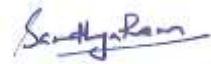


Devi Sharvani Education Society's
V.M.Salgaocar College of Law

POSH COMPLIANCE CLINIC
ANNUAL REPORT 2025-26

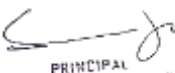


Prof. Dr. MRK Prasad, Director



Dr. Sandhya Ram, Associate Director




PRINCIPAL
v. M. Salgaocar College of Law
Miramar, Panaji, Goa.

Establishment of the POSH Compliance Clinic

Background

The college had initiated Project POSH in association with GIPARD and conducted training programs for the Internal Committee members of all educational institutions in the State of Goa on the law and procedure relating to the prevention of sexual harassment of women at workplace. Prof. Dr. MRK Prasad and Dr. Sandhya Ram S.A were the Project Coordinators. Ten students were taken as interns in the conduct of Project POSH.

The project was launched in September 2022 and was conducted in three phases. The project was completed in October 2024. A total of 242 IC members from 54 HEIs, 268 IC members from 109 HSS and 812 IC members from 395 High Schools were trained.

On the successful completion of the project, the Team submitted its recommendations to the Directorate of Education and informed them that the college would be establishing a POSH Compliance Clinic in the college. Thereafter, the Directorate of Education, Government of Goa notified the POSH Compliance Clinic of V.M.Salgaocar College of Law as the Consultancy Centre on POSH matters

Admission of students

A google form was circulated to students informing them that the POSH Compliance Clinic will be involved in assisting all institutions and individuals in the State of Goa in matters relating to prevention of sexual harassment of women at workplaces. The work undertaken by the students would be considered as legal aid work. Students who wish to enrol as members of the POSH Compliance Clinic are required to fill the google form on or before February 8, 2025. Eligibility - Student of FY Degree, SY BA LL.B and TY BA LL.B (and not a member of any other clinic); Skills required – Research and Writing skills, Computer and soft skills; Aptitude required - Sensitivity to the subject matter and interest in working for it; Benefits – Enriching learning experience and a certification to be an IC member in institutions.

Selection was based on the student responses in the google form and an interview to verify the aptitude and suitability of the student for PCC. Following this process, 13 students were selected to the PCC.

Members

1. Abigail Fernandes
2. Britney Branca Aloma Almeida
3. Christina Ajay Khandolkar

4. Joshua de Souza
5. Kate de Saldanha Osorio
6. Manasvi Tanksale
7. Mckinley Lisa Fernandes
8. Natalia Silveira e Sachdeva
9. Padmaja Chauhan
10. Priya Shirodkar
11. Richa Gomes
12. Sangeet Growar
13. Vernon Kevin Dias



Training and Orientation

Prof. MRK Prasad and Dr. Sandhya Ram S.A conducted orientation and training sessions for the members. The members were trained to conduct awareness programs on the POSH Act. The members gave several mock presentations, revised, and finalised the content. This equipped them to be resource persons at various institutions.

Awareness Sessions on POSH/Gender Sensitization/ POCSO/Related laws conducted in other educational institutions

Sl No.	Speakers (PCC members)	Date	Venue	Audience
1.	Christina Khandolkar, Natalia Silveira & Sangeet Growar	18 th December 2025	Dhempe College of Arts & Science, Panjim	Students and faculty
2.	Manasvi Tanksale & Mckinley Fernandes	15 th January, 2026	MES Vasant Joshi College, Zuarinagar, Vasco	Third year students of B.A. and B.Com courses
3.	Priya Shiroadkar & Padmaja Chauhan	28 th January 2026	St. Andrews HSS, Vadem, Vasco	Students of Class XI
4.	Richa Gomes & Britney Amleida	28 th January 2026	Don Bosco College, Panjim	TY Students
5.	Priya Shiroadkar & Abigail Fernandes	2 nd February 2026	Goa College of Home Science & culinary Education, Dona Paula	FY & TY students
6.	Padmaja Chauhan & Richa Gomes	7 th February 2026	St. xaviers College, Mapusa	Students of TY Psychology Honors
7.	Priya Shiroadkar & Abigail Fernandes	17 th February 2026	Goa College of Arts, Altinho, Panjim	FY students
8.	Manasvi Tanksale & Mckinley Fernandes	09 th March, 2026	MES Vasant Joshi College, Zuarinagar	Students of self- financed courses and faculty members
9.	Manasvi Tanksale & Mckinley Fernandes	14 th March, 2026	Rosary College of Commerce and Arts, Navelim	Students of B.Com course
10.	Joshua de Souza & Katede Saldanha Osorio	3 rd October, 2025	HPSM's Ganpat Parsekar College, Arambol	Students of 2 nd and 3 rd year
11.	Joshua de Souza & Kate de Saldanha Osorio	20 th March 2026	Rosary College of Commerce and Arts, Navelim	Students of 2 nd year students of B. Com
12.	Joshua de Souza & Kate de Saldanha Osorio	20 th March 2026	Rosary College of Commerce and Arts, Navelim	Students of 1 st year B. Com
13.	Priya Shiroadkar & Abigail Fernandes	2 nd February 2026	Goa College Of Hospitality and Culinary Education, Dona-Paul, Panjim	Students of FY and TY

14.	Priya Shirodkar & Abigail Fernandes	17 th February 2026	Goa College of Art, Altinho-Panjim	Students of FY
15.	Priya Shirodkar & Abigail Fernandes	5 th March 2026	Parvatibai Chowgule College of Arts and Science, Margao-Goa	FY & TY students of all streams
16.	Priya Shirodkar & Abigail Fernandes	10 th March 2026	Nirmala Institute of Education, Altinho-Panjim	Students of FY and SY B.Ed (150-200 teacher trainees)
17.	Vernon Diaz & Britney Almeida	10 th March 2026	Parul University, Betul	Students of B.Tech (CSE & IT) & BCA
18.	Richa Gomes & Natalia Silveira	10 th March 2026	Parul University, Betul	Students of BBA & MBA
19.	Vernon Diaz & Britney Almeida	10 th March 2026	Parul University, Betul	Students of BPT
20.	Richa Gomes & Natalia Silveira	10 th March 2026	Parul University, Betul	Students of B.Pharm & B.Sc Nursing
21.	Sangeet Growar & Christina Khandolkar	10 th March 2026	Parul University, Betul	Students of MCA, GNM, Applied Science (Micro, Biotech, OTT, MLT)
22.	Dr. Sandhya Ram S.A (Faculty)	10 th March 2026	Parul University, Betul	Faculty of all streams & Office Staff

POSH Awareness Drive at Parul University, Betul on 10th March 2026

On invitation, Dr. Sandhya Ram (Associate Director, Posh Compliance Clinic) and a team of 6 students visited Parul University at Betul, situated around 50km from the college. The program that commenced at 9.30 am was completed at 4.30pm. A total of 6 sessions were scheduled for the entire students, faculty, and staff of Parul University. The details in the circular of the host institution is added below.

INTERNAL COMPLAINT COMMITTEE CELL

On the occasion of International Women's Day (March 8), observed under the theme "Rights, Justice, Action, For ALL Women and Girls", the Internal Complaints Committee (ICC) Cell will be conducting a Sensitization Program for students, faculty, and office staff.

The program is designed to raise awareness about the provisions of the Prevention of Sexual Harassment (POSH) Act, 2013 and to highlight the roles and responsibilities of the Internal Complaints Committee in fostering a safe, respectful, and inclusive campus environment.

The program will be conducted by **Dr. Sandhya Ram S. A., Associate Professor and Director, Centre for the Rights of Older Persons & Associate Director, PoSH Compliance Clinic, V.M Salgaocar College of Law, Miramar, Panaji, Goa**, along with her trainees.

The program aims to educate students, faculty and office staff about:

- Key provisions of the POSH Act, 2013
- Roles and responsibilities of students and employees
- Procedure for filing complaints
- Inquiry and redressal mechanisms
- Importance of confidentiality
- Preventive measures to ensure a safe and respectful campus environment

The details of the program are as follows:

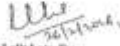
Date: 10th March 2026
Time: 10:00 AM to 5:00 PM
Venue: Seminar Hall

All students, faculty and office staff members are required to attend the session mandatorily. Attendance will be recorded.

Date: 26/02/2026


Dr. Jayashankar K.
 Presiding Officer, ICC




Dr. Lati Lata Jha
 Vice Chancellor

PARUL UNIVERSITY, GOA
INTERNAL COMPLAINT COMMITTEE CELL
SENSITIZATION PROGRAMME SCHEDULE
TARGET AUDIENCE: STUDENT, FACULTY AND OFFICE STAFF

Date: 10th March 2026

TIME	STUDENT/ FACULTY/ OFFICE STAFF	STREAM	RESOURCE PERSONS	VENUE
10:00 – 11:00 AM	Students	B Tech (CSE & IT) + BCA	Ms. Padma Chatterjee & Ms. Priyanka Sharma	SEMINAR HALL
11:00 – 12:00 PM	Students	BBA + MBA	Ms. Priyanka Sharma & Ms. Sindhu Sharma	
12:00 – 1:00 PM	Students	BPT	Ms. Padma Chatterjee & Ms. Priyanka Sharma	
1:00 – 1:15 PM		LUNCH BREAK		
1:15 – 1:30 PM	Students	B.Pharm + B.Sc Nursing	Ms. Priyanka Sharma & Ms. Sindhu Sharma	SEMINAR HALL
1:30 – 2:15 PM	Students	MCA + CISM + Applied (Science OI, Maths, OIT, MLT)	Ms. Sindhu Sharma & Ms. Priyanka Sharma	
2:00 – 3:00 PM	Faculty & Office Staff	All Streams	Dr. Sandhya Ram S. A.	CLASSROOM Bldg-102/117

Note:

1. All faculty members who have lessons scheduled during the faculty session time slot are requested to assign appropriate classrooms or assignments for that hour and attend the above-mentioned program.
2. All NPTs are responsible for ensuring that students are seated in the Seminar Hall as per the allotted time slots.
3. All NPTs are responsible for taking the attendance of their respective classes.
4. Students – Co-educator Faculty members assigned by respective Deans are responsible for taking pre-registered photographs and submitting them to ICC Cell.

PCC members felicitated by Parul University

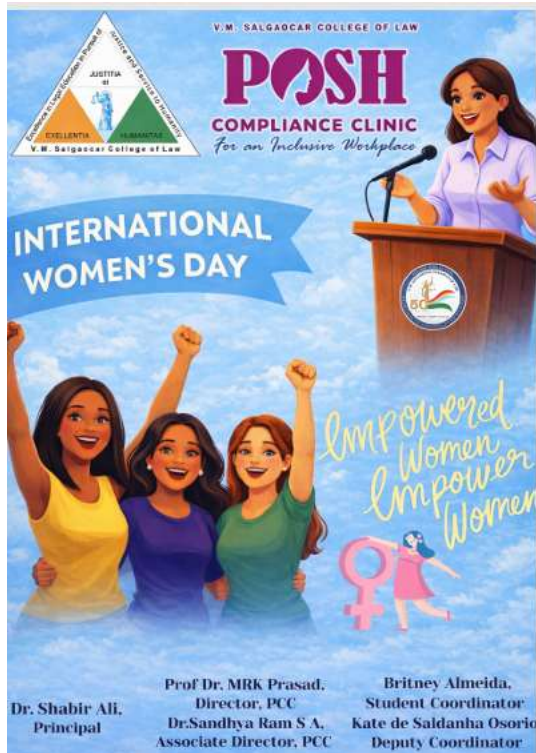


Awareness sessions conducted in V.M.Salgaocar College of Law

Sl No.	Class	Speaker/s	Date
1.	FY B.A. LL.B	Dr. Sandhya Ram S.A	7 th January 2026
2.	SYBALLB – A	Richa Gomes Padmaja Chauhan	9 th January 2026
3.	SYBALLB – B	Manasvi Tanksale & Mckinley Fernandes	9 th January 2026
4.	TY BA. LL.B – A	Priya Shirodkar Abigail Fernandes	9 th January 2026
5.	TY BA. LL.B – B	Britney Almeida Natalia	9 th January 2026
6.	4Y B.A LL.B - A	Joshua de Souza & Sangeet Growar	9 th January 2026
7.	4Y B.A LL.B - B	Kate Christina	9 th January 2026
8.	5Y B.A LL.B - A	Priya Shirodkar Abigail Fernandes	8 th January 2026
9.	5Y B.A LL.B - B	Richa Gomes Padmaja Chauhan	8 th January 2026
10.	FY LL.B Degree- A	Prof. Dr. MRK Prasad	8 th January 2026
11.	FY LL.B Degree - B	Prof. Dr. MRK Prasad	
12.	SY LL.B Degree - A	Kate de Saldanha Osorio & Christina Ajay Khandolkar	8 th January 2026
13.	SY LL.B Degree - B	Joshua de Souza & Sangeet Growar	8 th January 2026
14.	TY LL.B Degree - A	Britney Almedia NataliaSilveira	8 th January 2026
15.	TY LL.B Degree - B	Manasvi Tanksale & Mckinley Fernandes	8 th January 2026

International Women's Day Celebration, 2026

POSH Compliance Clinic conducted a Gender Sensitisation and POSH Awareness Programme in celebration of International Women's Day – 8th March 2026. The theme of the program was “Let's come together to promote awareness, equality, and respect.” As part of the celebrations, PCC hosted a series of exciting competitions leading up to the occasion - Poster Making, Quiz, Elocutio, Debate, Reel Making. The students of all classes were invited to participate and contribute to creating awareness about gender sensitivity and the importance of the Prevention of Sexual Harassment (POSH) framework.



The POSH Compliance Clinic at V.M. Salgaocar College of Law celebrates International Women's Day by hosting a Gender Sensitization and POSH Program.

This program includes various exciting competitions: poster making, quiz, reel making, debate, and elocution competitions.

Students are encouraged to participate and sign up through the given Google Form below by or before 3rd March 2026.

Registration link

https://docs.google.com/forms/d/e/1FAIpQLSd_vapROx14iWxYmH2r9ZclemN6wor_EpucieXOL_HL4ncR_g/viewform?usp=header



Theme: **Beyond stereotypes: Building respectful spaces**

Date: **4th March 2026**

Venue: Library space in front of research room

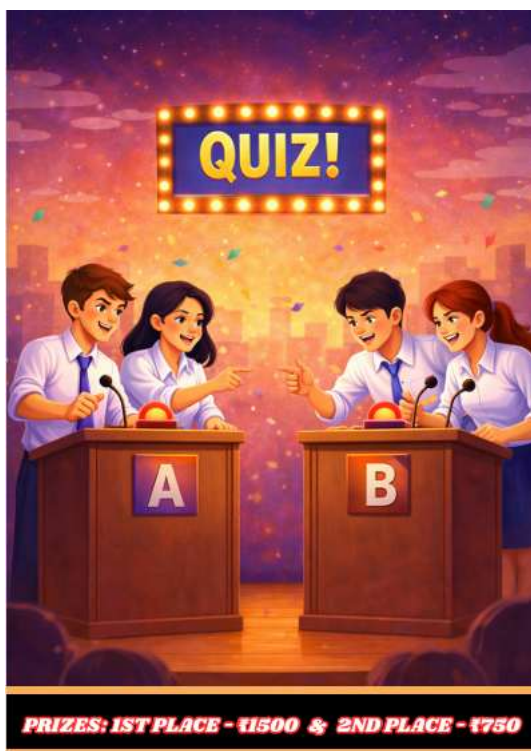
Rules:

- The competition will be held in the college premises.
- Only one poster per participant is allowed.
- Participation may be individual or in teams of up to three members.
- Posters must be hand-drawn only.
- Use of phones or reference materials during the competition is not permitted.
- Poster size: A3 or A4 (portrait or landscape).
- Posters must be original; plagiarism will result in disqualification.
- Time allotted: 1.5 hours.
- Participant details must be written only on the back of the poster.

Evaluation criteria:

- Relevance to the theme
- Originality
- Creativity
- Artistic composition
- Message conveyed in the poster

Student Coordinators: McKinley Fernandes (9822144437)
Manasvi Tanksale (8698181205)



Theme: **Women's Day**
 Date : **5th March 2026**
 Venue: Hall no. 12

Rules:

- The quiz will consist of 6 teams, in a first come first serve basis
- Teams will consist of 2 members
- Quiz will consist of 3 rounds:
 1. Direct questions
 2. Personalities
 3. Visual round
- In case of a tie, tie breaker questions will be used
- The quiz will cover themes of: POSH Act, women - personalities, Rights, contributions, schemes.

Student Coordinators: Joshua de Souza (9130021062)
 Richa Gomes (9284877145)



Theme: **Combating Sexual Harassment at the Workplace**
 Submission: **6th March 2026 at 11:59 pm**

Rules:

- The reel must strictly focus on the theme of combating sexual harassment at the workplace.
- Time Limit: Maximum 90 seconds
- Entries must be original creations of the participant.
- Content must maintain professionalism and respect; offensive language or inappropriate visuals are not allowed.
- All dialogue, text, and audio should be clear and understandable.
- Submit your reel in HD Document format to the student coordinators mentioned below.
- After submission, participants must post the reel on their Instagram Story and tag us for valid entry.
- **Entries will be judged on:**
 1. Message & Impact
 2. Creativity
 3. Reach & Engagement (views, likes, and audience interaction)

Student Coordinators: Richa Gomes (9284877145)
 Abigail Fernandes (9579726927)



Theme: - POSH Act: Necessary Shield or Career Barrier?

Venue: Hall no. 12

Rules:

- 6 teams Max (first come first serve) -Two participants per team
- 4 best teams move to Semis-Two best teams move on to Finals

Prelims : 30 mins Date: 6/03/2026

- 1 mins opening statement
- 10 mins open discussion
- 3 mins rebuttal
- 1 mins closing statement

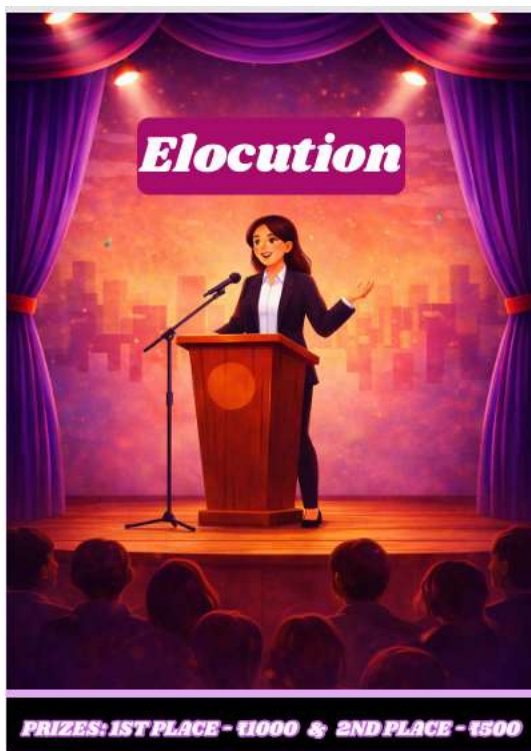
Semis- Date: 6/03/2026 & Finals : 40 mins Date: 7/03/2026

- 2 mins opening statement
- 10 mins open discussion
- 6 mins rebuttal
- 2 mins closing statement

Criteria for Evaluation:

1. Content & Ideas
2. Delivery and Presentation
3. Rebuttal and Responsiveness
4. Team Coordination
5. Decorum and Professionalism

Student Coordinators: Britney Almeida (9657554917)
Padmaja Chauhan (9623225423)



**Theme: 1. Deepfakes & Digital Consent:
The new frontier of violence against women in the virtual world.**

2. Feminism is not a Brand: Critiquing the commercialization of Women's Day.

3. The Pink Tax: the hidden cost of being a woman.

Date: 7th March

Venue: Conference Hall

Rules:

1. The competition is open to all students.
2. The language for the competition will be English.
3. Participants may choose to speak on any one of the topics provided.
4. Participants may speak for a maximum of 3 minutes only.

Judging Criteria:

- Clarity of ideas
- Relevance to the topic
- Language and articulation
- Creativity and originality

Student Coordinators: Kate de Saldana Osorio (9075925015)
Priya Shiroadkar (8888958833)

Poster making



Debate



International Women's Day 2026 – PCC members took a pledge



PLEDGE

On this International Women's Day, I solemnly pledge -

To uphold the dignity and rights of every woman, both within this institution and in society at large.

To commit myself to equality and recognizing that every individual, regardless of gender, is entitled to the same rights, opportunities, and respect as enshrined in the Constitution of India

To ensure safety by upholding the POSH guidelines and ensuring that any campus, workplace and the community is free from harassment, discrimination, and fear by calling out gender stereotypes, bias & discrimination.

To encourage the leadership, education, and professional growth of women in all fields.

To elevate & celebrate women's achievements and to forge positive visibility of women.

To uphold the dignity of all women and challenge stereotypes and biases in my thoughts, my words, and my actions and recognize that the progress of our nation is inseparable from the progress of its women.

Prize distribution and Valedictory Function



The competitions were judged by the faculty members. A valedictory function was held on 7th March 2026. Prof. Dr. Joanna Coelho, Professor, Goa University & Presiding Officer of Internal Committee of Goa University was the Chief Guest. She addressed the audience on the issues and challenges faced by women Tibetan refugees. The cash prize and certificate for the winners were awarded. The faculty members who judged the various competitions were

felicitated. Principal Dr. Shaber Ali congratulated the PCC on its remarkable work. Dr. Sandhya Ram highlighted the relevance of POSH Compliance Clinic in a law college. Ms. Britney Almeida gave the vote of thanks.



Prize Distribution, Women's Day2026

Gallery – Awareness Sessions conducted by PCC Members



