

PROCEEDINGS ON AWARENESS PROGRAMME ON POSH ACT

Date: 28th April 2026

Time: 3:00 PM – 5 PM

Venue: ICAR-ATARI, Zone-VII, Umiam

Mode: Physical (Staff of ICAR-ATARI, Zone VII, Umiam, Meghalaya) and Online (KVKs of ICAR-ATARI, Umiam)

The Awareness Programme on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) was held on 28 April 2026 from 3:00 PM to 5:00 PM at ICAR-ATARI, Zone VII, Umiam. Dr. Binodini Sethi, Professor and Head, Department of Agricultural Economics, and IC Chairperson, College of Post-Graduate Studies, Umiam, Barapani, was invited as the resource person to deliver a lecture and sensitize participants on the importance of the POSH Act and the need to ensure a safe working environment for women at the workplace.

The programme was graced by Dr. A.K. Mohanty, Director, ICAR-ATARI, Umiam, Dr. A.K. Singha, Vigilance Officer, ICAR-ATARI, Umiam, and the members of the Internal Committee (IC), including external member Dr. Anjoo Yumna. All staff members of ICAR-ATARI, Zone VII, Umiam participated physically, while KVKs under the zone joined virtually.

Dr. A.K. Mohanty warmly welcomed the dignitaries with a traditional Gamcha and bouquet. Following Dr. Amrutha T., IC Chairperson, ICAR-ATARI, Umiam, delivered the welcome address and briefed the participants on the objectives and flow of the awareness programme.

Dr. A.K. Singha shared his introductory remarks, highlighting the importance of creating a safe and respectful work environment from a vigilance perspective. Dr. A.K. Mohanty further emphasized the significance of the POSH Act in workplaces, stressing the need for institutional preparedness, staff sensitization, and effective implementation of the Act across all ICAR-ATARI and allied units.

During her lecture, Dr. Binodini Sethi elaborated on the objectives of the POSH Act and its three pillars; Prevention, Prohibition, and Redressal. She explained the composition and constitution of the Internal Committee, the procedure for filing complaints, and the time-bound grievance redressal process, including the prescribed timelines for each stage.

Using practical examples, Dr. Sethi created awareness among participants, particularly women employees, regarding their rights and the mechanisms available under the POSH Act. She emphasized that every woman should be aware of her rights and should not hesitate to seek redressal whenever necessary.

Subsequently, Dr. Anjoo Yumnam delivered valuable remarks on the POSH Act, reiterating its importance in ensuring a safe, supportive, and gender-sensitive work environment. She also highlighted the roles and responsibilities of both the Internal Committee and the employer in ensuring effective implementation of the Act.

The programme concluded with a vote of thanks delivered by Dr. Divya Parisa, Scientist, ICAR-ATARI, Umiam, who expressed gratitude to the resource persons, the Director, and all

participants both physical and virtual for their active participation and contribution to the successful conduct of the programme.

