vidya Mandir, Mapusa 403507	
19.	Saraswat Vidyalaya, Mapusa 403507	
20.	St. Britto's High School, Mapusa, 403507	
21.	St. Francis Xavier's High School Mapusa, 403507	
22.	St. Mary's Convent High School, Mapusa 403507	
23.	St. Anthony's High School, Duler mapusa 403507	
24.	GVP's Shree Ganesh Vidhya Mandir Ganeshpuri Hsg. Board, 403507	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.3 | Date: Wednesday, 21st August 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Don Bosco High School, Calangute, 403516	Bardez (24)
2.	St. Dominic Savio High School, Calangute, 403516	
3.	Little Flower of Jesus High School, Calangute, 403516	
4.	Vidyaniketan High School , Calangute, 403516	
5.	St. Joseph's High School, Calangute, 403516	
6.	Kirti Vidyalaya Siolim, 403517	
7.	Holy Cross High School , Siolim, 403517	
8.	St. Francis Xavier High School, Siolim, 403517	
9.	Shree Vasant Vidyalaya English High School, Siolim, 403517	
10.	St. Thereza High School,Candolim, 403515	
11.	St. Anthony's High School, Monte-de-Guirim, 403507	
12.	Dayanand Bhandodkar Memorial High School, Verem, 403114	
13.	Pragati High School, Verem, Betim, 403114	
14.	Triumph High School, Pudalinagar ,Porvorim, 403101	
15.	Dona Leonar Memorial High School, Alto, Betim, 403521	
16.	Shree Shanta Vidyalaya, sodiem, Siolim, 403517	
17.	St. Thomas Boy's High School, Aldona, 403508	
18.	St. Thomas Girl's High School, Aldona, 403508	
19.	Mae de Deus High School, khorjuvem, Aldona, 403508	
20.	Assagao Union High School, Assagao, 403507	
21.	St. Joseph's High School, Arpora, 403516	
22.	St. Michael's Convent High School, Vagator, 403509	
23.	Holy Cross High School, Bastora, 403507	
24.	St. Rita High School, Colvale, 403513	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.4 | Date: Friday, 23rd August 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Mahatma Jyotirao Phule High School, Colvale, 403513	Bardez (14)
2.	St. Xavier's High School, Moira, 403507	
3.	People's High School, Camurlim, 403507	
4.	St. Elizabeth High School, Pomburpa, 403513	
5.	Shree Shantadurga Vidyalaya, Pirna, 403513	
6.	Sacred Heart High School, Parra, 403510	
7.	Smt. Sunandabai Bandodkar High School, Salvador, do Mundo 403101	
8.	Lourdes Convent High School, Saligao, 403511	
9.	Our Lady of Remedies High School, Adarsh Vidyalaya, Reis-Magos,, Nerul, 403511	
10.	Holy Family High School, Alto Porvorim, 403521	
11.	St. Ann's High School, Tivim, Bardez	
12.	L.D.Samant Memorial High School, B.B. Borkar Road, Vidyanagar, Porvorim, 403521	
13.	Chubby Cheeks Spring Valley High School, Alto Porvorim 403 521	
14.	Corner Stone School, Karaswada	
15.	Govt. High School, 403504	Bicholim (10)
16.	Govt. High School, Menkurem, P.O. Colvale, 403513	
17.	Govt. High School, Sirigao, Assonora, 403503	
18.	Govt. High School, Kasrapal, Bicholim, P.O.Assonora, 403503	
19.	Govt. High School, Sal, P.O. Assonora, Bicholim, 403503	
20.	Govt. High School, Amona, P.O. Marcela. 403107	
21.	Govt. High School, Mulgao, P.O. Assonora. 403503	
22.	Late Jayendra J. Rane, Govt. High School Kudchire, Maulingeum, Bicholim. 403504	
23.	Govt. High School, Navelim, P.O. Sanquelim, 403503	
24.	Dr. Ambedkar English High School, Nagsenvan, Kunchelim	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.5 | Date: Monday, 2nd September 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Govt. High School, Tarmatha Bhile Surla, P.O. Pale, 403505	Bicholim(24)
2.	Govt. High School, Shirodawadi Mulgao, Bicholim	
3.	Our Lady of Grace High School, 403504	
4.	Shree Shantadurga High School, 403504	
5.	Radhakrishna Vidyalaya, 403504	
6.	Progress High School, Sanquelim 403 505	
7.	St. John of Cross High School, Sanquelim 403505	
8.	Gurudas P. Gauns Memorial High School, Gokulwadi, Sanquelim, 403505	
9.	Ganesh Vidyalaya, harvalem, Sanquelim, 403505	
10.	Shree Navdurga High School, Ambegal, Pale. 403105	
11.	Dnyanjyoti High School, Karapur, 403505	
12.	Vijayanand High School, Mayem, 403 504	
13.	Shree Mahamaya High School,	
14.	Tagore Educational Institute,	
15.	Shrimati High School,	
16.	Ideal High School,	
17.	Govind Gunaji Sawant High School,	
18.	Poira High School,	
19.	Mahalakshmi High School,	
20.	Rauji Rane Memorial High School,	
21.	Shivaji Raje High School,	
22.	K B Hedgewar Vidya Mandir Secondary School	
23.	Gopal Krishna High School	
24.	Shivaji Raje High School,	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.6 | Date: Wednesday, 4th September 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Govt. High School, Valpoi Sattari 403506	Sattari (22)
2.	Late Hirojirao B Dessai Govt. High School Thane Sattari 403506	
3.	Govt. High School Shelop – Khurd	
4.	Govt. High School Keri	
5.	Govt. High School Guleli	
6.	Govt. High School Ambedem	
7.	Govt High School, Advoi	
8.	Govt. High School, Surla	
9.	Govt. High School Pissurlem	
10.	Govt. High School, Dabe	
11.	Govt. High School, Bhuipal	
12.	Govt. High School Morlem Colony	
13.	Govt. High School, Sawarde	
14.	Bhagwan Mahavir Govt. High School, Honda	
15.	National High School Valpoi	
16.	Our Lady of Lourdes High School Valpoi	
17.	Shree Hanuman Vidyalaya Valpoi	
18.	Unity High School Valpoi	
19.	Honda High School Honda	
20.	Shri Bhumika High School. Parye	
21.	Shree Ram High School, Khadki	
22.	Vivekanand Dnyan Mandir High School Ghoteli Keri	
Total schools – 22		
Total participants – 47		
(2 IC members from each school + 3 Counsellors)		

Program No.7 | Date: Tuesday, 17th September 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Kendriya Vidyalaya	Tiswadi (24)
2.	Govt. High School, Dona Paula Tiswadi	
3.	Shri Sharada Vidyalaya Govt. High School	
4.	Govt. High School, Palem Siridao	
5.	Govt. High School, Kirlawada Chimbel	
6.	Govt. High School, Mercedes	
7.	Don Bosco High School	
8.	Don Bosco Night High School,	
9.	Kasturba Matoshri High School,	
10.	Our Lady of Rosary High School,	
11.	Mary Immaculate Girls High School,.	
12.	People’s High School,	
13.	Progress High School,	
14.	Anjuman Nurul Islam High School,	
15.	The Rosary High School,	
16.	Auxilium High School,	
17.	St. Michael High School,	
18.	Balbharati Vidyamandir,	
19.	Union High School,	
20.	St.Cruz High School,	
21.	St. Thereza High School,	
22.	Shri. Saraswati High School,	
23.	Our Lady of Mercedes High School,	
24.	Jadeed Urdu High School,	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.8 | Date: Thursday, 19th September 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	Jadeed English High School,	Tiswadi (24)
2.	Jesus & Mary Sarvajanik High School,.	
3.	Smt. Sunandabai Bandodkar High School,.	
4.	St. Bartholomew High School,	
5.	Dayanand High School,	
6.	Popular High School,	
7.	Immaculate Heart of Mary High School,	
8.	St. Andrew's High School,	
9.	Shree Dayanand Arya High School, Neura,	
10.	Azmane High School,	
11.	St. Aloysius High School,	
12.	Fr. Agnel High School,	
13.	St. Lawrence High School,	
14.	Madkaikar Navchaitanya High School,.	
15.	Old Goa Educational Institute,.	
16.	Dr. K.B. Hedgewar High School,	
17.	Xavier Afonso Memorial Institute Royale High School	
18.	Fairy Land High School,	
19.	Our Lady of Divar High School	
20.	Mushtifund High School	
21.	Sharada Mandir High School, (ICSE)	
22.	Sunshine Worldwide School,	
23.	Fr. Agnel Central School, (CBSE)	
24.	Navyug- Niketan Secondary School	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.9 | Date: Saturday, 21st September 2024| Timings:10:00 am to 5:00 pm

Venue: V.M.Salgaocar College of Law| North Goa

Sl No.	List of Schools	Taluka
1.	The Gera School	Tiswadi (6)
2.	Podar International School	
3.	Peace Haven Franciscan Hospitaller Sisters Home & School for Mentally Retarded Children,	
4.	St. Xavier's Academy,	
5.	People's Education Trust for Appropriate Learning	
6.	Dr. K. B Hedgevar High School	
7.	Shree Ram Vidhyamandir, Colvale, 403513	Bardez (10)
8.	Green Meadows School, (CBSE) 165/166, Arrias Vaddo, Nagao ,403518	
9.	Jnyan Vikas High School, Plot C , behind PDA Colony, Pillerna-mara, Alto-porvorim, 403521	
10.	Seminary of Our Lady High School, Saligao 403511	
11.	Mater Dei Institute, Saligao, (ICSE), 403511	
12.	Divine Mercy English High School, Gausavaddo, Mapusa	
13.	The Ardee World School, Sangolda	
14.	Sanjay School for Handicapped	
15.	St. Clara's High School , Assonora, 403503	
16.	Sacred Heart of Jesus High School, Anjuna, 403509	
<p>Total schools – 16</p> <p>Total participants – 35</p> <p>(2 IC members from each school + 3 Counsellors)</p>		

South Goa:**Program No.1 | Date: Friday, 16th August 2024 | Timings:10:00 am to 5:00 pm****Venue: VVM's Govind Ramnath Kare College Of Law | South Goa**

Sl No.	List of Schools	Taluka
1.	Dr. Sakharam Gude High School, Vazangal, Shiroda	Ponda (24)
2.	Govt. High School, Sadar	
3.	Govt. High School, Juna Bazar	
4.	Govt. High School, Savoi, Verem	
5.	Govt. High School, Daushirem, Tisk	
6.	Govt. High School, Betoda	
7.	Govt. High School, Kundaim	
8.	Govt. High School, Ganjem, Usgao	
9.	A.J. De Almeida High School,	
10.	St. Mary's High School,	
11.	M.E.F' Fatima High School,	
12.	Dr. K. B. Hedgewar Shikshan Prasarak Mandal's School,	
13.	Rajmata Padmavati Raje Soundhekar High School,	
14.	Mahatma Gandhi Centenary School, Gaunem,	
15.	Pragati Vidyalaya, Borim	
16.	Vivekanand Vidyalaya, Shirshirem, Borim	
17.	Smt. Kamalabai Hede High School, Karai	
18.	Shri Kamakshi High School, Shiroda	
19.	P.E.S. New English High School,	
20.	St. Anthony's High School, Amblai Panchwadi	
21.	Anandibai M. Naik High School, Karanzal Madkai	
22.	School of Symbiosis Shivshail, Shiroda	
23.	Panchasheel High School,	
24.	St. Joseph High School, Tankwada	
Total schools – 24, Total participants – 51 (2 IC members from each school + 3 Counsellors)		

Program No.2 | Date: Monday, 19th August 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Jamiya –E-Maqbuliya High School, Bethoda	Ponda (11)
2.	International Sadguru Gurukulam Tapobhoomi Kundai	
3.	Gurukul Academy High School, Durgabhat	
4.	Vidya Vrudhi High School,	
5.	GVM's Utkarsh Vidyamandir	
6.	Lokvishwas Prathisthan's School for Mentally Challenged Impaired Children, Dhavali	
7.	Lokvishwas Prathisthan's Special School, Dhavali	
8.	Lokvishwas Prathisthan School & Home For Visually Impaired Children, Dhavali	
9.	St Josephs High School, Karai Shirodal	
10.	St. Mary's High School, Ponda	
11.	Navadeep Vidyalay, Tarvale	
12.	Govt. High School, Shigao, Collem	Dharbandora (13)
13.	Govt. High School, Dayanand- Nagar	
14.	D.E.S. Immaculate Conception High School,.	
15.	Gomantak Vidyalaya,	
16.	Our Lady of Piety High School,	
17.	S.E.S.'s Smt. Hirabai Talaulikar High School,	
18.	Barabhumi High School,.	
19.	Abhinav Vidya Mandir,	
20.	Somnath English High School,	
21.	Matoshri Anandibai Vaman Marathe Vidhyamandir,	
22.	Sancordem Education Society's, School	
23.	Tallem High School, Pilliyem	
24.	Lokvishvas Pratistan, Mollem	
Total schools – 24 Total participants – 51 (2 IC members from each school + 3 Counsellors)		

Program No.3 | Date: Wednesday, 21st August 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Kendriya Vidyalaya No. 1	Mormugao (24)
2.	Kendriya Vidyalaya No. 2	
3.	Govt. High School, New Vaddem	
4.	Late Narendra A. Mayekar, Govt. High School,.	
5.	Govt. High School, Vasco Main	
6.	Govt. High School, Vadem Nagar, Ward no. 2	
7.	Govt. High School, Mangor – Hill	
8.	Govt. High School, Baina	
9.	Govt. High School, Zuarinagar	
10.	St. Joseph’s Institute,	
11.	Ameeniyah High School,	
12.	St. Andrew’s Institute,	
13.	St. Theresa’s High School,	
14.	Municipal High School,	
15.	Our Lady of Desterro School,	
16.	Anjuman Himayatul Islam High School,	
17.	Mata Secondary School,	
18.	Our Lady of Candelaria High School,.	
19.	Murgaon High School, Headland Sada,	
20.	Yuwak Sangh High School,	
21.	Vadem Nagar English High School,	
22.	Shree Susenashram Vidyalaya,	
23.	Deepvihar High School,	
24.	Shri Yallalingeswar Sharda Mandir.	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.4 | Date: Friday, 23rd August 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Mother of Mercy English School,	Mormugao(19)
2.	Our Lady of Perpetual Succour High School,	
3.	Regina Mundi High School,	
4.	Vidya Mandir Adarsh Nagar,	
5.	St. Thomas High School,	
6.	St. Joseph Vaz High School,	
7.	Infant Jesus Academy,	
8.	Shree Shantadurga High School,.	
9.	Shree Yallalingeswar Sharda Mandir,	
10.	Keshav Smruti High School,	
11.	Vidya Vihar High School,	
12.	Al-Madina High School,	
13.	St. Ann's High School,	
14.	Keshav Smruti Balvikas Mandir	
15.	St. Andrews School,.	
16.	Bhartiya Vidya Bhavan's Naryan Bandekar School,	
17.	Airways Public School, (CBSE) Vidyanagar,.	
18.	Mount Litera Zee School,	
19.	Navy Children School	
20.	Govt. Multipurpose High School, Borda Margao	Salcete (5)
21.	Govt. High School, Vidyanagar, Aquem	
22.	Govt. High School, Davorlim Salcete	
23.	Adarsha V.V. High School,	
24.	Fatima Convent High School,	
Total schools – 24 Total participants – 51 (2 IC members from each school + 3 Counsellors)		

Program No.5 | Date: Monday, 2nd September 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Holy Spirit Institute,.	Salcete (24)
2.	Loyola High School,.	
3.	Mahila & Nutan English High School,	
4.	Bhatikar Model High School,	
5.	New Era High School,.	
6.	Popular High School,	
7.	Shri Damodar Vidyalaya English High School,	
8.	Presentation Convent High School,.	
9.	T.B. Cunha New High School,	
10.	Ravindra Kelekar Dnyanmandir, Konkani Basha Mandal's High School,	
11.	St. Joseph High School,	
12.	Our Lady of Rosary High School,	
13.	Infant Jesus High School,	
14.	Cuncolim United High School,	
15.	Our Lady of Health High School,	
16.	St. Anthony's High School,	
17.	Maria Bambina Convent High School,	
18.	Al – Huda International Islamic School,	
19.	St. Anthony's School,	
20.	Crescent School, (English Medium).	
21.	Husn Sahara English Medium School	
22.	Posh English High School	
23.	Luis Alex CArdo do Secondary School	
24.	AIM Salcete High School,	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.6 | Date: Wednesday, 4th September 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Perpetual Succour Convent High School,	Salcete (24)
2.	Mount Mary's High School,	
3.	St. Mary of the Angels Convent High School,.	
4.	Assumpta Convent High School,	
5.	Our Lady of Snow's High School,	
6.	St. Tereza's Convent High School,.	
7.	Regina Martyrum High School,	
8.	St. Jude's High School,	
9.	St. Xavier's Institute	
10.	St. Rita's High School,	
11.	Sacred Heart of Jesus High School,	
12.	Our Lady of Carmel High School,	
13.	St. Joseph's Educational Institute,	
14.	Infant Jesus High School,	
15.	Holy Cross Institute,	
16.	Bethany Convent High School,	
17.	Saviour of the World High School,	
18.	St. Aloysius High School,.	
19.	Auxilium Convent School,	
20.	St. Francis Xavier High School,	
21.	Holy Rosary Convent High School,	
22.	Mae Dos Pobres High School,	
23.	St. Pius X High School,	
24.	Our Lady of Lourdes High School,	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.7 | Date: Tuesday, 17th September 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	St. Joseph Convent High School,	Salcete (13)
2.	Our Lady of Succour High School,	
3.	Fr. Agnel Multipurpose High School,	
4.	Marina English High School,	
5.	Shishuvikas High School, Shantinagar,	
6.	AIM English Medium High School, Rumdamol,	
7.	Al Falah Education Society's Iqra English School,	
8.	Shree Mahalasa Narayani Vidyaprasarak Mandal Temple Complex	
9.	Manovikas English Medium School, (ICSE).	
10.	Vidya Vikas Academy,	
11.	Bloomz, International School (CBSE)	
12.	Cambridge Education Society, Cambridge School,	
13.	The King's School, (CBSE),	
14.	Govt. High School, Kalay	
15.	Govt. High School, Vadde, Curdi	
16.	Govt. High School, Netorlim	
17.	Govt. High School Valkini	
18.	Govt. High School, Colamb, Rivona	
19.	Govt. High School, Zambaulim, Rivona	
20.	Union High School	
21.	Miracles High School	
22.	Our Lady of Fatima High School	
23.	Utkarsh High School	
24.	Shree Sharda English High School	
Total schools – 24 Total participants – 51 (2 IC members from each school + 3 Counsellors)		

Program No.8 | Date: Thursday, 19th September 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Smt. C. T. Naik High School, Curchorem	Quepem(19)
2.	Dayanand Bhandodkar High School, Gokulde Padi	
3.	Don Bosco Farm High School, Sulcoma	
4.	Immaculate Conception High School, Avadem	
5.	Our Lady Mother of the Poor High School, Tilamola	
6.	Pope John XXIII High School	
7.	Sarvodaya Education Society High School, Curchorem	
8.	The New Edu. Institute, Curchorem	
9.	Chandranath Edu. Society's H/S, Assolda	
10.	Guardian Angel High School, Curchorem	
11.	Holy Cross Institute Quepem Goa	
12.	Govt. High School, Balli	
13.	Govt. High School, Molkornem, P.O Sanguem	
14.	Govt. High School, Xeldem	
15.	Govt. High School Ambaulim	
16.	Govt. High School, Maina	
17.	Mahaveer Bhagwan High School, Padi, Quepem	
18.	Govt, High School, Morpirla	
19.	Govt. High School Fatorpa	
20.	Jawahar Navodaya Vidyalaya,	Canacona(5)
21.	Govt. High School, Agonda	
22.	Govt. High School, Gaondongrem	
23.	Govt. High School, Sadolxem	
24.	Govt. High School, Khotigao	
Total schools – 24		
Total participants – 51		
(2 IC members from each school + 3 Counsellors)		

Program No.9 | Date: Saturday, 21st September 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law| South Goa

Sl No.	List of Schools	Taluka
1.	Govt. High School, Gaval Khol	Canacona(16)
2.	Govt. High School, Shrishthal	
3.	St. Theresa of Jesus High School,	
4.	Shri Mallikarjun Vidyalaya High School,	
5.	Shri Katyayani Baneshwar Vidyalaya,.	
6.	St. Anne's Institute,	
7.	St. Anthony's High School,	
8.	St. Sebastian's High School,	
9.	Shri Damodar Vidyalaya,	
10.	Tudal High School,	
11.	Shri Nirakar Vidyalaya,	
12.	Shri Shradhanand Vidyalaya,	
13.	Shree Balram Residential High School, Amone,	
14.	Gurukul High School,	
15.	Balram - A Day Care School,	
16.	St. Francis Xavier High School,	
17.	Rosary High School,	Salcete (7)
18.	Late Shri Vinayak Gopal Shenvi Vidyalaya,	
19.	St. Mary's High School,	
20.	St. Rock's High School,	
21.	St. Xavier's High School,	
22.	Damodar English High School,	
23.	St. Anthony's High School,	
24.		
Total schools – 23		
Total participants – 49		
(2 IC members from each school + 3 Counsellors)		

Program No.10 | Date: Monday, 23rd September 2024| Timings:10:00 am to 5:00 pm

Venue: VVM's Govind Ramnath Kare College Of Law | South Goa

Sl No.	List of Schools	Taluka
1.	Dada Vaidya High School, Curti	Ponda (32)
2.	Gananath English High School, Nirankal	
3.	Husn Saharas Al Maquil Highschool, Bethoda	
4.	Kag's Pachasheel English School, Panchawadi	
5.	Krishna Ragnunath Shetye Savoikar High School, Savo Verem	
6.	Lokmanya Tilak High School, Kavalem	
7.	M.E.F's Fatima High School, Nagamashjid Curti	
8.	M.I.B.K. High School, Khandepar	
9.	Mahanandug Naik Memorial High School, Bhom	
10.	Navdeep Vidyalaya High School,Tarvalem Shiroda	
11.	New English High School,Digas Panchawadi	
12.	New English High School, Kundaim	
13.	R.P.R.S. High School, Bandera	
14.	S.S.Samitt's Smt Indirabai V. Bhat Dhavalikar High School, Dhavali	
15.	Sarvodaya Edun Society High School, Usgao	
16.	Sharada English High School. Durbhat	
17.	Sharada English High School Marcela	
18.	Shiksha Sadan, Priol	
19.	Shree Bramhadurga High School,Shiroda	
20.	Shree Mahalaxmi English High School Talaulim	
21.	Shree Navdurga Vidyalaya, Madkai	
22.	Shri Saraswati High School, Kavalem	
23.	Smt Anandibai M Naik High School, Karanzal Madkai	
24.	Smt. Tarabai Dalvi High School, Usgao	
25.	Surashri Kesar Bai Kerkar High School, Keri	
26.	Swastik Vidyalay, Priol	
27.	Vd&Sv Wagle High School, Mangeshi	
28.	Surashri Kesar Bai Kerkar High School, Keri	
29.	Kendriya Vidyalay,	
30.	Divyashay Tutelage, School Satorda Shiroda Special School	
31.	Mef Ayesha Girl's High School	
32.	Utkarsh High School, Ponda	
Total schools – 32 Total participants – 67 (2 IC members from each school + 3 Counsellors)		

Inauguration of Project POSH Phase 3

The third phase of Project POSH was inaugurated on August 16, 2024, simultaneously at V.M. Salgaocar College of Law (VMSCL) and VVM's Kare College of Law. This phase aims to strengthen the Internal Committees (ICs) of Higher Secondary Schools across Goa, continuing the project's successful outreach.

At VMSCL, the inauguration began with a warm welcome from Dr. Shaber Ali, the Principal. He highlighted its success in training Higher Secondary Schools and Colleges throughout Goa. The Guest of Honor, Dr. Seema Fernandes, Assistant Director of GIPARD, shared her valuable insights on the project's impact. The ceremony concluded with a vote of thanks proposed by Dr. Sandhya Ram.

Simultaneously, the inauguration at VVM's Kare College of Law was attended by Dr. Goretti Simoes e Morais, Principal of Kare College. She welcomed the participants and emphasized the importance of the project in fostering safer educational environments. Dr. MR. R. K. Prasad gave a brief overview of the Project and its accomplishments. The gathering concluded on a positive note, expressing gratitude to all contributors and participants.

8. Project POSH - Phase 3: Summary

Under Project POSH – Phase 3 nineteen training programs were conducted; the IC members of 395 HS (total 812 IC members) 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.

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

A total of 382 IC members from the High Schools in North Goa and 430 IC members from High Schools in South Goa (total members participated -812) 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 HS/participants as per the Talukas is given below:

LIST OF SCHOOLS IN ATTENDANCE AS PER TALUKAS- Phase III

1.	DISTRICT: NORTH GOA , TALUKA: PERNEM	
Sr. No.	Schools attended	TOTAL
1.	Dnyandeep Academy High School, Purva Casarvarnem	26
2.	Don Bosco High School, Tuem, 403512	
3.	Govt. High School,Dadachiwadi,Dhargal, 403512	
4.	Govt. High School,Gothanwada,Ozari, 403512	
5.	Govt. High School,Hankhane, 403512	
6.	Govt. High School,Torxem,403512	
7.	Harmal Panchakroshi High School,Harmal, Pernem 403512	
8.	Hutatma Bapu Gawas MemorialGovt. High School ,Chandel, 403512	
9.	Ideal English High School, Paylem, 403512	
10.	Lokshikshan High School, dhargal Via Colvale, 403513	
11.	Mandrem High School,Mandrem, 403527	
12.	Manguirish Vidyalaya, P.O. Dhargal Via Colvale, 403513	
13.	New English High School, kerl, 403524	
14.	Our Lady of Mount Carmel High School,Arambol, Pernem 403 524	
15.	Parsem High School, Parsem,403512	
16.	Peter Alvares Memorial High School, Morjim, 403512	
17.	Sai Vidhya Mandir, dukitale, Torsem, 403512	
18.	Shree Bhagvati High School,403512	
19.	Shree Durga English High School,Parxem, 403512	
20.	Shree Kamleshwar High School,Petechawada, Korgao,403512	
21.	Shree Sateri English High School, Ibrampur, Pernem 403512	
22.	St. Josephs High School,403512	
23.	St. Xavier Vidyalaya,Korgao, 403512	
24.	Vidyaprasarak High School, Morjim, 403512	
25.	Vikas High School, Virnoda, 403512	
26.	Viscount of Pernem High School,403512	

2.	DISTRICT: NORTH GOA , TALUKA: BARDEZ	
	Schools attended	TOTAL
1.	Assagao Union High School, Assagao, 403507	52
2.	Chubby Cheeks Spring Valley High School, Alto Porvorim 403 521	
3.	Corner Stone School, Karaswada	
4.	Dattaram Mantravadi Memorial High School, Mapusa 403507	
5.	Dayanand Bandodkar Memorial High School, Verem, 403114	
6.	Divine Mercy English High School, Gausavaddo, Mapusa	
7.	Dnyanprasarak Vidyalaya ,mapusa,403507	
8.	Don Bosco High School, Calangute, 403516	

9.	Dona Leonar Memorial High School, Alto, Betim, 403521
10.	G. S. Amonkar Vidya Mandir, Mapusa 403507
11.	Govt. High School, Alto Betim, Porvorim, 403521
12.	Green Meadows School, (CBSE) 165/166, Arrias Vaddo, Nagao ,403518
13.	GVP's Shree Ganesh Vidhya Mandir Ganeshpuri Hsg. Board, 403507
14.	Holy Cross High School , Siolim, 403517
15.	Holy Cross High School, Bastora, 403507
16.	Holy Family High School, Alto Porvorim, 403521
17.	Husn myra
18.	Janata High School, Mapusa 403507
19.	Jnyan Vikas High School, Plot C , behind PDA Colony, Pillernamara, Alto-porvorim, 403521
20.	Kirti Vidyalaya Siolim, 403517
21.	L.D.Samant Memorial High School, B.B. Borkar Road, Vidyanagar, Porvorim, 403521
22.	Little Flower of Jesus High School, Calangute, 403516
23.	Lourdes Convent High School, Saligao, 403511
24.	Mae de Deus High School, khorjuvem, Aldona, 403508
25.	Mahatma Jyotirao Phule High School, Colvale, 403513
26.	Our Lady of Remedies High School, Adarsh Vidyalaya, Reis-Magos,, Nerul, 403511
27.	Pragati High School, Verem, Betim, 403114
28.	Sacred Heart High School, Parra, 403510
29.	Saraswat Vidyalaya, Mapusa 403507
30.	Shree Ram Vidhyamandir, Colvale, 403513
31.	Shree Shanta Vidyalaya, sodiem, Siolim, 403517
32.	Shree Vasant Vidyalaya English High School, Siolim, 403517
33.	Smt. Sunandabai Bhandodkar High School, Salvador, do Mundo 403101
34.	St Brittos High School
35.	St. Ann's High School, Tivim, Bardez
36.	St. Anthony's High School, Duler mapusa 403507
37.	St. Anthony's High School, Monte-de-Guirim, 403507
38.	St. Dominic Savio High School, Calangute, 403516
39.	St. Elizabeth High School, Pomburpa, 403513
40.	St. Francis Xavier High School, Siolim, 403517
41.	St. Francis Xavier's High School Mapusa, 403507
42.	St. Joseph's High School, Arpora, 403516
43.	St. Joseph's High School, Calangute, 403516
44.	St. Mary's Convent High School, Mapusa 403507
45.	St. Michael's Convent High School, Vagator, 403509
46.	St. Rita High School, Colvale, 403513

47.	St. Thereza High School,Candolim, 403515	
48.	St. Thomas Boy's High School, Aldona, 403508	
49.	St. Thomas Girl's High School, Aldona, 403508	
50.	St. Xavier's High School, Moira, 403507	
51.	Triumph High School, Pudalinagar ,Porvorim, 403101	
52.	Vidyaniketan High School , Calangute, 403516	

3. DISTRICT: NORTH GOA , TALUKA: BICHOLIM		
Sr. No.	Schools attended	TOTAL
1.	Dnyanjyoti High School, Karapur, 403505	31
2.	Dr. Ambedkar English High School, Nagsenvan, Kunchelim	
3.	Ganesh Vidyalaya, harvalem, Sanquelim, 403505	
4.	Gopal Krishna High School	
5.	Govind Gunaji Sawant High School,	
6.	Govt. High School, Amona, P.O. Marcela. 403107	
7.	Govt. High School, Kasrapal, Bicholim, P.O.Assonora, 403503	
8.	Govt. High School, Menkurem, P.O. Colvale, 403513	
9.	Govt. High School, Mulgao, P.O. Assonora. 403503	
10.	Govt. High School, Navelim, P.O. Sanquelim, 403503	
11.	Govt. High School, Sal, P.O. Assonora, Bicholim, 403503	
12.	Govt. High School, Shirodawadi Mulgao, Bicholim	
13.	Govt. High School, Sirigao, Assonora, 403503	
14.	Govt. High School, Tarmatha Bhile Surla, P.O. Pale, 403505	
15.	Gurudas P. Gauns Memorial High School, Gokulwadi, Sanquelim, 403505	
16.	Ideal High School,	
17.	K B Hedgewar Vidya Mandir Secondary School	
18.	Late Jayendra J. Rane, Govt. High School Kudchire, Maulingeum, Bicholim. 403504	
19.	Mahalakshmi High School,	
20.	Our Lady of Grace High School, 403504	
21.	Poira High School,	
22.	Progress High School, Sanquelim 403 505	
23.	Radhakrishna Vidyalaya, 403504	
24.	Rauji Rane Memorial High School,	
25.	Shivaji Raje High School,	
26.	Shree Mahamaya High School,	
27.	Shree Navdurga High School, Ambegal, Pale. 403105	
28.	Shrimati High School,	
29.	St. John of Cross High School, Sanquelim 403505	
30.	Tagore Educational Institute,	
31.	Vijayanand High School, Mayem, 403 504	

4.	DISTRICT: NORTH GOA , TALUKA: SATTARI	
Sr. No.	Schools attended	TOTAL
1.	Bhagwan Mahavir Govt. High School, Honda	22
2.	Govt High School, Advoi	
3.	Govt. High School Ambedem	
4.	Govt. High School Guleli	
5.	Govt. High School Keri	
6.	Govt. High School Morlem Colony	
7.	Govt. High School Pissurlem	
8.	Govt. High School Shelop – Khurd	
9.	Govt. High School, Bhuipal	
10.	Govt. High School, Sawarde	
11.	Govt. High School, Surla	
12.	Govt. High School, Valpoi Sattari 403506	
13.	Honda High School Honda	
14.	KB hedgewar valpoi	
15.	Late Hirojirao B Dessai Govt. High School Thane Sattari 403506	
16.	National High School Valpoi	
17.	Our Lady of Lourdes High School Valpoi	
18.	Shree Hanuman Vidyalaya Valpoi	
19.	Shree Ram High School, Khadki	
20.	Shri Bhumika High School. Parye	
21.	Unity High School Valpoi	
22.	Vivekanand Dnyan Mandir High School Ghoteli Keri	

5.	DISTRICT: NORTH GOA , TALUKA: TISWADI	
Sr. No.	Schools attended	TOTAL
1.	Anjuman Nurul Islam High School,	50
2.	Auxilium High School,	
3.	Azmane High School,	
4.	Balbharati Vidyamandir,	
5.	Dayanand High School,	
6.	Disha School for Special Children, Panaji	
7.	Don Bosco High School	
8.	Dr. K. B Hedgevar High School	
9.	Fairy Land High School,	
10.	Fr. Agnel High School,	
11.	Govt. High School, Dona Paula Tiswadi	
12.	Govt. High School, Kirlawada Chimbel	
13.	Govt. High School, Mercedes	
14.	Govt. High School, Palem Siridao	

15.	Immaculate Heart of Mary High School,	
16.	Jadeed English High School,	
17.	Jadeed Urdu High School,	
18.	Jesus & Mary Sarvajanik High School,.	
19.	Kasturba Matoshri High School,	
20.	Madkaikar Navchaitanya High School,.	
21.	Mary Immaculate Girls High School,.	
22.	Mushtifund High School	
23.	Navyug- Niketan Secondary School	
24.	Old Goa Educational Institute,.	
25.	Our Lady of Divar High School	
26.	Our Lady of Merces High School,	
27.	Our Lady of Rosary High School,	
28.	Peace Haven Franciscan Hospitaller Sisters Home & School for Mentally Retarded Children,	
29.	People's Education Trust for Appropriate Learning	
30.	People's High School,	
31.	Popular High School,	
32.	Progress High School,	
33.	Sharada Mandir High School, (ICSE)	
34.	Sharda mandir Kadamba	
35.	Shree Dayanand Arya High School, Neura,	
36.	Shri Sharada Vidyalaya Govt. High School	
37.	Shri. Saraswati High School,	
38.	Smt. Sunandabai Bandonkar High School,.	
39.	St. Aloysius High School,	
40.	St. Andrew's High School,	
41.	St. Bartholomew High School,	
42.	St. Lawrence High School,	
43.	St. Michael High School,	
44.	St. Thereza High School,	
45.	St. Xavier's Academy,	
46.	St.Cruz High School,	
47.	The Gera School	
48.	The Rosary High School,	
49.	The Union High School	
50.	Xavier Afonso Memorial Institute Royale High School	

5.	DISTRICT: SOUTH GOA , TALUKA: PONDA	
Sr. No.	Schools attended	TOTAL
1.	A.J. De Almeida High School,	56
2.	Anandibai M. Naik High School, Karanzal Madkai	

3.	Dada Vaidya High School, Curti
4.	Divyashray Tutelage, School Satorda Shiroda Special School
5.	Dr. K. B. Hedgewar Shikshan Prasarak Mandal's School,
6.	Dr. Sakharam Gude High School, Vazangal, Shiroda
7.	Gananath English High School, Nirankal sura
8.	Govt. High School, Daushirem, Tisk
9.	Govt. High School, Ganjem, Usgao
10.	Govt. High School, Juna Bazar
11.	Govt. High School, Kundaim
12.	Govt. High School, Sadar
13.	Govt. High School, Savo, Verem
14.	GVM's Utkarsh Vidyamandir
15.	GVMs Pragati Vidyalaya, Borim
16.	GVMs Rajmata Padmavati Raje Soundhekar High School,
17.	Gurukul Academy High School, Durgabhat
18.	Husn Maquil High school, Bethoda
19.	International Sadguru Gurukulam Tapobhoomi Kundai
20.	Jamiya -E-Maqbuliya High School, Bethoda
21.	Kag's Pachasheel English School, Panchawadi
22.	Krishna Ragunath Shetye Savoikar High School, Savo Verem
23.	Lokmanya Tilak High School, Kavalem
24.	Lokvishwas Prathisthan's Special School, Dhavali
25.	Lokvishwas Prathisthan School & Home For Visually Impaired Children, Dhavali
26.	Lokvishwas Prathisthan's Special School, Khandola, Marcelanad
27.	Lokvishwas Prathisthan Virani-Isani High School for hearing impaired children
28.	M.E.F' Fatima High School,
29.	M.I.B.K. High School, Khandepar
30.	Mahanandug Naik Memorial High School, Bhom
31.	Mahatma Gandhi Centenary School, Gaunem,
32.	Mef Ayesha Girl's High School
33.	Navdeep Vidyalaya High School, Tarvalem Shiroda
34.	New English High School, Kundaim
35.	New English High School, Digas Panchawadi
36.	R.P.R.S. High School, Bandera
37.	S.S.Samitt's Smt Indirabai V. Bhat Dhavalikar High School, Dhavali
38.	Sarvodaya Edun Society High School, Usgao
39.	School of Symbiosis Shivshail, Shiroda
40.	Sharada English High School Marcela
41.	Sharada English High School. Durbhat
42.	Shiksha Sadan, Priol
43.	Shree Mahalaxmi English High School Talaulim
44.	Shree Navdurga Vidyalaya, Madkai
45.	Shri Kamakshi High School, Shiroda
46.	Shri Saraswati High School, Kavalem
47.	Smt. Kamalabai Hede High School, Karai

48.	Smt. Tarabai Dalvi High School, Usgao	
49.	St. Anthony's High School, Amblai Panchwadi	
50.	St Josephs High School, Karai Shirodal	
51.	St. Mary's High School,	
52.	St. Mary's High School, Ponda	
53.	Surashri Kesar Bai Kerkar High School, Keri	
54.	Vd&Sv Wagle High School, Mangeshi	
55.	Vidya Vrudhi High School,	
56.	Vivekanand Vidyalaya, Shirshirem, Borim	

6.	TALUKA: DHARBANDORA	
Sr. No.	Schools attended	TOTAL
1.	Barabhumi High School,.	11
2.	Gomantak Vidyalaya,	
3.	Govt. High School, Dayanand- Nagar	
4.	Govt. High School, Shigao, Collem	
5.	Lokvishvas Pratistan, Mollem	
6.	Matoshri Anandibai Vaman Marathe Vidhyamandir,	
7.	Our Lady of Piety High School, st	
8.	Sancordem Education Society's, School	
9.	Smt.Hirabai Talaulicar High School-Sacorda	
10.	Somnath English High School,	
11.	Tallem High School, Pilliyem	

7.	TALUKA: MORMUGAO	
Sr. No.	Schools attended	TOTAL
1.	Airways Public School, (CBSE) Vidyanagar,.	37
2.	Al-Madina High School,	
3.	Ameeniya High School,	
4.	Anjuman Himayatul Islam High School,	
5.	Deepvihar High School,	
6.	Govt. High School, Baina	
7.	Govt. High School, Mangor – Hill	
8.	Govt. High School, New Vaddem	
9.	Govt. High School, Vadem Nagar, Ward no. 2	
10.	Govt. High School, Vasco Main	
11.	Govt. High School, Zuarinagar	
12.	Infant Jesus Academy,	
13.	Keshav Smruti Balvikas Mandir	
14.	Keshav Smruti High School,	
15.	Late Narendra A. Mayekar, Govt. High School,.	
16.	Mata Secondary School,	
17.	Mother of Mercy English School, v	
18.	Mount Litera Zee School,	
19.	Municipal High School,	

20.	Murgaon High School, Headland Sada,	
21.	Our Lady of Candelaria High School,.	
22.	Our Lady of Desterro School,	
23.	Our Lady of Perpetual Succour High School,	
24.	Regina Mundi High School,	
25.	Shree Shantadurga High School,.	
26.	Shree Susenashram Vidyalaya,	
27.	Shree Yallalingeswar Sharda Mandir,	
28.	St. Andrew's Institute,	
29.	St. Ann's High School,	
30.	St. Joseph Vaz High School,	
31.	St. Joseph's Institute,	
32.	St. Theresa's High School, thoma	
33.	St. Thomas High School,	
34.	Vadem Nagar English High School,	
35.	Vidya Mandir Chicalim	
36.	Vidya Vihar High School,	
37.	Yuwak Sangh High School,	

8.	DISTRICT: SOUTH GOA , TALUKA: SALCETE	
Sr. No.	Schools attended	TOTAL
1.	Adarsha V.V. High School,	59
2.	AIM English Medium High School, Rumdamol,	
3.	AIM Salcete High School,	
4.	Al Falah Education Society's Iqra English School,	
5.	Assumpta Convent High School,	
6.	Auxilium Convent School,	
7.	Bethany Convent High School,	
8.	Bhatikar Model High School,	
9.	Bloomz, International School (CBSE)	
10.	Crescent School, (English Medium).	
11.	Cuncolim United High School,	
12.	Damodar English High School,	
13.	Fatima Convent High School,	
14.	Fr. Agnel Multipurpose High School,	
15.	Govt. High School, Davorlim Salcete	
16.	Govt. High School, Vidyanagar, Aquembo	
17.	Govt. Multipurpose High School, Borda Margao	
18.	Holy Cross Institute,	
19.	Holy Spirit Institute,.	
20.	Husn Sahara English Medium School	
21.	Infant Jesus High School,	
22.	Late Shri Vinayak Gopal Shenvi Vidyalaya,	

23.	Loyola High School,.	
24.	Luis Alex CArdodo Secondary School	
25.	Mae Dos Pobres High School,	
26.	Mahila & Nutan English High School,	
27.	Maria Bambina Convent High School,	
28.	Marina English High School,	
29.	Mount Mary's High School,	
30.	New Era High School,.	
31.	Our Lady of Carmel High School,	
32.	Our Lady of Health High School,	
33.	Our Lady of Lourdes High School,	
34.	Our Lady of Rosary High School,	
35.	Our Lady of Snow's High School,	
36.	Our Lady of Succour High School,	
37.	Perpetual Succour Convent High School,	
38.	Popular High School,	
39.	Posh English High School	
40.	Rosary High School,	
41.	Sacred Heart of Jesus High School,	
42.	Saviour of the World High School,	
43.	Shishuvikas High School, Shantinagar,	
44.	Shree Mahalasa Narayani Vidyaprasarak Mandal Temple Complex	
45.	St. Aloysius High School,.	
46.	St. Anthony's High School, Cuncolim	
47.	St. Anthony's High School, Dr V V Road	
48.	St. Joseph Convent High School,	
49.	St. Joseph High School,	
50.	St. Joseph's Educational Institute,	
51.	St. Jude's High School,	
52.	St. Mary of the Angels Convent High School,.	
53.	St. Rita's High School,	
54.	St. Rock's High School,	
55.	St. Thereza's Convent High School,.	
56.	St. Xavier's High School,	
57.	St. Xavier's Institute	
58.	T.B. Cunha New High School	
59.	The King's School, (CBSE),	

9.	DISTRICT: SOUTH GOA , TALUKA: SANGUEM	
Sr. No.	Schools attended	TOTAL
1.	Dayanand Bandodkar High School, Gokulde Padi	14

2.	Don Bosco Farm High School, Sulcoma	
3.	Govt. High School Valkini	
4.	Govt. High School, Colamb, Rivona	
5.	Govt. High School, Kalay	
6.	Govt. High School, Netorlim	
7.	Govt. High School, Vadde, Curdi	
8.	Govt. High School, Zambaulim, Rivona	
9.	Immaculate Conception High School, Avadem vidya	
10.	Miracles High School	
11.	Our Lady Mother of the Poor High School, Tilamola	
12.	Our Lady of Fatima High School	
13.	Union High School, Sanguem	
14.	Utkarsh High School	

10.	DISTRICT: SOUTH GOA , TALUKA: QUEPEM	
Sr. No.	Schools attended	TOTAL
1.	Chandranath Edu. Society's H/S, Assolda	17
2.	Govt, High School, Morpirla	
3.	Govt. High School Ambaulim	
4.	Govt. High School Fatorpa	
5.	Govt. High School, Balli	
6.	Govt. High School, Maina	
7.	Govt. High School, Molkornem, P.O Sanguem	
8.	Govt. High School, Xeldem	
9.	Guardian Angel High School, Curchorem	
10.	Holy Cross Institute Quepem Goa	
11.	Govt. High School, Padi, Quepem	
12.	Sarvodaya Education Society High School, Curchorem	
13.	Shree Sharda English High School	
14.	Smt. C. T. Naik High School, Curchorem	
15.	The New Edu. Institute, Curchorem	
16.	Union High School	
17.	Utkarsh High School	

11.	DISTRICT: SOUTH GOA , TALUKA: CANACONA	
Sr. No.	Schools attended	TOTAL
1.	Balram - A Day Care School,	20
2.	Govt. High School, Agonda	
3.	Govt. High School, Gaondongrem	
4.	Govt. High School, Gaval Khol	

5.	Govt. High School, Khotigao
6.	Govt. High School, Sadolxem
7.	Govt. High School, Shrishthal
8.	Gurukul High School,
9.	Jawahar Navodaya Vidyalaya,
10.	Shri Damodar Vidyalaya,
11.	Shri Katyayani Baneshwar Vidyalaya,.
12.	Shri Mallikarjun Vidyalaya High School,
13.	Shri Nirakar Vidyalaya,
14.	Shri Shradhanand Vidyalaya,
15.	St. Anne's Institute,
16.	St. Anthony's High School,
17.	St. Francis Xavier High School,
18.	St. Sebastian's High School,
19.	St. Theresa of Jesus High School,
20.	Tudal High School,

The registration forms of the programs in original is added as Annexure

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.

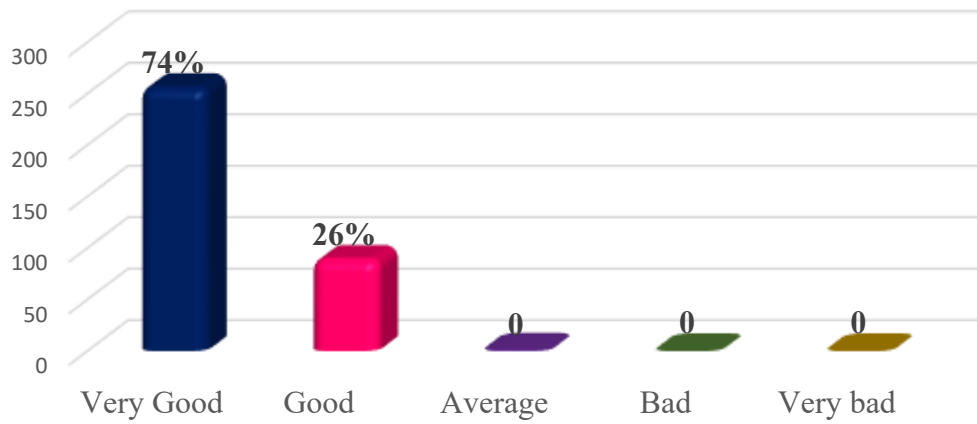
11. Feedback Response Summary

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

a. Accomplishment of workshop objectives

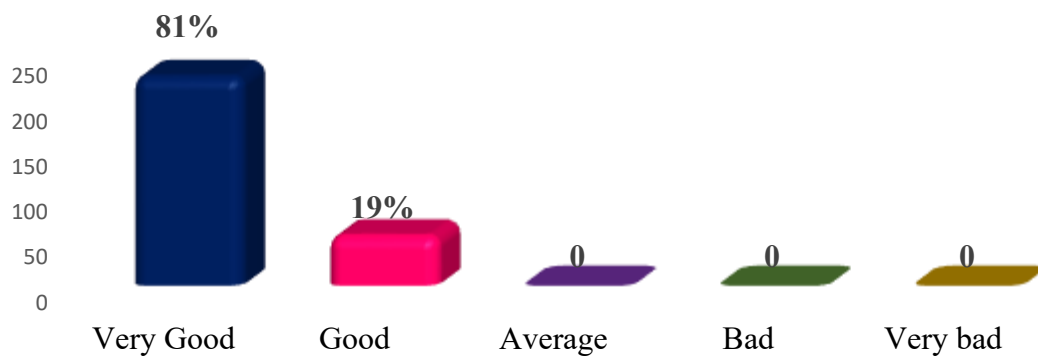
North Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	27	14	0	0	0
Workshop No.2	33	6	0	0	0
Workshop No.3	30	11	0	0	0
Workshop no. 4	34	8	0	0	0
Workshop No.5	19	19	0	0	0
Workshop No.6	33	4	0	0	0
Workshop No.7	27	18	0	0	0
Workshop No.8	29	8	1	0	0
Workshop no.9	24	1	0	0	0
Total	256	89	1	0	0

Accomplishment of workshop objectives North Goa



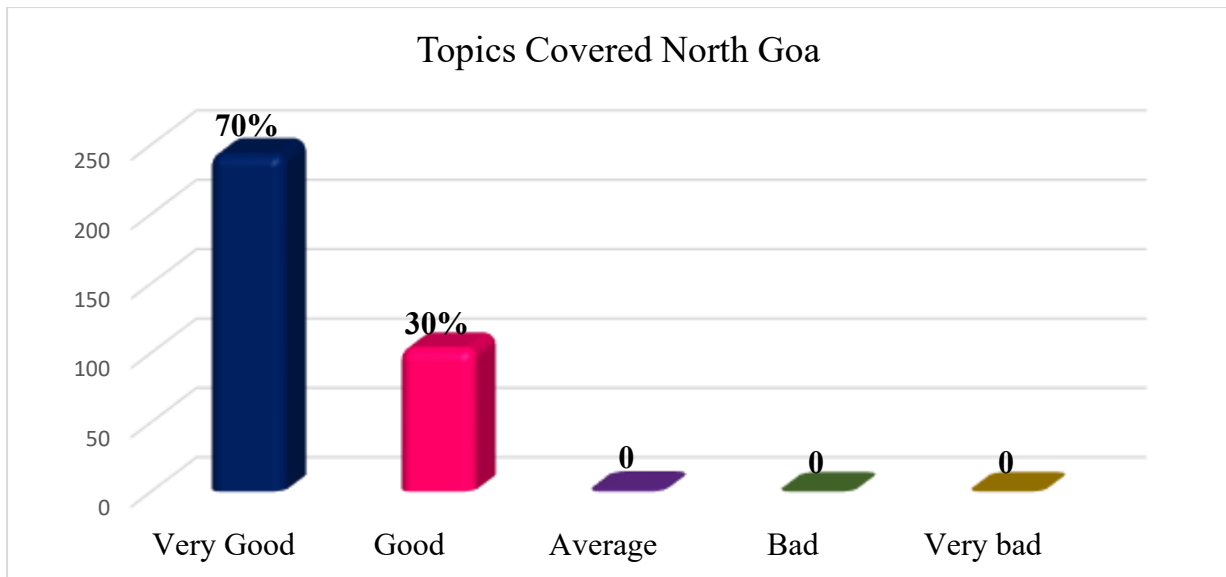
South Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	35	14	0	0	0
Workshop No.2	26	9	0	0	0
Workshop No.3	23	4	0	0	0
Workshop No.4	30	5	0	0	0
Workshop No.5	32	3	0	0	0
Workshop No.6	17	5	0	0	0
Workshop No.7	25	2	0	0	0
Workshop no.8	41	6	0	0	0
Workshop no.9	35	3	0	0	0
Workshop no. 10	29	4	0	0	0
Total	231	55	0	0	0

Accomplishment of workshop objectives South Goa

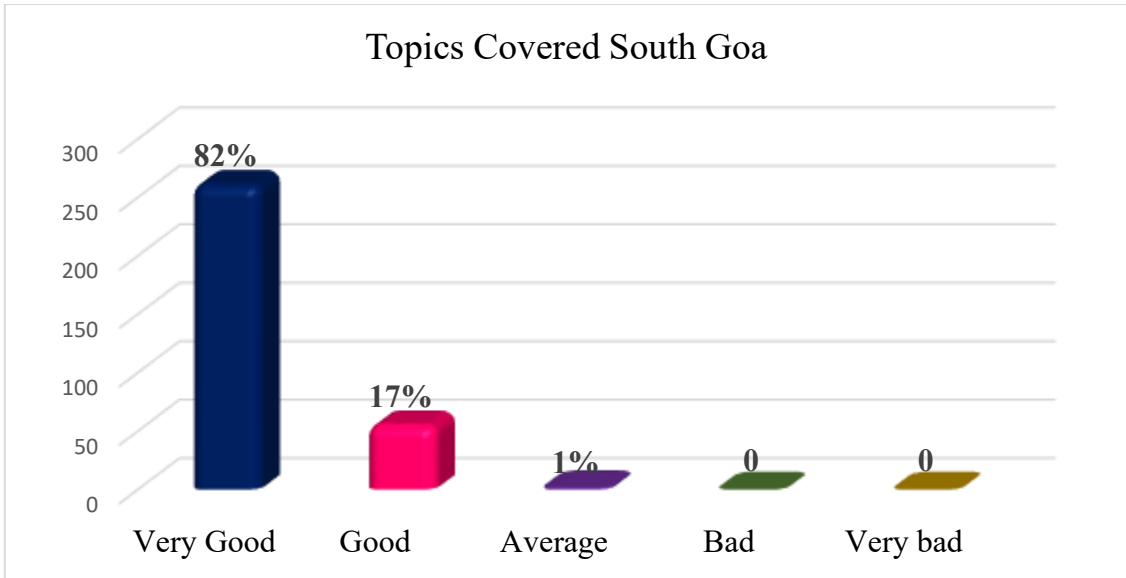


b) Topics covered

North Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	17	24	0	0	0
Workshop No.2	32	7	0	0	0
Workshop No.3	30	11	0	0	0
Workshop no. 4	31	11	0	0	0
Workshop No.5	25	13	0	0	0
Workshop No.6	30	7	0	0	0
Workshop No.7	24	21	0	0	0
Workshop No.8	30	8	1	0	0
Workshop no.9	24	1	0	0	0
Total	243	103	1	0	0

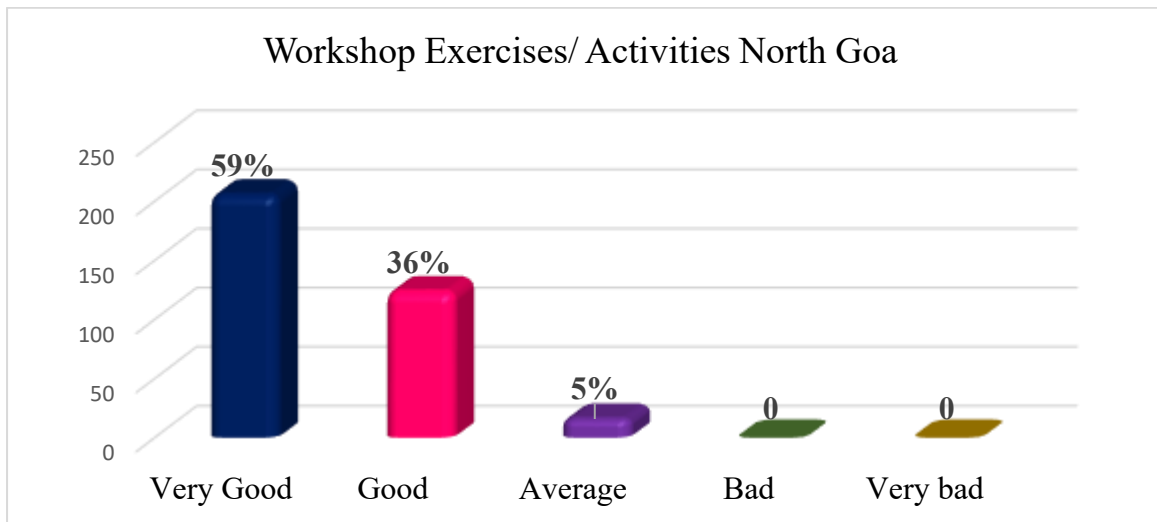


South Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	30	18	1	0	0
Workshop No.2	23	11	1	0	0
Workshop No.3	23	4	0	0	0
Workshop No.4	30	5	0	0	0
Workshop No.5	34	1	0	0	0
Workshop No.6	20	2	0	0	0
Workshop No.7	25	2	0	0	0
Workshop no.8	43	4	0	0	0
Workshop no.9	34	4	0	0	0
Workshop no. 10	29	4	0	0	0
	261	55	2	0	0

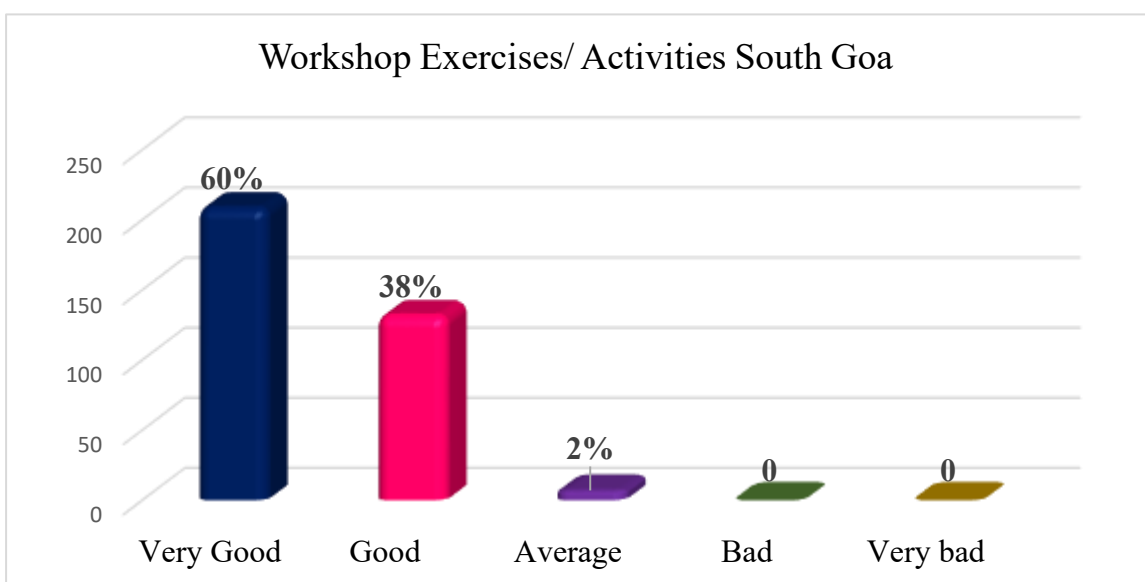


c. Workshop exercises/ activities

North Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	25	16	0	0	0
Workshop No.2	25	13	1	0	0
Workshop No.3	22	16	3	0	0
Workshop no. 4	25	13	4	0	0
Workshop No.5	16	21	1	0	0
Workshop No.6	23	12	2	0	0
Workshop No.7	30	12	3	0	0
Workshop No.8	18	18	2	0	0
Workshop no.9	22	3	0	0	0
Total	206	124	16	0	0



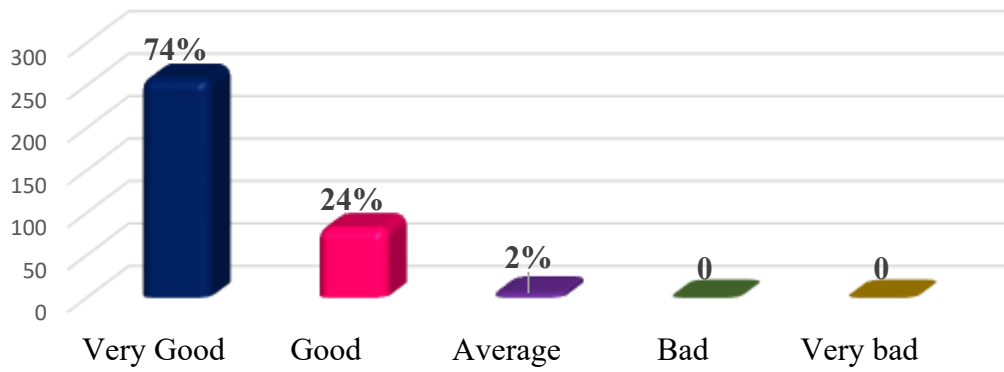
South Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	19	30	0	0	0
Workshop No.2	17	17	1	0	0
Workshop No.3	19	7	1	0	0
Workshop No.4	21	13	1	0	0
Workshop No.5	26	8	1	0	0
Workshop No.6	15	6	1	0	0
Workshop No.7	19	7	1	0	0
Workshop no.8	32	14	1	0	0
Workshop no.9	21	17	0	0	0
Workshop no. 10	20	13	0	0	0
Total	209	132	7	0	0



d. Reading materials

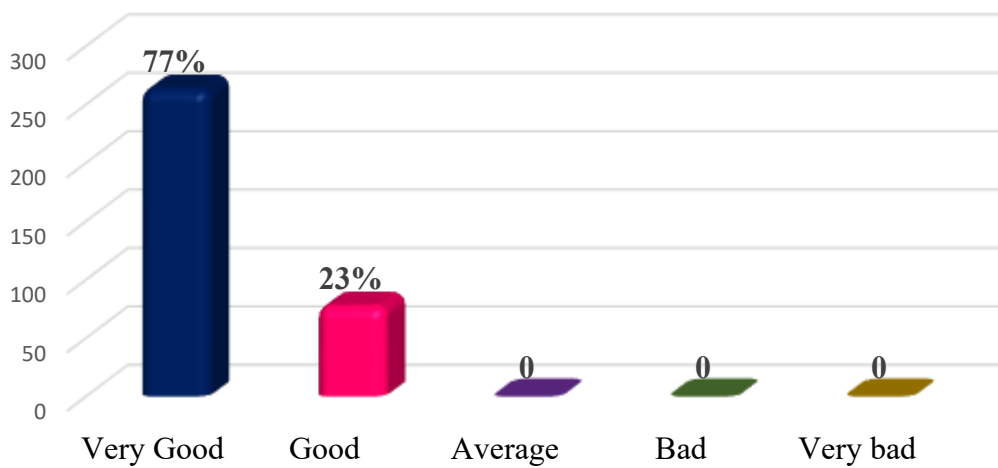
North Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	31	10	0	0	0
Workshop No.2	30	9	0	0	0
Workshop No.3	30	9	2	0	0
Workshop no. 4	33	8	1	0	0
Workshop No.5	25	12	1	0	0
Workshop No.6	33	4	0	0	0
Workshop No.7	26	18	1	0	0
Workshop No.8	26	11	1	0	0
Workshop no.9	24	1	0	0	0
Total	258	82	6		

Reading Materials North Goa



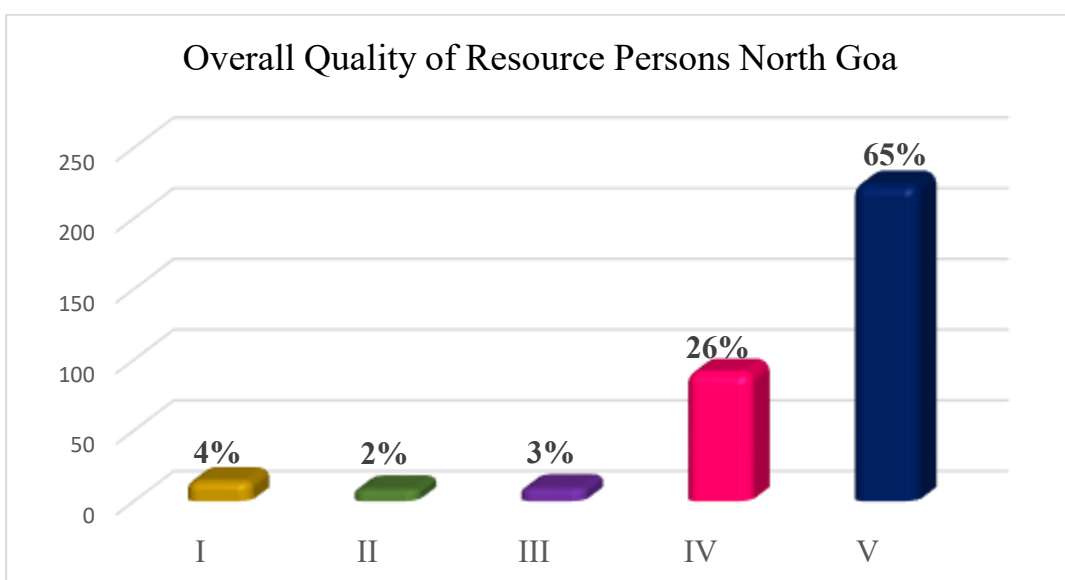
South Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	32	17	0	0	0
Workshop No.2	23	12	0	0	0
Workshop No.3	23	4	0	0	0
Workshop No.4	27	8	0	0	0
Workshop No.5	26	9	0	0	0
Workshop No.6	19	3	0	0	0
Workshop No.7	23	4	0	0	0
Workshop no.8	30	9	0	0	0
Workshop no.9	31	7	0	0	0
Workshop no. 10	29	4	0	0	0
Total	263	77	0	0	0

Reading Materials South Goa

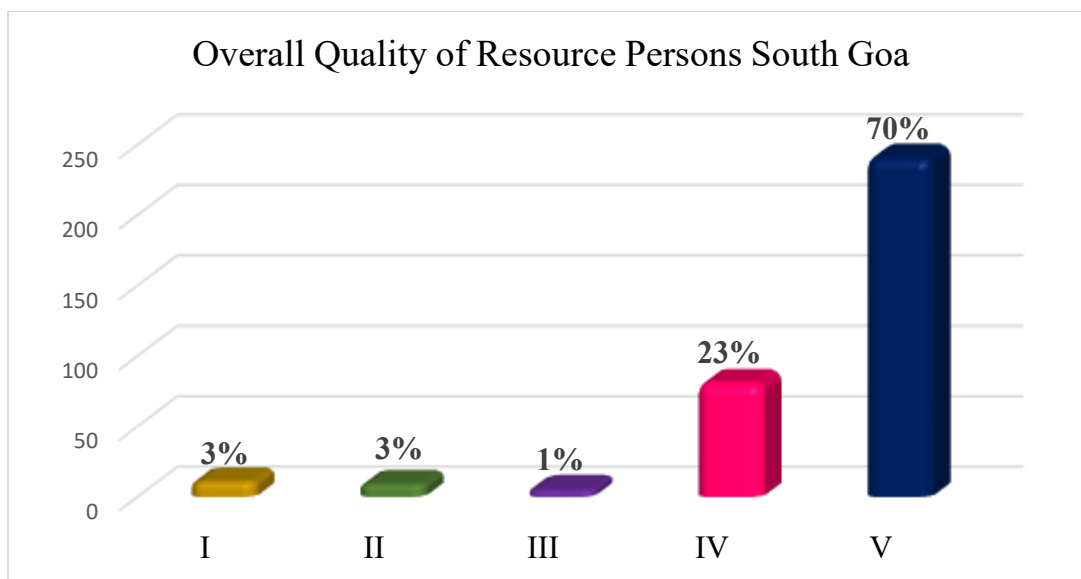


e. Overall quality of resource persons - rating in a scale of I(lowest) to V(highest)

North Goa	I	II	III	IV	V
Workshop No.1	3	1	1	11	25
Workshop No.2	0	0	2	5	32
Workshop No.3	1	2	1	9	28
Workshop No.4	2	1	1	13	25
Workshop No.5	2	2	1	14	19
Workshop No.6	1	1	0	10	25
Workshop No.7	1	0	2	17	25
Workshop No.8	3	1	1	9	24
Workshop No.9	1	0	0	3	21
Total	14	8	9	91	224

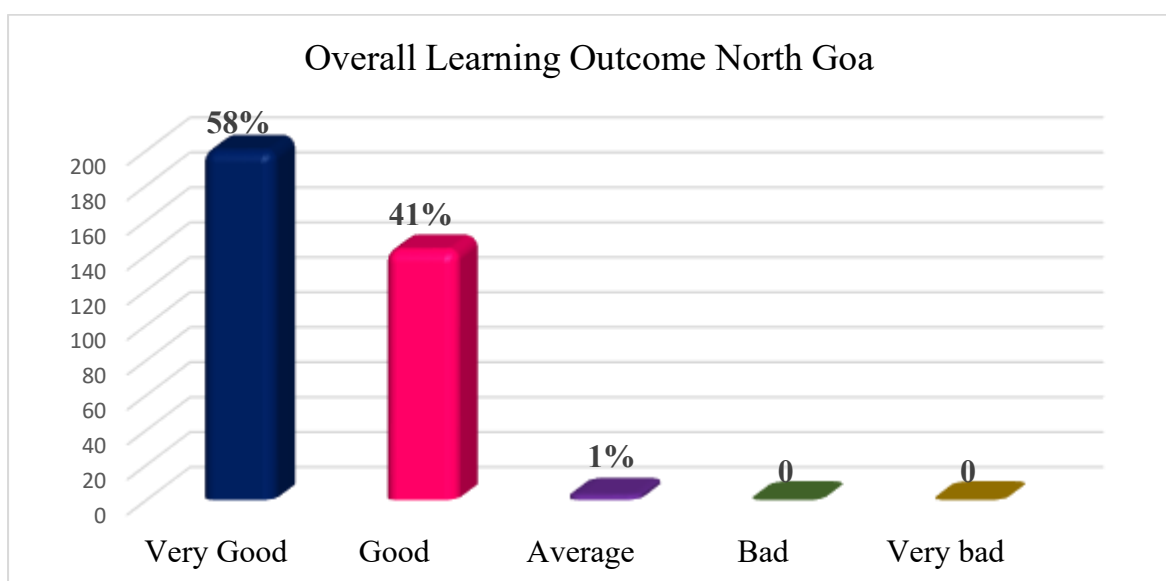


South Goa	I	II	III	IV	V
Workshop No.1	1	1	2	16	29
Workshop No.2	1	3	3	11	17
Workshop No.3	2	0	0	9	16
Workshop No.4	0	3	0	8	24
Workshop No.5	1	1	0	4	29
Workshop No.6	2	0	0	3	17
Workshop No.7	0	0	0	3	23
Workshop No.8	1	0	0	13	33
Workshop No.9	1	0	0	7	30
Workshop No.10	2	1	0	7	23
Total	11	9	5	81	241

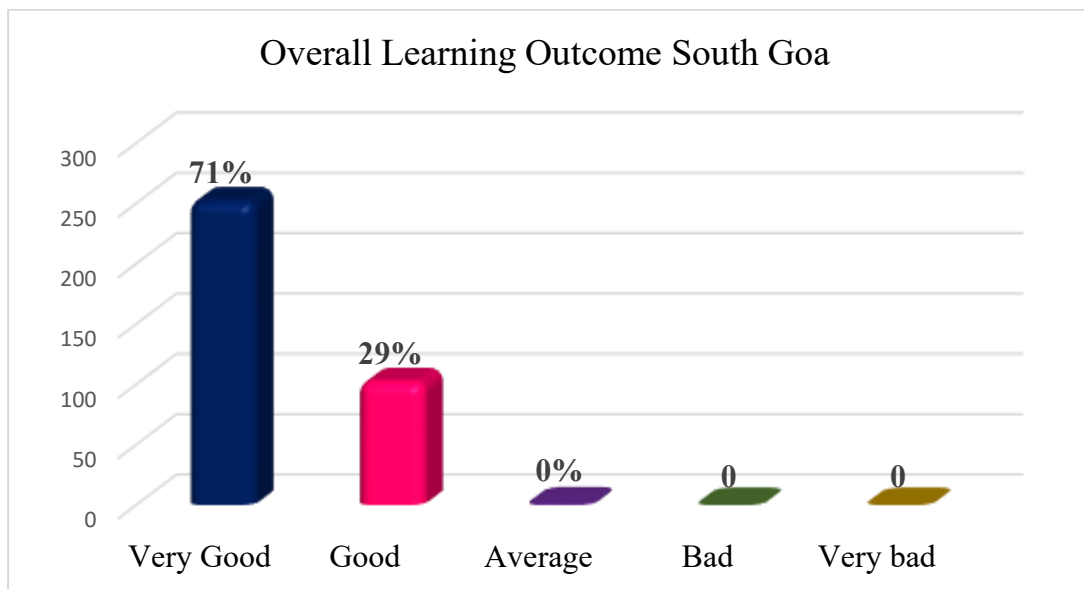


f. Overall learning outcome

North Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	19	22	0	0	0
Workshop No.2	26	13	0	0	0
Workshop No.3	27	13	1	0	0
Workshop no. 4	28	13	1	0	0
Workshop No.5	21	17	0	0	0
Workshop No.6	21	16	0	0	0
Workshop No.7	19	26	0	0	0
Workshop No.8	21	16	1	0	0
Workshop no.9	18	7	0	0	0
Total	200	143	3	0	0

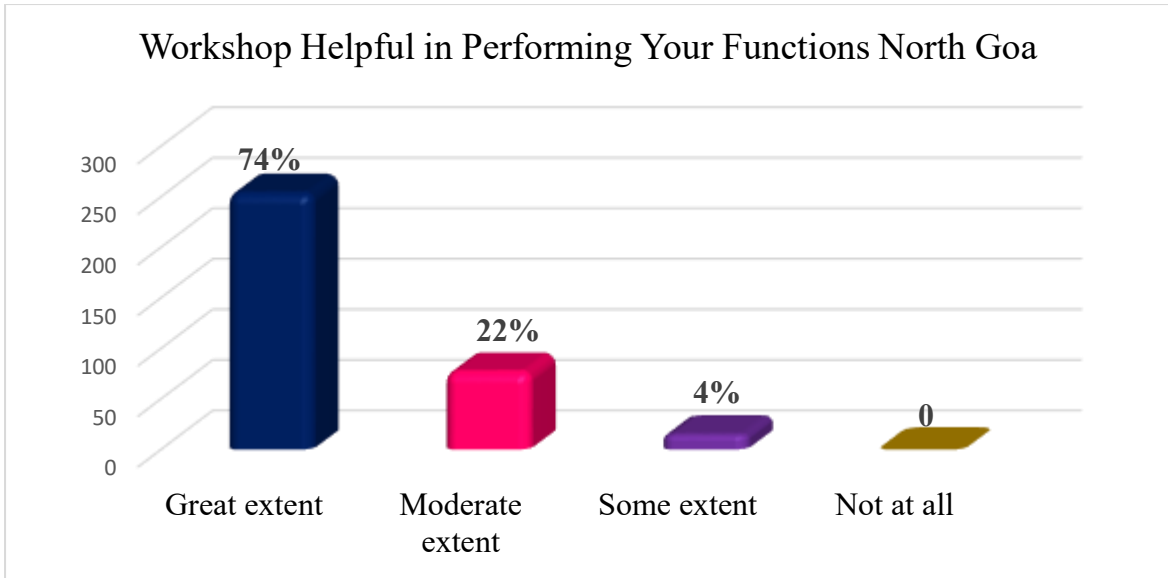


South Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	30	19	0	0	0
Workshop No.2	21	14	0	0	0
Workshop No.3	18	9	0	0	0
Workshop No.4	22	12	1	0	0
Workshop No.5	31	11	0	0	0
Workshop No.6	17	5	0	0	0
Workshop No.7	23	4	0	0	0
Workshop no.8	34	13	0	0	0
Workshop no.9	30	8	0	0	0
Workshop no. 10	26	7	0	0	0
Total	252	102	1	0	0

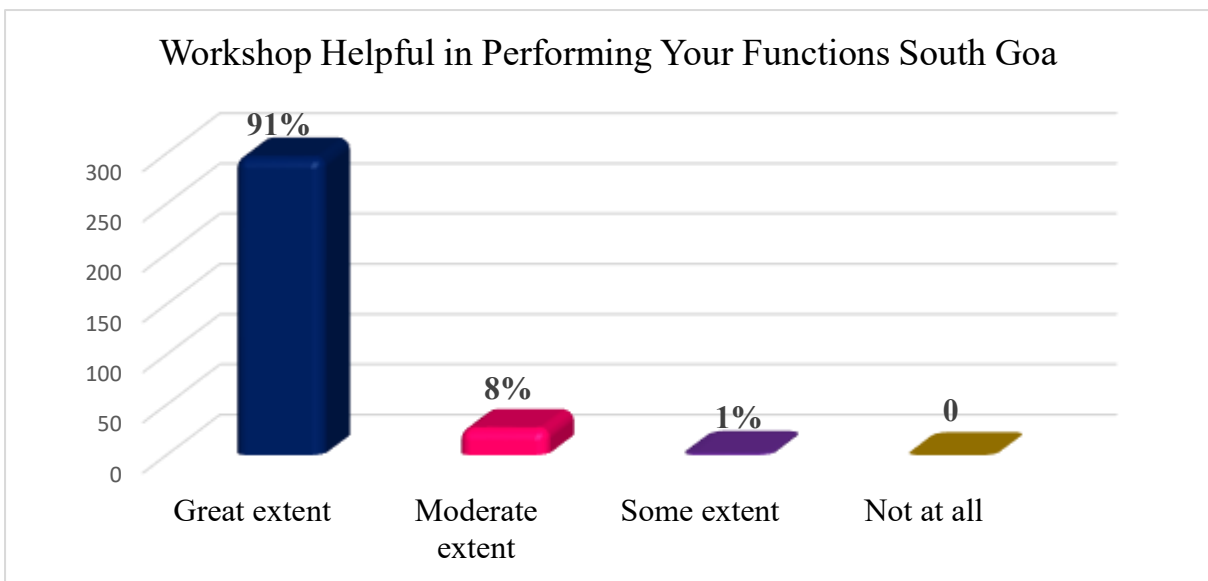


g. Will this workshop be helpful in performing your functions as the Presiding Officer/ member of the Internal Committee of your institution?

North Goa	Great extent	Moderate extent	Some extent	Not at all
Workshop No.1	28	12	1	0
Workshop No.2	29	8	2	0
Workshop No.3	32	7	2	0
Workshop No.4	31	10	1	0
Workshop No.5	27	9	2	0
Workshop No.6	27	8	2	0
Workshop No.7	33	12	0	0
Workshop No.8	24	9	5	0
Workshop No.9	23	2	0	0
Total	254	77	15	0



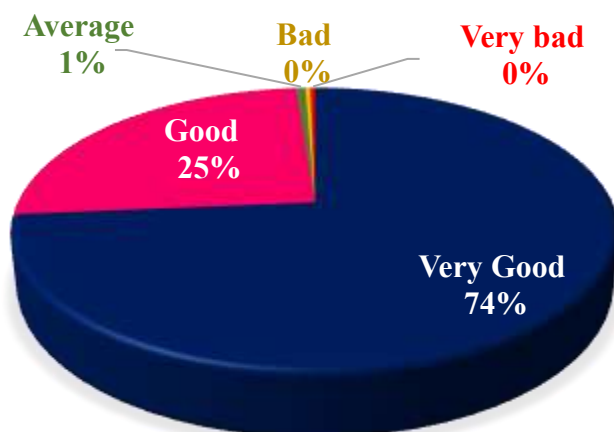
South Goa	Great extent	Moderate extent	Some extent	Not at all
Workshop No.1	44	4	1	0
Workshop No.2	26	9	0	0
Workshop No.3	23	3	1	0
Workshop No.4	27	8	0	0
Workshop No.5	32	3	0	0
Workshop No.6	19	3	0	0
Workshop No.7	24	3	0	0
Workshop No.8	39	8	0	0
Workshop No.9	33	4	1	0
Workshop No.10	29	3	1	0
Total	296	26	2	0



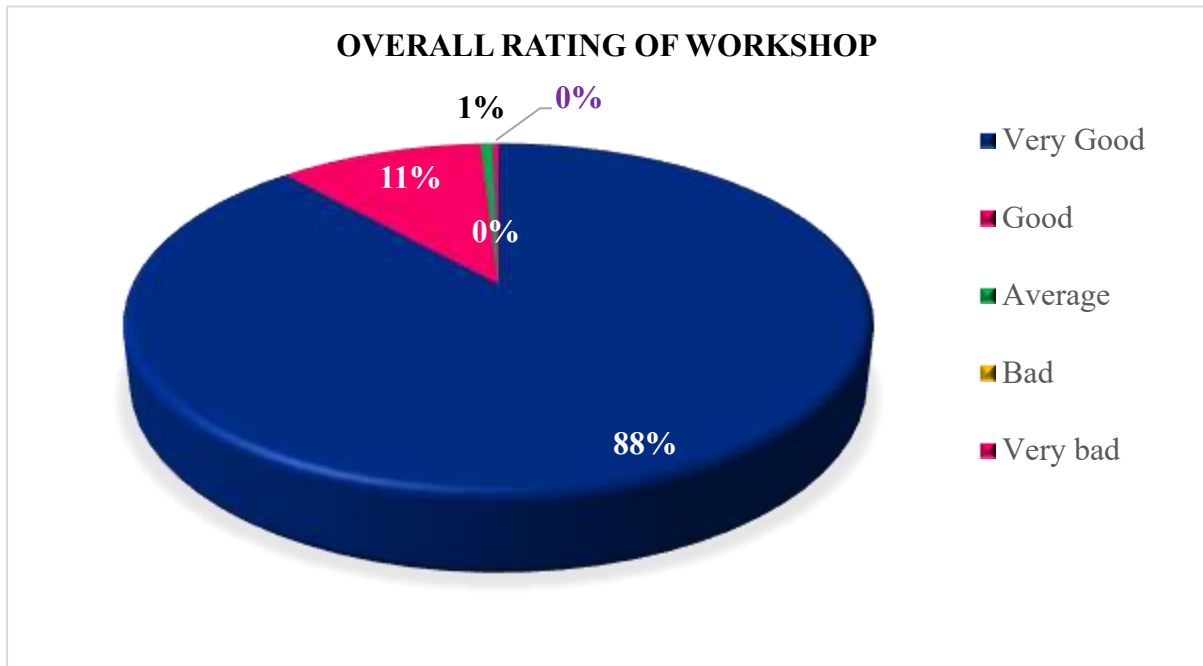
h. Overall rating of the workshop

North Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	29	11	1	0	0
Workshop No.2	29	9	1	0	0
Workshop No.3	25	16	0	0	0
Workshop no. 4	28	13	1	0	0
Workshop No.5	25	13	0	0	0
Workshop No.6	33	3	1	0	0
Workshop No.7	26	19	0	0	0
Workshop No.8	26	10	1	0	1
Workshop no.9	22	2	0	1	0
Total	243	83	2	1	1

OVERALL RATING OF WORKSHOP NORTH GOA



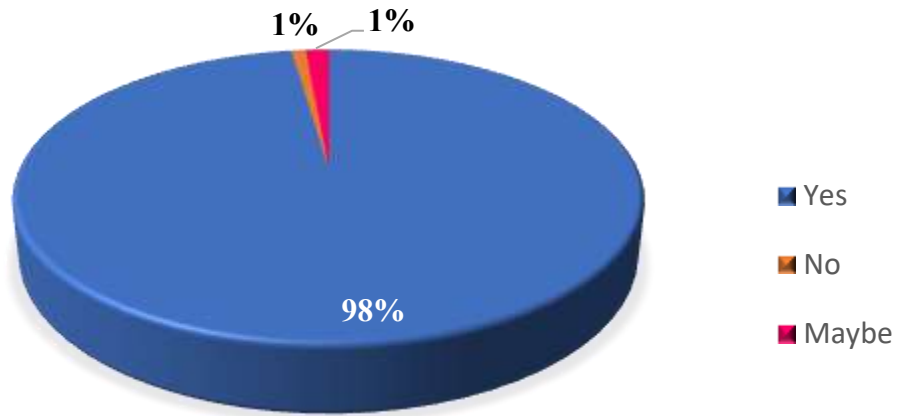
South Goa	Very Good	Good	Average	Bad	Very bad
Workshop No.1	36	13	0	0	0
Workshop No.2	23	11	1	0	0
Workshop No.3	22	5	0	0	0
Workshop No.4	24	11	0	0	0
Workshop No.5	32	3	0	0	0
Workshop No.6	19	3	0	0	0
Workshop No.7	25	2	0	0	0
Workshop no.8	41	6	0	0	0
Workshop no.9	34	3	0	0	1
Workshop no. 10	25	7	1	0	0
Total	281	64	2	0	1



i. Would you recommend this workshop to others?

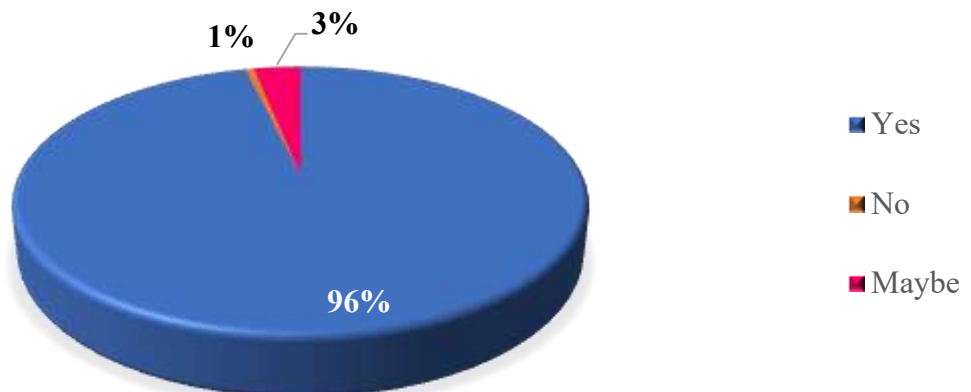
North Goa	Yes	No	Maybe
Workshop No.1	41	1	0
Workshop No.2	36	1	2
Workshop No.3	41	0	0
Workshop No.4	41	0	1
Workshop No.5	37	0	1
Workshop No.6	36	0	1
Workshop No.7	45	0	0
Workshop No.8	38	0	0
Workshop No. 9	24	1	0
Total	339	3	5

**WOULD YOU RECOMMEND THIS WORKSHOP TO OTHERS?
NORTH GOA**



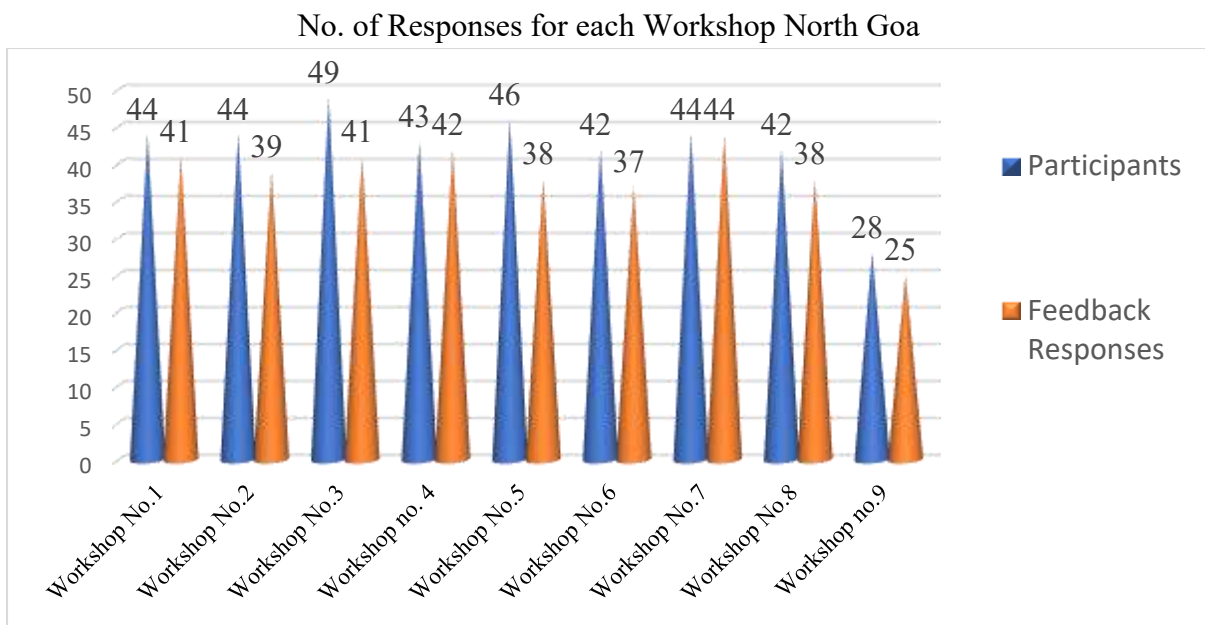
South Goa	Yes	No	Maybe
Workshop No.1	48	0	1
Workshop No.2	31	1	3
Workshop No.3	25	1	1
Workshop No.4	33	0	2
Workshop No.5	35	0	0
Workshop No.6	21	0	1
Workshop No.7	27	0	0
Workshop No. 8	46	0	1
Workshop No. 9	38	0	0
Workshop No. 10	31	0	2
Total	335	2	11

**WOULD YOU RECOMMEND THIS WORKSHOP TO OTHERS?
SOUTH GOA**



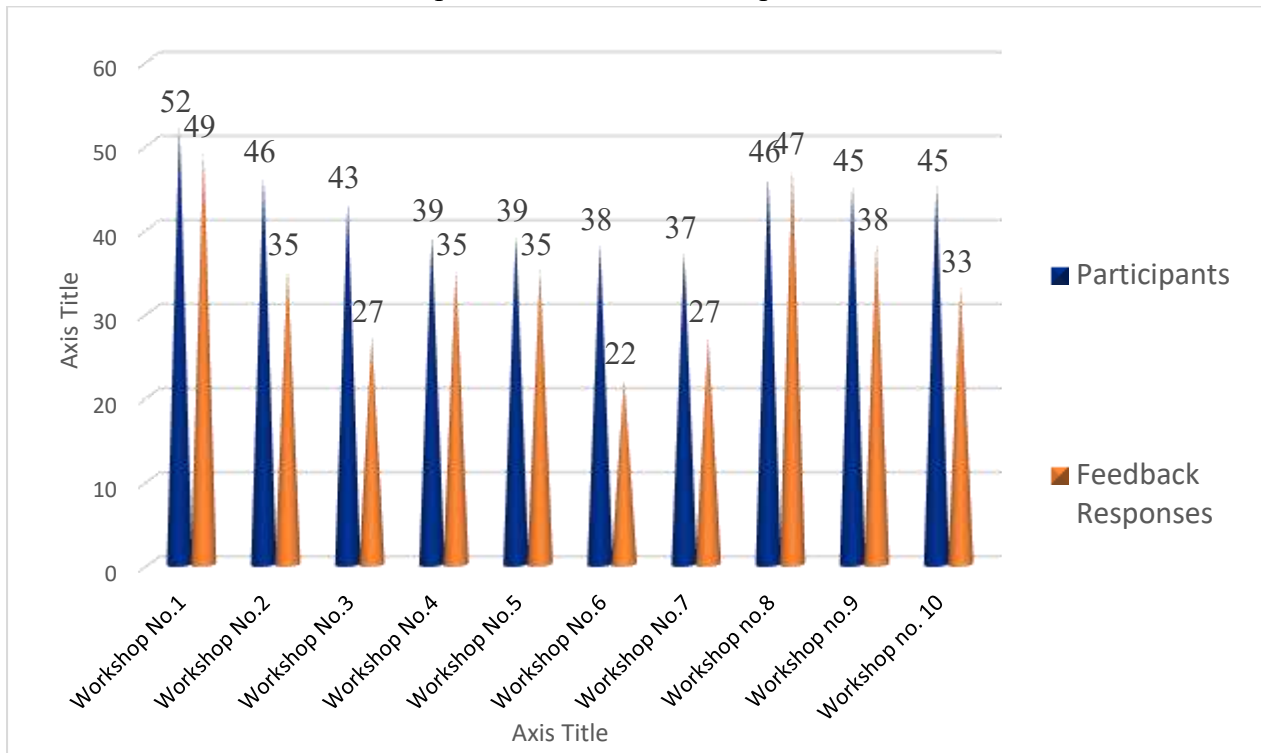
j. No. of Responses for each Workshop

North Goa	Participants	Feedback Responses
Workshop No.1	44	41
Workshop No.2	44	39
Workshop No.3	49	41
Workshop no. 4	43	42
Workshop No.5	46	38
Workshop No.6	42	37
Workshop No.7	44	44
Workshop No.8	42	38
Workshop no.9	28	25
Total	382	345

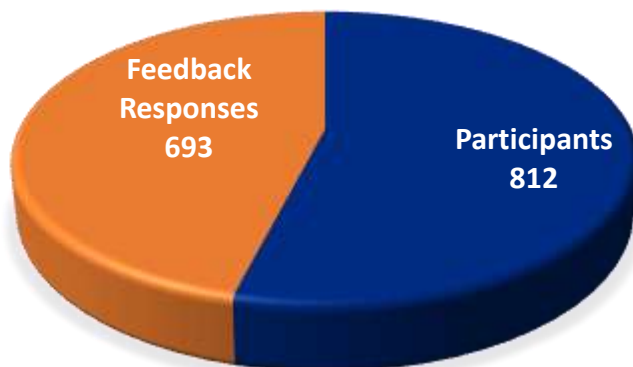


South Goa	Participants	Feedback Responses
Workshop No.1	52	49
Workshop No.2	46	35
Workshop No.3	43	27
Workshop No.4	39	35
Workshop No.5	39	35
Workshop No.6	38	22
Workshop No.7	37	27
Workshop no.8	46	47
Workshop no.9	45	38
Workshop no. 10	45	33
Total	430	348

No. of Responses for each Workshop South Goa



TOTAL RESPONSES



Suggestions from participants

- Send more resource people to the schools for the session on POSH. Some law students could be sent for the presentation.
- Teachers require more time to carry out these meetings during school hours, they are already occupied with lot many things, if possible you could suggest something to solve these issues.
- Conduct similar training to the Heads & the Management of the Institution.

- d. Training should have been for all IC members including Headmaster and at least 1 member of Management
- e. Kindly have this session for the heads of the institution. We should be given a free hand to deal with the cases. Kindly ask for a grievance cell in each school. We should get some time to go through the grievance if any.
- f. Try to conduct it online so that more audience can be involved.
- g. Come up with a book or booklet of all the matter instead of ppt. We can buy the booklet as well.
- h. Such session should be conducted to school PTA, community level, students at a high school



12. Gallery
North Goa

South Goa:





13.Suggestions to Department of Education

The suggestions based on discussion and queries during the Project POSH Training Programs are listed below:

1. DoE circular regarding POSH Compliance to be sent to all principals/HMS
 - a. Constitution of IC strictly as per POSH Act
 - b. Disclosures required under the Act – A standard format and posters may be sent to all Schools that shall be displayed at conspicuous places in the school and on the website
 - c. Policy on prevention of sexual harassment
 - d. Training for IC members
 - e. Awareness program for all staff and students
 - f. Annual Report as per POSH Act shall be sent to District Collector and to DoE
2. Leave to the aggrieved woman as an Interim Relief Measure under the POSH Act
3. Goa Education Act requires to be amended declaring SH as a misconduct under the Service Rules and that the Internal Committee shall be deemed to the Inquiry Committee under the Service Rules
4. Remuneration for External Members
5. Facilities (office, printer, storage etc) for IC
6. Circular to PIO under RTI regarding Section 16 (Confidentiality Clause) and Section 17 (Consequences of Breach of Confidentiality) of POSH Act
7. The POSH Compliance Clinic of V.M.Salgaocar College of Law may be recognized as the Consultancy in POSH Compliance matters to all Schools

A detailed Recommendations will be drafted and placed before the Director of Higher Education for effective implementation of the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal Act, 2013)

14. Annexure – Registration Forms

Annexure 1- List of Participants for Program No.1 (North Goa)

**Project POSH - One Day Workshop on POSH Act
For the Internal Committees of High Schools
Date: August 16, 2024**

Program 01

Venue: V. M. Salgaocar College of Law, Miramar

Taluka: PERNEM

SR. NO	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Neeta Namdeo Pednekar	1. Govt. High School Hankhane Pedne Goa
2.	Rama Sagun Bicholkar	
3.	Mrs. Magdalin Rodrigues	2. Don Bosco High School Tuem Pernem Goa
4.	Mrs. Nirjaa Vernekar	
5.	Shradha Naik	3. Hutatma Bapu Gawas Memorial GHS Chandel Pernem
6.	Ankit Morajkar	
7.	Aparna Prabhu	4. Mandre High School, Deulwada Mandrem Pernem Goa
8.	Netra Mandrekar	
9.	Swati Sumed Toraskar	5. Shree Durga English School Parse
10.	Harsha Yeshwant Malik	
11.	Mrs. P. N. Malik	6. Shree Bhagwati High School, Pernem Goa
12.	Heena Haldonkar	
13.	Mrs. P. R. Tanksali,	
14.	Saanvi Kerkar	7. Shree Kamaleshwar High School, Pethechawada Korgaon
15.	Mrs. Geeta G. Parab	8. Lokshikshan High School, Dhargal
16.	Mrs. Utkarsha U. Naik	
17.	Mrs. Ovi Y. Naik	9. Shri Kamaleshwar High School Deulwada Korgao Pernem
18.	Bindiya Kotkar,	10. Viscount Of Pernem High School
19.	Sushma Gawde	
20.	Mrs Gauri Verlekar	11. Manguirish Vidyalaya English High School
21.	Uday Manderkar	
22.	Sushama N.Gosavi Morajkar	12. Shahid Ram Singh Memorial Govt.High School Torse Pernem Goa
23.	Neeta Mahale	
24.	Smt. Nishtta Kolambkar	13. Government High School Ozari Pernem
25.	Smt. Pratima Goasavi	
26.	Sangita Parab	14. Sateri Vidya Mandir Ibrampur Pernem Goa
27.	Prathamesh Mahale	
28.	Joanita Pereira	

29.	Dakshata Shirodkar	15. HBGDM Government High School Dadachiwadi Dhargal
30.	Shraddha Ramesh Naik	
31.	Urvi Parab	16. Ideal English High School
32.	Prital Shetye	
33.	Neelam P. Mahaldar	17. New English High School, Keri
34.	Sharmila S. Naik,	
35.	Milan R. Chodankar	18. St. Joseph High School, Surban Wado Pernem Goa
36.	Maria Desouza	
37.	Pranita Naik	19. Vidya Prasarak High School, Morjim
38.	Mrs. Dhanashree Subhaji	
39.	Mrs. Siddhi S. Arolkar	20. Harmal Panchakroshi High School, Harmal
40.	Karishma Amit Parab	
41.	Sonal Amol Parab	21. Alorna Panchyakroshi High School
42.	Samiksha Naik A.	22. Ramakant D. Khalap H/S, Mandrem
43.	Sunita T. Matondkar	
44.	Pratiksha Narvekar	23. GEDC

Annexure 1A - List of Participants for Program No.1 (South Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: August 16, 2024

Program 01

Venue: VVM's Kare College of Law, Margao

Taluka: PONDA

SR NO.	NAME OF PARTICIPANTS	NAME OF THE HIGH SCHOOL
1.	Vinda Divkar	1. A.J de Almeida High School
2.	Avina D'Cruz	
3.	Kalpita BhatPrabhu	2. Mahatma Gandhi Centenary School, Gaune Bandora
4.	Mamita Gaunekar	
5.	Mahira Bi Shaikh	3. Iqra English School
6.	Zeba Zikriya Shaikh	
7.	Chaya Palkar	4. Vivekanand Vidyalaya
8.	Chittaranjandas Devulkar	
9.	Atul shirodkar.	5. New English High School Digas Panchawadi
10.	Mrs. Lata Naik	
11.	Anupama G Varsha	
12.	Sangeeta Barve	6. GHS Dhaushire - Tisk, Usgao
13.	Vasundhara Tari	
14.	Pratima Pramod Naik	7. Government High School Savoi Verem
15.	Sheetal Shamu Phadte	
16.	Mrs. Aquita v DA Costa	8. St. Anthonys High School Ambla Panchwadi
17.	Prita Raikar	9. Shri Kamkshi High School
18.	Ravina Phadte	
19.	Supriya Borkar	10. Govt High school Kundai Ponda Goa
20.	Savita Govekar	
21.	Anupama Pundalik Mane	11. PM Shri Camilo Pereira Memorial Govt High School, Sadar,
22.	Velangi Pathak	
23.	Smita Dsouza	12. GHS Ganje Usgao Ponda
24.	Vaidhahi Naik	
25.	Mrs Carmelina Rodrigues,	13. GVMs Pragati Vidyalaya, Paniwada Borim
26.	Shital Shinkre	
27.	Sureksha Patel	14. School of Symbiosis
28.	Richa Joshi	
29.	Nipti Kankonkar	15. M.E.F's Fatima High school, Nagamasjid, Curti Ponda-Goa
30.	Assama Bi Shaikh	
31.	Prisca Pires	16. Government High School Juna Bazar
32.	Mrs.Suchita Gaonkar	

33.	Mansi Panjekar	17. KAG's Panchasheel English High school, Bori Ponda Goa
34.	Sr. Lina Cota,	18. St. Mary's High school
35.	Mrs. Thraisa Monteiro,	
36.	.Mrs. Joanita Marques	19. St. Joseph High School, Usgao
37.	Yogita Chari	20. Dr. K.B. Hedgewar Vidyalay Curti-Ponda Goa
38.	Mrs.Sneha Verenkar	21. GVM's Rajmata Padmavati Raje Soundhekar High School, Bandora
39.	Mrs. Dhanashri Patil	
40.	Mr. Vikas N. patil	22. Smt. Kamalabai Hede High School, Shiroda
41.	Mrs. Jayamala J Shirodkar	
42.	Mrs.Sandhya Prabhu Desai	23. Dr.Sakharam Gude High School,Vazangal Shirodahiroda
43.	Mrs.Siya Shet	
44.	Mamata Patil	24. Smt.Anandibai M.Naik Highschool
45.	Umakant Naik	
46.	Rashmi	25. Taleem High School, Pilliem, Dharbandora
47.	Samiksha	
48.	Deepali Naik	26. G.V.M.s RPRS High School
49.	Jonita Pereira	27. Smt. Anandibai M. Naik High School
50.	Ms. Uma	ADEI Ponda

Annexure 2 - List of Participants for Program No.2 (North Goa)
Project POSH - One Day Workshop on POSH Act
For the Internal Committees of High Schools
Date: August 19, 2024

Program 02

Venue: V. M. Salgaocar College of Law, Miramar

Taluka: PERNEM, BARDEZ

SR. NO	PARTICIPANTS	NAME OF INSTITUTION
1.	Mrs. Rochelle De Souza	1. St Francis Xavier High School, Mapusa
2.	Sr. Asrani M.S.A	
3.	Rajeshri Bhogate	2. Janata High School, Mapusa Goa
4.	Parisha Prabhu	
5.	Mrs. Jyoti Shet Khalap,	3. Dnyanprassarak Vidyalaya, Mapusa- Goa.
6.	Mrs. Reshma Chimulkar	
7.	Ravina Shashank Parsekar	4. Dnyandeep Academy High School
8.	Pooja Palav	
9.	Vilsy Matthew	5. St. Anthony's High School, Duler
10.	Pooja T Mangueshkar	
11.	ZENA VIEGAS	6. G S AMONKAR VIDYA MANDIR
12.	JASWEEN ARA GUHA	
13.	Mrs. Samita R. Gurav	7. Peter Alvares Memorial High School
14.	Varad Parab	
15.	Mrs Cecilia Tavares	8. Holy Cross High School Siolim Bardez Goa
16.	Sr Liberata Costa	
17.	Prashant V Patekar	9. Sai Vidya Mandir, Dhuskitale Torse Pernem Goa
18.	Sonali D Nigalye	
19.	Sionora Pinto Abreo	10. St Mary's Convent High School Mapusa
20.	Rosanne	
21.	Mrs Smita N. Shinde	11. Dattaram Mantravadi Memorial High School , Ansabhat Mapusa Goa
22.	Hazel Gonsalves Mattos	12. Don Bosco High School Calangute Bardez Goa
23.	Ida Menezes	
24.	Marcelia pinto	13. Sant Xavier Vidyalaya, Korgao Pernem
25.	Lakter britto	
26.	Mrs. Yogita Asolkar	14. Shree Ganesh High School, Ganeshpuri Mhapsa Goa
27.	Rucha Kelkar	
28.	Melisa S. Britto	15. St Joseph high school surban wado, Pernem Goa
29.	Mrs. Medha S. Parab	16. Our Lady of Rosary High School, Mandrem
30.	Mrs. Kavita C. Revadkar	
31.	Ms. Poornima V. Naik ,	17. Saraswat Vidyalaya ,

32	Ms. Tereza Fernandes	
33	Mrs. Aparna Garudi	18. Our Lady of Mount Carmel High School, Arambol
34	Ms. Roanne De Souza	
35	Swapnali S. Shirodna	19. Parse High School Parse Pernem
36	Manguesh S Kamalkar	
37	Remy Goretti Pereira Dsouza	20. GEDC, Porvorim
38	Nagesh S. Gosavi	21. Vikas High School Valpe Virnoda
39	Januarina Rodrigues	22. J. A. Chopdekar Memorial G. H. S. Agarwada Pernem Goa
40	Sindhu D. Kanthankar	

Annexure 2A - List of Participants for Program No.2 (South Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: August 19, 2024

Program 02

Venue: VVM's Kare College of Law, Margao

Taluka: PONDA/DHARBANDORA

SR No	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Mrs. Teja Mardolkar	1. Government High School Dayanandnagar, Dharbandora, Goa.
2.	Mrs. Abhaya Kaskar	
3.	Mrs. Nita G. Naik	2. Barabhumi High School Tambdi Surla
4.	Mrs. Vanita D.P. Gaonkar	
5.	Sarika Chari	3. Lokvishwas Pratishtan school and home for Visually Impaired children Dhavali-Ponda-Goa.
6.	Mrs. Luiza Fernandes	4. Our Lady of Piety High School Collem
7.	Monica Dias	5. St Mary's High School, Varca
8.	Swara Bale	6. Lokvishwas Pratishtan's Virani-Isani high school for Hearing Impaired Children
9.	Anushka Vaidya	
10.	Mrs Divya J Bhandari	7. Navdeep Vidyalaya Travale Shiroda Goa
11.	Miss Sailee B Naik	
12.	Mrs. Kausar	8. Jamiya E Maqbuliya High School
13.	Mrs. Kalyani Karkade	9. St. Joseph High School, Karai Shiroda Ponda Goa
14.	Suwarna Kavalekar	10. Lokvishwas Pratishtan's Special School Dhavali Ponda
15.	Arvind Kundlik More	
16.	Pallavi Naik,	11. Immaculate Conception High School Dabal
17.	Fiona Colaco	
18.	Mrs. Greta Vaz	12. Vidhya Vruddhi School
19.	Mrs. Jesphin Souza	
20.	Nikhil Naik	
21.	Ms. Archana Priyolkar	13. Lokvishwas Pratishtan's Special School khandola Marcel
22.	Ankita M. Gawade.	14. Matoshree Anandibai Vaman Marathe Vidyamandir Dharbandoda
23.	Vinanti Bhatikar	
24.	Sandhya	15. Abhinav Vidyamandir Mollem
25.	Siddhi	
26.	Alisha Vagekar	16. Gomantak Vidyalaya Pilliem-Dharbandoda
27.	Siddhi Fal Dessai	
28.	Khemanna Ghadi	17. Sacordem Education Society's School Navem Sacorda Goa
29.	Vaishali Kurtikar	
30.	Emma Fernandes	18. Our Lady of Piety School Collem
31.	Preeti Malik	

32.	Sr. Matilda	19. St. Sebastians High School Loliem
33.	Narvekar Susmita	20. International Sadguru Gurukulam Kundai Goa
34.	Miss Nivida D Nagvekar	21. Govt. High School Shigao Collem Dharbandora Goa
35.	Suhas Mahadev Mapori	
36.	Indrani Banrjee	22. GVM's Utkarsh Vidya Mandir
37.	Archana Kamat	
38.	Sneha Naik	23. Somnath English High School
39.	Ms. Vibha Algundgi	24. Gomantak Vidyalaya
40.	Vidhya Shetkar	25. Gurukul Academy Ponda
41.	Mohammed Sulaiman	26. Jamiya – E – Maqbuliya Ponda
42.	Nikhat Parveen	
43.	Sabrin Sovnur	
44.	Tasmeya Banu	

Annexure 3 - List of Participants for Program No.3 (North Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: August 21, 2024

Program 03

Venue: V. M. Salgaocar College of Law Miramar

Taluka:BARDEZ

SR NO.	PARTICIPANTS	NAME OF THE HIGH SCHOOL
1.	Mrs. Rupali Pednekar	1. Vidyaniketan High School, Naika Wado, Calangute
2.	Mrs. Divyani Sirsat	
3.	Jagruiti Gaonkar	2. Shri Shanta Vidyalaya Sodiem Siolim Bardez Goa
4.	Siddhi Shirgaonkar	
5.	Rochelle De Noronha	3. St. Rita's High School, Colvale
6.	Harsha Chodankar	
7.	Mrs. Maria Freeda Raposo	4. St. Thomas Boys' High school, Santerxette, Aldona
8.	Fr. Rawson Jordan Fernandes	
9.	Lilia Dhargalkar	5. St. Francis Xavier's High School, Siolim
10.	Cheryl Fernandes	
11.	Pratish Lotlikar	6. St. Dominic Savio High School Calangute
12.	Sandeep Parsekar	
13.	Deepti Kubal	7. Assagao Union High School, Assagao.
14.	Leah Olivia Fernandes	
15.	Sharana Salgaonkar	8. Dona Leonor Memorial High School, Alto Betim,
16.	Vaibhavi Kamat	
17.	Mrs. Melissa Rodrigues	9. St. Michael's Convent High School Anjuna
18.	Sr. Rosarina Crasto A.C	10. St. Thomas Girls' High School, Aldona
19.	Mrs. Perpetua Balbina Pinto	
20.	Jocelyna Misquita	11. Mae De Deus High School, Corjuem, Aldona
21.	John Bosco Vito DSouza,	
22.	Martha Monteiro	12. Little Flower of Jesus High school Calangute
23.	Sr. Bernadette Furtado	
24.	Mrs. Vimala Fernandis	13. St. Joseph's High school Calangute
25.	Mrs. Effie Vanessa Madappallil	
26.	Sampada Prabhudesai	14. Pragati High School, Verem
27.	Trupti Salangaokar	
28.	Mrs Palpini Alornekar,	15. Dayanand Bandodkar Memorial High School, Verem, Bardez.
29.	Mrs Aniksha Chodankar	

30.	Mrs. Geneve Fernandes	16. Holy Cross High School, Bastora
31.	Mr. Sebastiao D'Costa	
32.	Pooja A Vadkar	17. Keerti Vidyalaya Siolim Bardez Goa
33.	Suvidha R. Parab	
34.	Selina Rusario	18. St. Joseph's High School Arpora
35.	Sadanand Fondekar	
36.	Diana Sharayu Pereira	19. St. Theresa's High School, Candolim
37.	Charmaine J. D'souza-	
38.	Trupti Naik	20. Government High School Nadora-Revora
39.	Manisha Bugde	
40.	Suvarna Asolkar	21. Shri Vasant Vidyalaya, Siolim, Goa
41.	Uma Ekawde	
42.	Ms. Zeenat Nazareth	22. ST. Anthony's High School, 23. Bsrdez
43.	Ms. Annabel R Lebo Fernandes	
44.	Miss Alfa Menezes	24. G.H.S Namoshi, Guirim
45.	Darsha Sawant	
46.	Mrs. Lalini Biradar	25. Triumph High School Porvorim
47.	Archana Asnookar	
48.	Priscilla Printo	26. ST Rita's High school, Colvale
49.	Malisha Pinto	

Annexure 3A - List of Participants for Program No.3 (South Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: August 21, 2024

Program 03

Venue: VVM's Kare College of Law, Margao

Taluka: MORMUGAO

SR NO.	NAME OF THE PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Mrs. Alzira Gracias	1. St. Anthony's high school. P.O. Loliem, Galgibaga, Canacona
2.	Bhavya Kamarpant	
3.	Bhavan Fal Desai	2. Govt. High School Shristhal Canacona Goa
4.	Sujata Bhagat	3. Damodar English high school, gudi paroda
5.	Rohan shikerkar	
6.	Swati kholkar,	4. Shri Shradhanand Vidyalaya
7.	Saili Bandekar	
8.	Hylette Gonsalves	5. St. Sebastian's High School, Loliem, Canacona, Goa.
9.	Rashmita R Satarkar	
10.	Esha Colaco	6. Government High School Gaval Khol Canacona
11.	Ritu Mudkudkar	
12.	Ms Pournima Desai,	7. St. Anne's Institute, Agonda
13.	Ms Berta Fernandes	
14.	Deepa Fernandes	8. Shri Nirakar Vidyalaya Mashem Canacona Goa
15.	Mrs. Punam Bandekar	
16.	Rasika V. Gaonkar,	9. GES's, Gurukul High School-Kanumol Khola Canacona Goa
17.	Dilraj N. Velip	
18.	Mrs.Vijaya S.Desai-	10. Smt.Hirabai Talaulicar High School-Sacorda
19.	Mrs.Sanjida N.Mapari	
20.	Mrs. Anita Mengade	11. Shree Katyayani Baneshwar Vidyalaya
21.	Sanjyot Naik	
22.	Veena Prabhu Gaonkar	12. SNES's Tudal High School Tudal Gaondongrim
23.	Priya Bhat	
24.	Sr. Flory Rodrigues	13. Our Lady of Lourdes High School, UTORDA
25.	Louiza Mascarenhas	
26.	Mrs. Dipa V. Naik Desai	14. Shri Mallikarjun Vidyalaya High School Char Rasta Canacona Goa
27.	Mrs. Amita P. Desai	
28.	Simi Miranda	15. St.Theresa of Jesus High School CANACONA
29.	Milroy Fernandes	
30.	Placia Pereira	16. St. Francis Xavier High School, Bhatpal
31.	Joshania Carvalho	

32.	Ms.Hermeena Dias	17. St. Rock's high school tollecanto velim
33.	Kalpana P Dessai	18. St Xavier's High School, Velim
34.	Mrs. Maria Lourdes Araujo	19. Our Ladyt of Rosary High School, Fatorda
35.	Mrs. Sharon Biswas	
36.	Ankita Dessai	20. Late Shri Vinayak Gopal Shenvi Vidyalaya Rawanfond
37.	Deepti Harmalkar	
38.	Leena Dessai	21. Balram - A Day Care School, Mokhard - Shristhal
39.	Uma Gaonkar	
40.	Fedona Tavarus	22. St. Joseph Convent High School Nagao Goa
41.	Alfreeda Menezes	
42.	Bhavana Fal Dessai	23. Government High School Shrithal
43.	Shubhangi Phal Dessai	
44.	Cynthia L. N Fernandes	24. Rosary High School Navelim
45.	Kirti Satardekar	25. Shri Damodar Vidyalaya Loliem

Annexure 4 - List of Participants for Program No.4 (North Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: August 23, 2024

Program 04

Venue: V. M. Salgaocar College of Law Miramar

Taluka:BARDEZ, BICHOLIM

SR NO	NAME OF PARTICIPANT	NAME OF HIGH SCHOOL
1.	Maria Teresa Abranches	1. Lourdes Convent High School- Sonarbhat Saligao Bardez
2.	Lorraine Lopes	
3.	Mrs. Rashmi Sawal	2. Smt. Sunandabai Bandodkar High School ,Salvador Do-Mundo
4.	Mr.Kaustubh Pednekar,	
5.	Poonam Raikar	
6.	Mrs. Siddhi S. Raicar	3. Sacred Heart High School, Parra
7.	Mrs. Priyanka Pereira	
8.	Dr. Nita G. Salunke,	4. L.D. Samant Memorial High School
9.	Reena S. Prabhudesai	
10.	Mrs. Poonam S. Naik	5. Holy Family High School. Porvorim, Bardez-Goa.
11.	Sejal Hinde	6. Government High School Navelim Sankhali
12.	Devita Naik	
13.	Kunda Dessai,	7. Mahatma Jyotirao Phule High School, Rai, Colvale Bardez Goa
14.	Krupa Parab-	
15.	Ms Myra O.M.Vieira	8. St.Elizabeth's High School , Palmar Pomburpa ,P.O.Carona 403523
16.	Ms Smita G. Naik	
17.	Mrs. Jasmine Dias	9. St. Ann's High School Tivim Bardez Goa
18.	Mrs. Zurina Mascarenhas.-	
19.	Mrs Prachi Sawant	10. Corner Stone High School,Karaswada,High School
20.	Priya P. Pilernekar	
21.	Teja Parab	11. Government High School Mulgao, Mulgao Bicholim Goa. Post Assonora
22.	Prajakta Parab,	
23.	Mrs. Jyoti Pereria	12. Chubby Cheeks Spring Valley High School
24.	Shreya Prabhu	
25.	Chhaya Vazarikar	13. Govt High School Bicholim Goa
26.	Shamal Sawant	
27.	Dipti Navneet Goltekar	14. St.Xaviers High School,Moira
28.	Perpetua Dalgado	
29.	Sujata Prabhudessai	

30.	Seema Matkar	15. G.H.S. Shirgao, Bicholim – Goa. P.O. Assonora, Gos – 403503
31.	Mrs. Prita Tople	16. Government High School, Sal
32.	Mrs. Bhakti Gawas	
33.	Ranjana S Sinari	17. PM SHRI 2nd Lt. J. J. Rane GHS Kudchire
34.	Sneha S Naik	
35.	Mrs. Yogita Nagvenkar	18. Govt. High School, Amona, Bicholim Goa P.O. Marcel 403107
36.	Mrs. Sarveda G. Gaonkar	19. Government High School Menkurem, Menkurem, Bicholim-Goa
37.	Mrs.Nivedita Naik,	
38.	Marilene Pinto	20. Our Lady Of Remedies High School Nerul Bardez Goa
39.	Mrs. Olga Dias Araujo	
40.	Mrs. Sarita Morajkar	21. Pmshri Hbngm GHS-Kasarpal
41.	Mr. Mayur Chavan	
42.	Smt. Shreesha R. Gaonkar	22. Dr. Ambedkar English High School, Kuchelim, Mapusa
43.	Mrs. Saira Banu Jamdar	

Annexure 4A - List of Participants for Program No.4 (South Goa)

Project POSH - One Day Workshop on POSH Act

For the Internal Committees of High Schools

Date: August 23, 2024

Program 04

Venue: VVM's Kare College of Law, Margao

Taluka: MORMUGAO/SALCETE

SR NO	NAME OF PARTICIPANT	NAME OF HIGH SCHOOL
1.	Sara Costa	1. St. Joseph Vaz High School, Sancoale
2.	Amrita V. Sent	
3.	Deepashree Naik	2. RKM GHS Vidhyanagar Aquem Margao
4.	Pallavi Prabhudessai	
5.	Samiksha Shetye	3. Govt Multipurpose high school Borda Margao Goa
6.	Yvonne Fernandes	
7.	Sushma Vernekar	4. Shantadurga High school
8.	Snehal Bhagat	
9.	Mrs Vidya P. Sawant	5. Shree Yallalingeswar Sharda Mandir High School, Zari-Zuarinagar, Goa.
10.	Sunitha Sukumari.	
11.	Ms. Aileen Da Costa Araujo	6. Regina Mundi High School
12.	Mrs. Marlette Noronha	7. Our Lady of Perpetual Succour High School , Cortalim Goa
13.	Mrs. Durga S N Gaunkar	8. Fatima Convent High School
14.	Mrs. Joshila Mascarenhas	
15.	Ms. Svetlana Borges	9. Adarsh V. V. High School, Pajifond, Margao - Goa
16.	Rajendra Gavas	
17.	Mrs Rajeshree Jayant Jadhav	10. Keshav Smruti High School Alto-Dabolim
18.	Mrs Kalpana T Phaldessai	
19.	Sini R	11. Mount Litera Zee School, Behind BITS Pilani Campus, Sancoale, Zuarinagar, Goa 403726
20.	Sweety Fernandes	
21.	Mr. Abeson Almeida	12. Mother of Mercy English High school Vaddem Vasco
22.	Mr. Santosh Hukkeri	

23.	23. Maria Pansy Dsilva e Colaço	13. Vidya Mandir, Chicalim Goa
24.	24. Sulakshana V Gadekar	
25.	25. Evelyn j.Karuppanan	14. St.Ann's High School,Quelossim
26.	Ms Supriya Faldesai,	15. Vidhya Vihar High School
27.	Ms. Jyoti Velip	
28.	Mrs.Almira Furtado	16. Infant Jesus Academy Velsao
29.	Vandana Naik,	17. Airway Public School, Vidyanagar-Sancoale.
30.	Saania Sayed	18. Al Madina High School, Makhdoom Ashraf Nagar, Opp. Verna Industrial Estate, Cortalim, Goa - 403710
31.	Shebinabi Shaikh	
32.	Mrs.Disha Dattaprasad Patil	19. Keshav Smruti Balvikas Mandir, Ganeshwadi Sancoale
33.	Ms.Anegha Arun Amberkar,	
34.	Nalini Dessai,	20. Govt. High School Davorlim Navelim Salcete, cotta Davorlim, Navelim, Salcete-403707
35.	Sharmila Vasta	
36.	Rifa Rodrigues	21. GEDC
37.	Rockey N. Pereria	
38.	Francisco Fernandes	22. Holy Spirit Institution Margao.
39.	Sr.Sardia Azavedo	

Annexure 5 - List of Participants for Program No.5 (North Goa)

PROJECT POSH - One Day Workshop on POSH Act

For the Internal Committee of High Schools

Date: September 2, 2024

Program No. : 05

Venue: V. M. Salgaocar College of Law Miramar.

Taluka: BICHOLIM

SR. No	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Mrs. Nita S. Desai	1. Shri Navdurga High School - Ambegal Pale
2.	Mrs. Shravani L Pelapkar	
3.	Alka Sambhaji	2. Govind Gunaji Sawant Highschool, Sarvan Bicholim
4.	Prapti Barve	
5.	Reena Amonkar	3. Vijayananda High School Tikhazan Mayem Bicholim Goa
6.	Shivram Thanekar	
7.	Mrs.Reshma R. Haldankar,	4. Dnyanjyoti High School, Karapur, Sankhali-Goa
8.	Mr.Malojirao V. Pavane	
9.	Smt. Vandana Pednekar	5. Rauji Rane Memorial High School, Maulinguem Bicholim-Goa
10.	Mrs Shanti D Patil	
11.	Mrs. Rosita Ferrao e Fernandes	6. Our Lady of Grace High School
12.	Mrs. Beena Walavalkar	
13.	Vidya Rahul Khedekar	7. Tagore Educational Institute, kothambi Pale
14.	Bindiya Harmalkar	
15.	Mrs Sukanya S kKeni,	8. Shivajiraje High school
16.	Mrs Shilpa amat	
17.	Mrs Sadhana Sakhalkar	9. Ideal High School Piligao Bicholim Goa
18.	Mrs. Jyoti Sinari,	10. Government High School Tarmatha Bhile Surla Bicholim Goa
19.	Mrs. Reshma Prabhudesai,	
20.	Trisha T Sawant	11. Shrimati High school Velguem
21.	Bindiya Naik	
22.	Mrs. Sanjeevani N. Katkar,	12. Progress High School, Sankhali Goa.
23.	Mrs. Sangeeta D. Pockle	
24.	Mrs Anusha Shenai	13. Dr. K. B. Hedgewar Vidyamandir, Karapur Tisk, Sankhali Goa
25.	Miss Pradnya Pethkar	
26.	Shital Patil	14. Shri Ganesh Vidyalaya Harvale Sankhali Goa
27.	Suvarna Degvekar	

28.	Maria Silvia Elzira Meneses	15. St. John Of The Cross High School, Sanquelim, Goa
29.	Sangeeta V. Desai	
30.	Samiksha Dinesh Parab	16. Government High School Shirodwadi Mulgao
31.	Vaibhavi D. Raut	
32.	Sarvesh Barve	17. Gopalkrishna High school
33.	Kavita Parab	
34.	Mrs Savita N Gosavi	18. Gurudas P.Gauns Memorial High School
35.	Mr.Deepak.S.Gawas	
36.	Soniya dessai	19. Mahalaxmi H School kudne 20.
37.	Seeja Dias	
38.	Mrs.Reshma N. Pal,	21. Dnyanjyoti High School, Karapur, Sankhali- Goa
39.	Mr.Malojirao V. Pavane	
40.	Samiksha Dinesh Parab	22. Government High School Shirodwadi Mulgao
41.	Vaibhavi D. Raut	
42.	Mrs Sonal Chodankar	23. Shri Shantadurga High School
43.	Mr. Sudan Sawal	
44.	Sarvesh Barve	24. Gopalkrishna High school
45.	Kavita Parab	
46.	Mrs Savita N Gosavi	25. Gurudas P.Gauns Memorial High School
47.	Mr.Deepak.S.Gawas	
48.	Soniya Dessai	26. Mahalaxmi H School kudne
49.	Seeja Dias	
50.	Kudndan Gawas	
51.	Mrs. Trupti P. Khobrekar	27. Shri Mahamaya High School, Mayem
52.	Mr. Kiran K. Parmekar	
53.	Mrs. Richa S.Punalekar	28. Poirra High School,poira,Mayem - Bicholim - Goa
54.	Mrs. Poonam J.Surlikar	
55.	Mrs. Anisha A. Parmekar	29. Radha Krishna Vidyalaya bicholim - Goa
56.	Punam P. Chodankar Rane	30. Govt. High school Amona
57.	Vaibhavi Rane	31. Goa University

Annexure 5A - List of Participants for Program No.5 (South Goa)

**Project POSH - Training Programs on POSH Act
For Internal Committees of High Schools
Date: September 2, 2024**

Program No.05

Venue: VVM's Kare College of Law, Margao

Taluka: SALCETE

SR. No	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Neelam Faldessa	1. Infant Jesis High School, Cuncolim
2.	Sharifa Khan	
3.	Mrs.Maya Kishor Phadte	2. Posh English High School
4.	Ms.Flavia Fernandes	
5.	Mrs. Kubra K Momin	3. Aim Salcete High School, Rumdamol Davorlim Salcete
6.	Ashwini U. Dhargalkar	4. T B Cunha New High school Aquem Margao
7.	Evancy Fernandes	
8.	Mrs.Meennakshi V.Naik.Bholnekar	5. Marie Bambina Convent High school, Cuncolim, Salcete, S.Goa.
9.	Mrs.Valanka.G.D'Souza	
10.	Geeta Naik	6. St.Anthony's High School, Veroda, Cuncolim.
11.	Deitan Luis	7.
12.	Bindiya V Kauthankar	8. Crescent School, Chandrawada, Fatorda Margao-Goa.
13.	Saily Pritesh Redkar	
14.	Smt. Elen Fernandes	9. Mahila And Nutan English High School
15.	Smt Aarti Aiyar	
16.	Sr. Justina Vaz	10. St. Joseph High School, Aquem-Alto, Margao-Goa
17.	Ms.Purnima Prabhu Desai	11. Cuncolim United High School, Cuncolim Salcete - Goa.
18.	Mrs. Vibha Vikas Gaikar	
19.	Precilla Fernandes	12. Bhatikar Model High School, Housing Board - Gogal Margao
20.	Saluja S Kumar	
21.	Mrs. Seema Sawant	13. Loyola High School, Comba, Margao
22.	Miss Yulia M. Rodrigues	
23.	Navnath Mhamal	14. Popular High School Comba Margao
24.	Shubhada Desai	
25.	Sonali Govekar	15. St. Anthony's High School - Margao Dr V V Road Margao - Goa 403601
26.	Merlina Rodrigus	
27.	Shanti Moraes	16. Our Lady Of Health High school. Voddy Cuncolim , Salcete Goa
28.	Benicia Vilas Kauthanka	
29.	Alvina Cardoso	17. Luis Alex Cardoso Secondary School. Housing Board, Gogol, Margao -Goa.
30.	Reshma P Sawant	

31.	Classy pereira	18. New Era High School, Malbhat, Margao Goa
32.	Nikeeta Naik	
33.	Mrs. Hawa B Mufawar	19. Aim Salcete High School, Rumdamold Davorlim Salcete Goa
34.	Revygia Fernandes	20. Maria Bambina Convent H.S Cuncolim
35.	Sonia Moracs	
36.	Supriya Dessai	21. Mahila and Nutan Eng H.S Margao
37.	Saily Redkar	22. Crescent School Chandrawada Fatorda
38.	Pranali Naik	23. Husn Sahara English Medium High School Gogol Housing Board Margao
39.	Mohammed Afaq Khan	

Annexure 6 - List of Participants for Program No.6 (North Goa)

**Project POSH - Training Programs on POSH Act
For the Internal Committee of High Schools
Date: September 04, 2024**

Program: 06

Venue: V.M. Salgaocar Collge Of Law

Taluka : SATTARI

SR NO.	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Laxmi Sukhathankar	1. Government High School Morlem
2.	Shilpa V. Shirgaonkar	
3.	Mangala Madan Korgaokar	2. Shri.Bhumika High School Parye -Sattari
4.	Shubhada Dicholkar	
5.	Vinodita R Gawde	3. Government High School Savarde Sattari
6.	Sulnksha Naik	
7.	Prakruti G Tari	4. Ghs Shelop Khurd Sattari
8.	Kiranji P Patil	
9.	Harsha P. Parab	5. Govt. High School Surla Sattari Goa
10.	Archana A. Gawas	
11.	Suvarna Gawas	6. GHS Advoi Dhatwada, Vantem Advoi Sattari
12.	Suman Chavan	
13.	Shabana Magdum Shaikh	7. National High School Valpoi
14.	Tarannum Shakil Khan	
15.	Kirti S. Ghadi	8. Honda High School, Honda Sattari Goa
16.	Manda V. Gawas	
17.	Sunitha Mary Thomas Pereria	9. Shree Ram High School Khaski, Sattari Goa
18.	Pratima Sawant Dessai	
19.	Shefali S Naik	10. PN Shri Government High School Keri
20.	Sajjala Padwalkar	
21.	Sumitra Permanand Majik	11. Govt High School Ambedem Nagargao Sattari Goa
22.	Devendra Chandrakant Mainkar	
23.	Rajmohan Nair	12. Shri Hanuman Vidyalaya Velus Valpoi
24.	Abdulla Khan	13. Unity High School
25.	Parvaiza Shaikh	
26.	Meghna Mandekar	
27.	Rama Naik	
		14. Bm Govt High School Honda

28.	Kshama Gauns	
29.	Cynthia Zeda Fernandes	15. Vivekanand Dnyan Mandir High School Keri Sattari Goa
30.	Sanisha Sarvesh Mulgaonkar	
31.	Sanjana Shetye	16. Govt High School Bhuipal Sattari
32.	Tushidas Paryekar	
33.	Luisa Brenda Heredia	17. Our Lady Of Lourdes High School Valpoi Sattari Goa
34.	Ajay Govekar	
35.	Aparna Savaiker	18. Government High School Guleli Sattari Goa
36.	Sheetal Lad	
37.	Preetam Kulkarni	19. PM Shri L. H.B.D Govt High School Thane
38.	Raxandha Kanekar	
39.	Kavita J. Yamkar	20. GHS Pissurle Sattari Goa
40.	Vidya K. Mhalshekar	21. Govt High School Valpoi

Annexure 6A - List of Participants for Program No.6 (South Goa)

Project POSH - Training Programs on POSH Act for Internal Committees of High Schools

Date: September 4, 2024

Program no. 06

Venue: VVM's Kare College of Law, Margao

Taluka: SALCETE

SR NO	NAME OF PARTICIPANT	NAME OF HIGH SCHOOL
1.	Mrs. Bonifacia D'costa	1. Our Lady Of Carmel High School, Address.Anvottem, Curtorim, Salcete Goa. 403709
2.	Lorreta Vaz E Pinto	2. Holy Cross Institute, Cavelossim, Salcete- Goa.
3.	Chhaya Naik	
4.	Ms.Savia A. Albuquerque	3. St.Thereza's Convent High School Ganapoga Raia Salcete Goa
5.	Ms.Beverly Vaz	
6.	Sarita S. Naik	4. St. Aloysius High School, Benaulim
7.	Jocelyn Dias	5. St. Mary Of The Angels Convent High School Chinchinim
8.	Jocelyn Dias	
9.	Mrs. Faviola D'Sa E Peixoto	6. Mount Mary's High School, Chinchinim Salcete Goa 403715
10.	Mrs. Elisabeth. F. V. Lacerda E Furtado	
11.	Sr. Emily Alves	8. St Rita's High School Maina Curtorim
12.	Elenterio A. Carneiro	
13.	Sneha Savardekar	9. St Jude's High School Betalbatim
14.	Stacia Luis	
15.	Mrs. Vibha Kamat Bambolkar	10. St. Xavier's Institute. Bandol, Curtorim
16.	Mrs. Santana Galdinho.	
17.	Christopher Dsouza	11. Saviour Of The World High School, Loutulim, Salcete - Goa
18.	Athene Anna Pacheco	
19.	Mrs. Pearl Falcao	12. Mae Dos Pobres High School, Nuvem
20.	Mrs. Sancia E. Mascarenhas	
21.	Pricilla Fernandes	13. Regina Martyrum High School ,Assolna
22.	Mrs. Miriam Triny Fernandes	
23.	Prapti Desai E Colaco	14. Our Lady Of Snow High School, Raia
24.	Sr. Lucy Ancessao Andrade	
25.	Sr. Arolina Silveira	15. Perpetual Succour Convent High School, Dongorim Navelim Salcete Goa.
26.	Miss Swizel Leanne Colaco	
27.	Hazel Alphonso	16. Our Lady Of Carmel High School

28.	Vinesha Periera	17. Infant Jesus High School
29.	Glynis Periera	
30.	Nety Gomes	18. St. Joseph Educational High School
31.	Seneca Tavares E Dias	
32.	Vidhya Arondekar	19. Assumpta Convent High School, Sarzora
33.	Princy Rodrigus	
34.	Golda Costa	20. Auxilium High School Benaullim
35.	Maria Priya Banacho	
36.	Maria Shawn Pinto	21. St. Mary Of The Angles Convent School Chichinim
37.	Divya Morajkar	22. Sacred Heart Of The Jesus High School
38.	Elizabeth Godinho	23. Bethany Convent High School Sao Jose De Areal
39.	Floyda Godinho	

Annexure 7– List of Participants for Program No.7 (North Goa)

**Project POSH - One Day Workshop on POSH Act
For the Internal Committees of High Schools
Date: September 17, 2024**

Program No. 07

Venue: V.M.Salgaocar College of Law

Taluka: TISWADI

SR No.	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Vanshika Mathias	1. The Rosary High School, Cujira Bambolim
2.	Akila Sadik	
3.	Sasha Rodrigues	2. Mary Immaculate Girls' High School
4.	Nikita Pinto	
5.	Sanjivani Yogish Joshi	3. SSV Govt. High School kumbharjua
6.	Swizle Fernandes	4. St. Theresa High school
7.	Sr Ilda Eugeno Rodrigues	
8.	Farzana Madapur	
9.	Parveen Nisa A Khan	5. Anjuman Nurul Islam High school Cujira Bambolim Goa
10.	Ms.Sharrel Acharya	6. Our lady of Merces High School
11.	Maria Christine Misquitta	
12.	John Pereira	7. Jadeed Urdu High school
13.	Roohina Sulthana	
14.	Mrs. Kiran Karbotkar	8. The Progress High School, Panaji Goa
15.	Mrs. Mitra J Naik	
16.	Angela Rodrigues	9. Auxilium
17.	Supriya Devsekar	10. High school Caranzalem
18.	Cheryl Prazeres	11. Don Bosco High School Panjim
19.	Maria Cecilia Fernandes	
20.	Piety Joceline Pereira	12. Santa Cruz High School
21.	Mr. Roy D'Souza	
22.	Sweta Umesh Naik	13. Parshuram Memorial Government High school merces tiswadi
23.	Shivaji Ram Ozarekar	
24.	Rima S. Sinai Zingde.	14. Government High school Dona Paula
25.	Gauri Rajadhyaksh	
26.	Suzette M Braganca	
27.	Shri. Naguesh R N P R Sardessai	15. Government High School Kirlawada Chimbel
28.	Mr. Vipul Amre	16. St. Michael High School
29.	Ankita Shirodkar	
30.	Shilpa Anil Arolkar	17. Kasturba Matoshri High school Panaji
31.	Shreyas Borkar	18. People's High School
32.	Mr Vijaysingh Ajgaonkar	

33.	Prisca Araujo	19. Government High School, Palem, Siridao-Goa
34.	Laxita Gad	
35.	Antonet De Sousa	20. Our lady of the rosary high school Dona Paula
36.	Cecilia Felcy Esteves	
37.	Maya Rajendra Chodankar	21. Shri Saraswati High School Juve
38.	Neelesh Gokuldas Sawant	
39.	Mrs. Ankita Fadte	22. Bal Bharati Vidyamandir, Raibandar
40.	Trupti Patil	
41.	Anisha Gawas	23. Dr. K. B. Hedgewar High School Valpoi
42.	Neelangi Shinde	
43.	Mrs. Swati Govenkar	24. Union High School Chimbel

Annexure 7A– List of Participants for Program No.7 (South Goa)

Project POSH - One Day Workshop on POSH Act

For the Internal Committees of High Schools

Date: September 17, 2024

Program No. 07

Venue: GR Kare College of Law

Taluka: SALCETE, SANGUEM

SR NO.	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Lizette F Pereira	1. Government High School, Zambaulim Sanguem
2.	Rakshanda Rivonker,	
3.	Mrs Ana Lucinda Fernandes,	2. Union High School, Sanguem Goa
4.	Mrs Mercy Juliana Diniz	
5.	Aparna Kolambkar	3. Miracels High School, Sanguem
6.	Sajjed Pirani	4. Aim English Medium High School, Rumdamol Davorlim Margao Goa
7.	Mrs. Selma Afonso	5. Marina English High School, Verna
8.	Mrs. Kathleen Sousa	
9.	Poonam R. Shetkar,	6. Shree Mahalasa Narayani High School, Old Mardol Verna Goa
10.	Prathana Palekar,	
11.	Mrs. Sreya Karmali	7. Shishu Vikas High School, Shantinagar, Ravanfond , Salcete. Margao
12.	Sonia Gauns	
13.	Mirwat Pereira de Andrade	8. Our Lady Of Succour High School Nagoa Salcete
14.	Maria Julia Cardozo	
15.	Shilpa Thelma Sampson e Silveira	
16.	. Ms. Gauravi C. Naik,	9. Utkarsh High School, Rivona, Sanguem, Goa
17.	Mrs. Neha N. Bhandari,	
18.	Eleryn Fernandes	10. Our Lady Of Fatima High School, Rivona, Sanguem, Goa
19.	Prachi P. G. Amonkar	
20.	Mrs.Kavya Sapnesh Raut Desai,	11. Shree Sharada English High School, Anandwadi, Sanvordem Goa.
21.	Ms. Taniya Fernandes,	
22.	Mrs.Smita Sawant	12. GHS Valkini Sanguem,, Valkini Col.No.2 Bhati Sanguem Goa 403704
23.	Mr. Niraj Gurudas Gaonkar,	
24.	Mrs.Carmina Rodrigues	13. GHS Vaddem Curdi Sanguem, Vaddem Curdi Sanguem Goa 403704
25.	Mr. Kishore Raut Dessai	
26.	Satish Varak	14. PM Shri GHS Kalay Sanguem Goa

27.	Smita Naik	
28.	Purso Gaonkar	15. Government High School Colamb
29.	Kunal Kishor Kholker.	
30.	Maria Julia Cardozo	16. G H S Netorlim Sanguem Goa
31.	Maria Julia Cardozo	17. Bloomz International School. Baida Nuvem Salcete South Goa. 403713
32.	Pratiksha Prabhu Desai	18. Bloomz International School
33.	Valerie S A Fernandes	19. Fr. Agnel Multipurpose High School, Verna
34.	Valerie Noronha	20. Miracles High School, Sanguem
35.	Meenakshi Khambher	21. The King's School Sao Jose de Areal
36.	Anisha D'sa	
37.	Teja. P. Bhise	22. Union High School- Sanguem

Annexure 8 – List of Participants for Program No.8 (North Goa)

Project POSH - One Day Workshop on Posh Act

For the Internal Committees of High Schools

Date: September 19, 2024

Program No. : 08

Venue: V. M. Salgaocar College of Law Miramar

Taluka: TISWADI

SR NO.	NAME OF PARTICIPANT	NAME OF HIGH SCHOOL
1.	Shubhangi Naik	1. Madkaikar Navchaitanya High school
2.	Vandana Gaude	
3.	Pranita Borkar	2. Azmane High school Neura Tiswadi Goa
4.	Smita Nilesh Sawat	
5.	Anjali Fadte	3. Smt. Sunandabai Bandodkar High school, Carambolim
6.	Mrs.Snehalata S Mahale	
7.	Laxmi Mohan Naik	4. Fairyland High School
8.	Desvila Delma Fernandes	
9.	Nandini Cardoso	5. Sharada Mandir School Miramar
10.	Marietta Rodrigues	
11.	Maria Jennifer De Araujo	6. St. Andrew's High School Goa Velha
12.	Adolfina De Souza	
13.	Thereza Furtado	7. Our Lady of Divar High School
14.	Indrayani Ashok Patil	
15.	Atisha Surliker	8. Navyug Niketan School
16.	Chaitra Shetty	
17.	Maria Je Afonso	9. Old Goa Educational Institute
18.	Sarveshree Gauns	
19.	Ravindra Shetkar	10. Dr.K.B.Hedgewar High School, Valpoi
20.	Sana Mulla	11. Jadeed English High School
21.	Arpita S. Lopez	12. St. Lawrence High School
22.	Alpha. C. Mendes	
23.	Shabana Banu Durgad	13. Jadeed urdu high school Chimbel
24.	Sveta .S. Halarnkar	14. Royale secondary school Taleigao
25.	Shilpa Ramesh Vantekar	15. St aloysius high school diwadi Tiswadi North goa
26.	Surabhi Tari	
27.	Joel Antao	
28.	Heidi Loiola Pereira	16. Sharada Mandir School Kadamba
29.	Sangeeta V. Sawant	17. Shri Dayanand Arya H/S
30.	Pranita Sameer Khandeparkar	
31.	Sunaina S Parshenkar	18. Mushtifund high school
32.	Poonam Ghatwal	

33.	Shabina Shaikh	19. Dayanand High School - Chorao
34.	Ms.Ramah M. Ramani	20. Popular English High School,Goa-Velha
35.	Maria L.Rosy Gracias	21. Fr.Agnel High school, Pilar
36.	Joanita Maria Castelino	22. St.Bartholomew's High School, Chorao
37.	Mrs. Maria Santana Gonsalves	23. Jesus and Mary Sarvajanik High School
38.	Neeta Rama Shirodkar	

Annexure 8A – List of Participants for Program No.8 (South Goa)

**Project POSH - One Day Workshop on POSH Act
For the Internal Committee of High Schools
Date: September 19, 2024**

Program No. : 08

Venue: G.R.Kare College of Law, Margao

Taluka: QUEPEM, CANACONA

SR NO.	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	Suchita Halankar	1. Government High School Fatorpa Quepem
2.	Umeshi DFDessai	
3.	Smt. Surekha K. Babdolkar	2. Govt. High School Paddi Barcem Quepem Goa
4.	Smt. Pushpa U. Velip	
5.	Varada V. Volvoikar	3. Government High School Khotigao, Pishemat Khotigao, Canacona – Goa
6.	Supriya S. Gaunkar	
7.	Freskela N	4. Holy Cross Institute Kepem Goa
8.	Gladis Pearl Pereira	
9.	Mrs. Salima Silveira Souza	5. Pope John XXIII High School
10.	Mr. Cosme D Ferrao	
11.	Mrs. Lackvy Antao	6. Our Lady Mother of the Poor High School, Tilamol, Quepem-Goa
12.	Mrs. Maliza D'Costa	
13.	Shalini sawant	7. GHS AMBAULIM QUEPEM
14.	Anupama Shinde	
15.	Suchita Raut Dessaidkar	8. Govt High school Maina
16.	Purshottam Fal Dessai	
17.	Celina Azavedo	9. Government High School Malkarnem, Quepem
18.	Gayatri Zambaulikar	
19.	Punam Veluskar	10. Government High school xeldem, kepem - Goa
20.	Purva Godkar	
21.	Shama S N Dessai	11. GHS Agonda
22.	Rakshita Dessai	
23.	Nima Carvalho	12. GHS Gaondongari
24.	Rohini Shet	
25.	Serafina Alba	13. Govt. High School Sadolxem
26.	Reshma Suraj Bhaireli	
27.	Sharmila Dessai	14. PM Shri Govt High School Balli Quepem
28.	Rosaria Quadros e Dias	
29.	29.Cassy Carneiro	15. PM Shri GHS Morpirla

30.	Vishakha Devidas	
31.	Antoneta Mascarenhas	16. Immaculate Conception High School Avedem Paroda
32.	Perpetua Fernandes e Dias	
33.	Nijia Odry Lawrence	17. Don Bosco Farm High School
34.	Lanisha Fernandes	
35.	Mrs. Sharad H. Velgwenker	18. Sarvodaya Educational Societys High School, Curchorem
36.	Mrs. Swati S. Naik	
37.	Prakalpa Tari	19. Chandranath education society's high school
38.	Karishma Dessai	
39.	Sulakha	20. PM SHRI Jawahar Navodaya Vidyalaya
40.	Reena M Sebastian	
41.	Sonali P Gaonkar	21. Smt. Chandrabhaga Tukoba Naik High schoo Curchorem Goa l
42.	Amit Naik	
43.	Solange Rodrigus	22. Dayanand Bandodkar High School Gokulde Padi Quepem Goa
44.	Sarita Fernandes	
45.	Prajakta P Joshi	23. Holy Cross Institute
46.	Presila Dias	24. Guardian Angel High School
47.	Celina Fernandes	
48.	Anthea Keisha Pereira	25. Goa Educational Developmental Corporation

Annexure 9 – List of Participants for Program No.9 (North Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: September 21, 2024

Program 09

Venue: V. M. Salgaocar College of Law Miramar

Taluka: TISWADI , BARDEZ

SR NO.	PARTICIPANTS	NAME OF THE HIGH SCHOOL
1.	Sheetal Gaunkar	1. Shree Ram Vidya Mandir Housing Board colvale
2.	Mr. Shanu Velip	
3.	Shamin Prasad	2. Jnyan Vikas School, Plot 'C', Nova Cidade Enclave, Alto Porvorim, Bardez - Goa 403521
4.	Priti Chari	
5.	Saroj Pawarkar	
6.	Suvarna Prabhooparsekar,	3. Dr. K.B. Hedgewar High School
7.	Varada Nasnolkar,	
8.	Kirtitha Kundaikar	4. Disha School for Special Children, Panaji-Goa
9.	Valenie Mascarenhas	
10.	Sr. Shiji Jochim	5. Peace Haven Special School
11.	Mrs. Agnez D'souza	
12.	Soniya Kedar	6. School For Appropriate Learning
13.	Yogita Zore	
14.	Mrs. Marlene D'Souza	7. Chubby Cheeks Spring Valley High School
15.	Mrs. Poonam M Chaubal	
16.	Rupali Morankar	8. Green Meadows School, 165/166, Arrias Vaddo, Nagoa, Bardez
17.	Pranali Mapsekar,	
18.	Mrs. Svetlana Lara Rodrigues	9. St. Britto High School, Dattawadi, Mapusa - Goa.
19.	Mrs. Meenakshi Mhambre	
20.	Sandy Dias	
21.	Ms. Zedikia Rodrigues	10. Divine Mercy High School,Gausavaddo
22.	Ms. Divya Fadte	
23.	Pranita V Hardarkar	11. Husn Mayrah English Medium High School
24.	24.Samiksha G Dessai	
25.	25. Stella S Do Rego	12. ST Xavier's Academy Old Goa
26.	26. Nirmala Rego e Fernandes	13. Immaculate Heart of Mary H.S. Goa-Velha
27.	27. Poonam C Mhapsekar	

28.	28. Amit Madwalkar	14. The Gera School
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Annexure 9A – List of Participants for Program No.9 (South Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: September 21, 2024

Program No. : 09

Venue: VVM's Kare College of Law, Margao

Taluka: CANCONA, SALCETE

SR. NO	NAME OF PARTICIPANT	NAME OF THE HIGH SCHOOL
1.	1. Mrs. Alzira Gracias	1. St. Anthony's high school. P.O. Loliem, Galgibaga, Canacona
	2. Bhavya Kamarpant	
2.	3.Swati Kholkar	2. Shri Shradhanand Vidyalaya
3.	4.Hylette Gonsalves	3. St. Sebastian's High School, Loliem, Canacona, Goa.
	5.Rashmita R Satarkar	
4.	6.Esha Colaco	4. Government High School Gaval Khol Canacona
	7.Ritu Mudkudkar	
5.	8.Nivam	5. St. Anne's Institute, Agonda
	9.Ms Berta Fernandes	
6.	10.Deepa Fernandes	6. Shri Nirakar Vidyalaya Mashem Canacona Goa
	11.Mrs. Punam Bandekar	
7.	12.Rasika V. Gaonkar	7. GES's, Gurukul High School-Kanumol Khola Canacona Goa
	13.Dilraj N. Velip	
8.	14.Mrs.Vijaya S.Desai-	8. Smt. Hirabai Talaulicar High School-Sacorda
	15.Mrs.Sanjida N.Mapari	
9.	16.Mrs. Anita Mengade	9. Shree Katyayani Baneshwar Vidyalaya
	17.Sanjyot Naik	
10.	18.Veena Prabhu Gaonkar	10. Snes's Tudal High School Tudal Gaondongrim
	19.Priya Bhat	
11.	20.Florida Rodrigus	11. Our Lady of Lourdes High School, UTORDA
	21.Luiza Mascarenhas l	
12.	22.Dipa V. Naik Desai	12. Shri Mallikarjun Vidyalaya High School Char Rasta Canacona Goa
	23.Amita P. Desai	
13.	24.Simi Miranda	13. St.Theresa of Jesus High School CANACONA
	25.Milroy Fernandes	
14.	26.Hermeena Dias	14. St. Rock's high school tollecanto velim
15.	27.Placia Pereira	15. St. Francis Xavier High School, Bhatpal
	28.Joshania Carvalho	

16.	29.Kalpana P Dessai	16. St Xavier's High School, Velim
17.	30.Maria Lourdes Araujo	17. Our Ladyt of Rosary High School, Fatorda
	31.Sharon Biswas	
18.	32.Ankita T Dessai	18. Late Shri vinayak Gopal Shenvi Vidyalaya Rawanfond
	33.Deepti E Harmalkar	
19.	34.Leena Dessai	19. Balram - A Day Care School, Mokhard - Shrithal
	35.Uma Goankar	
20.	36.Fidora Tawarus	20. St. Joseph Convent High School
	37.Alfreeda Menezes	
21.	38.Bhavana Faldessai	21. Govt. high School, shrithal, cancona
	39.Shubhangi Faldessai	
22.	40.Mrs. Cynthia L.N Fernandes	22. Rosary High School
23.	41.Kirti Satardeta	23. Shir Damodar Vidhlaya loliem

Annexure 10 – List of Participants for Program No.10 (South Goa)

Project POSH - One Day Workshop on POSH Act For the Internal Committees of High Schools

Date: September 23, 2024

Program 10

Venue: VVM's G.R. Kare College of Law, Margao

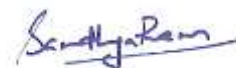
Taluka: PONDA

SR. NO	PARTICIPANTS	NAME OF INSTITUTION
1.	Narayani Tendulkar,	1. Surashri Kesarbai Kerkar High- School, Keri
2.	Pravira Sakhardande,	
3.	Anuradha Halarnkar	2. Sharada English High School Marcela
4.	Amol Morajkar	
5.	Gajanan Parkar	3. Dada vaidya high school
6.	Vibha Prabhu	
7.	Mrs. Usha P Naik	4. Lokmanya Tilak Vidyalya Kavale Ponda Goa
8.	Miss. vidnya Navelkar	
9.	Mrs. Shilpa Pai	5. Smt Tarabai Dalvi High school, Bhamai, Pale, Goa
10.	Mrs. Molshda M. Gawde	6. Shiksha Sadan
11.	Mrs. Suchita P. Satarkar	
12.	13. Mrs. Divya S. Kaskar,	7. New English School Kundai
13.	Miss. Sukanti Gaonkar	
14.	Ravina Gaonkar	
15.	Raksha Vishal Naik	8. Shree Navadurga Vidyalaya Madkai
16.	Soniya Sawant	
17.	Shivpriya Naik	9. Shri Saraswati High School
18.	Resha Naik Gaunekar	
19.	Mrs. Jayashree A. Savaikar-	10. V. D. & S. V. Wagle High School, Mangeshi Goa
20.	Mrs. Fiona Fernandes	
21.	Shilpa Gobre	11. Smt Indirabai V Bhat Dhavalikar High school Dhavali
22.	Ankita Bhomkar	
23.	Mrs. Anjali Naik	12. Gananath English High School, Nirankal - Ponda – Goa
24.	Mr. Sachin Naik	
25.	Sameera Ali	13. M.E.F's Ayesha Girls High School
26.	Roopa Shanbhag	14.
27.	Shanti Khandekar	
28.	Pallavi Shivekar	

29.	Alifa Alvares	15. Krishna Ragunath Shetye Savoikar High School, Savoï Verem
30.	Shradha Sawant	
31.	Mrs.Kiran Naik	16. Divyashray Tutelage Special school Shiroda
32.	Supriya Kawlekar	17. S. E. S'sSarvodaya High School, Usgao
33.	Mrs Reema R. Naik	18. Mahanandu G. Naik Memorial High School Bhom Marcel Goa
34.	Mrs. Shilpa P. Kholkar	
35.	Mrs.Milan S. Zambrekar,	19. Sharda English High School Durbhat Ponda Goa.
36.	Mrs. Anupama G. Vasta	20. New English High School Digas Panchwadi Ponda Goa
37.	Atul Shirodkar	
38.	Varsha Desai	
39.	Mrs.Shalan Surlakar	21. Shree Mahalaxmi English High School Talauli Ponda Goa
40.	Ms saisha Sitaram Naik	
41.	Suchita Gaonkar	22. KAGs Panchasheel English High School Bori Ponda Goa
42.	Mansi Panjekar,	
43.	Meenhaj Khan	23. Husn Maqil English Medium High School Betoda, Ponda
44.	Prajyoti . Kandeperkar	



Prof. Dr. MRK Prasad
Chief Coordinator, Project POSH.



Dr. Sandhya Ram S A
Coordinator, Project POSH