



भा.वा.अ.शि.प. वर्षावन अनुसंधान संस्थान
ICFRE-RAIN FOREST RESEARCH INSTITUTE

भारतीय वानिकी अनुसंधान एवं शिक्षा परिषद

Indian Council of Forestry Research and Education

पर्यावरण, वन और जलवायु परिवर्तन मंत्रालय, भारत सरकार

(Ministry of Environment, Forest & Climate Change, Govt. of India)

देववन, सोताई, जोरहाट - 785001 (असम) / Deovan, Sotai, Jorhat - 785010 (Assam)

Report on Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013

Organized by:

Internal Complaints Committee (ICC), ICFRE–Rain Forest Research Institute (RFRI), Jorhat-785010, Assam

Date & Time:

19 December 2025 | 3:00 PM

Venue:

Rhino Hall, ICFRE–RFRI, Jorhat, Assam

Target Group:

Official staffs of ICFRE–RFRI, ICFRE-LEC, ICFRE-BRC

A workshop on “**Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**” was successfully organized for the Official staffs of ICFRE–RFRI, ICFRE-LEC, ICFRE-BRC on 19 December 2025 at 3:00 PM at Rhino Hall, ICFRE–RFRI, Jorhat, Assam.

Objective of the Workshop

The workshop was organized in fulfillment of the statutory mandate of the Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, with the objective of promoting awareness of the Act and strengthening a safe, inclusive, and professional work environment. The primary aim was to ensure that all employees clearly understand what constitutes sexual harassment, the relevant legal provisions, and the collective responsibility of maintaining a secure, dignified, and respectful workplace.

The programme commenced with a brief introduction to the Internal Complaints Committee (ICC), ICFRE–RFRI, along with an overview of the significance of conducting such awareness programmes within the organization delivered by Dr. Nibedita Guru, Scientist-C and Chairperson, ICC, ICFRE–RFRI. This was followed by a welcome address by Dr. Dhruva Jyoti Das, Scientist-F and Guest of Honour, ICFRE–RFRI, who emphasized the pivotal role of women in the workplace and highlighted the importance of understanding basic rules, regulations, and legal provisions governing professional conduct. He underscored the need for awareness of these frameworks to foster a respectful, inclusive, and safe working environment for all employees.

The technical session was delivered by the eminent Resource Person, Dr. Gargi Sharma, Assistant Professor, Department of Plant Breeding and Genetics, Assam Agricultural University, Jorhat. In addition to her academic role, she serves as the Member Secretary of the Intellectual Property Rights (IPR) Cell and is a Member of the Internal Complaints Committee. She is also a practicing Advocate, bringing valuable legal insight alongside her academic expertise. Dr. Sharma delivered an in-depth overview of the POSH Act through a structured PowerPoint presentation.

The presentation covered the following key aspects:

- Introduction to the POSH Act and workplace safety

- Key rules, legal provisions, and compliance requirements
- Roles and responsibilities of employees, employers, and the ICC
- Complaint-handling procedures and redressal mechanisms
- Importance of the She-Box portal and other authorized grievance redressal platforms
- Behavioural etiquette within office premises
- Building a safe, inclusive, and respectful professional environment
- Case scenarios followed by interactive discussions

The session was highly informative and interactive, with active participation from staff members. Practical examples and case-based discussions helped clarify doubts and enhanced understanding of appropriate workplace behaviour and legal obligations under the POSH Act.

Participation

The workshop witnessed active participation from officers and staff of the Institute in hybrid mode. The interactive nature of the session enabled participants to seek clarifications and gain a clear understanding of the key provisions of the POSH Act, including the roles and responsibilities of employees and the Internal Complaints Committee (ICC), complaint-handling and redressal mechanisms, and appropriate workplace conduct aimed at preventing uncomfortable or inappropriate situations. A total of 60 participants, comprising scientists, officers, and supporting staff, attended the workshop.

The workshop concluded with concluding remarks by the Director, ICFRE–RFRI, who highlighted the importance of such sensitization programmes, emphasized adherence to basic principles of appropriate workplace behaviour, and underscored the role of the She-Box portal in effective monitoring and grievance redressal. The Director also stressed that regular organization of such workshops would help enhance awareness among staff members. This was followed by a vote of thanks proposed by Dr. Nibedita Barua, Chief Technical Officer (CTO), ICFRE–RFRI.

The entire workshop was conducted by the Internal Complaints Committee (ICC) team with constant guidance and support from the Director, ICFRE–RFRI. The ICC team expressed sincere appreciation to all officers and staff members who participated both in person and online for their active involvement and cooperation, which contributed significantly to the successful and meaningful conduct of the workshop.

Glimpses of the programme:




WORKSHOP ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

Organized by
Internal Complaints Committee
ICFRE-Rain Forest Research Institute On
19TH DECEMBER, 2025 | TIME: 3:00 PM



Chief Guest
Dr. Gargi Sharma
Assistant Professor, Department of Plant
Breeding and Genetics, Assam
Agricultural University, Jorhat
Member Secretary, IPR Cell
Member, Internal Complaints Committee

JOIN WEBEX MEETING for ICFRE-LEC, ICFRE-BRC and officers on tour
<https://rfriorhat.my.webex.com/rfriorhat.my/j.php?MTID=mee62050b3c849d91284be79447c0ab9e>
 Meeting number (access code): 2641 075 6559
 Meeting password: 12345



Guest of Honour
Dr. Nitin Kulkarni
Director
ICFRE-Rain Forest Research Institute
Jorhat, Assam

Venue: Rhino Hall & Brahmaputra Hall, ICFRE-RFRI, Jorhat, Assam, 785010

