



Legal Aid Society
ICFAI Law School, IFHE, Hyderabad

**Report on Legal Awareness program on Prevention of Sexual Harassment (POSH) at Workplace
held on 26th November 2025**

The Legal Aid Society of ICFAI Law School, IFHE, Hyderabad, conducted an exclusive legal awareness session on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) for the employees of Blue Cloud Softech Solutions Ltd at their Hitech City office on November 26, 2025.

The session was led by distinguished faculty members from ICFAI Law School, Ms. Anwesha Panigrahi (Assistant Professor) and Mr. Dilip Sharma (Senior Assistant Professor), who served as the key resource persons for the event. The initiative aimed to sensitize the corporate workforce to the legal frameworks that ensure a safe and dignified working environment.

Session Highlights

The program began on an engaging note with a brief role-play performed by the legal aid team. This enactment depicted a realistic workplace scenario involving subtle forms of harassment, effectively breaking the ice and setting a relatable context for the audience. The role-play served as a practical hook, illustrating how harassment can manifest in day-to-day corporate interactions.

Following the skit, Ms. Anwesha and Mr. Dilip provided a comprehensive overview of the POSH Act. Key topics covered included:

- * Defining Sexual Harassment: Understanding the distinction between 'quid pro quo' and 'hostile work environment' harassment.
- * The Internal Committee (IC): The constitution, powers, and responsibilities of the IC within the company.
- * Redressal Mechanisms: The step-by-step legal procedure for filing a complaint and the inquiry process.
- * Employee Rights & Responsibilities: Emphasizing that a safe workplace is a collective responsibility.

Interactive Q&A

The session concluded with a vibrant Question and Answer (Q&A) segment. Employees from Blue Cloud Softech actively participated, raising queries regarding anonymous complaints, the timeline for redressal, and the protection of confidentiality. The speakers provided clear, legally backed responses, resolving ambiguities and empowering attendees with actionable knowledge.

The event marked another successful outreach by ICFAI Law School's Legal Aid Society, reinforcing its commitment to extending legal literacy from the classroom to the corporate corridor.

Legal Awareness Session on POSH Act Held at Blue Cloud Softech Solutions

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RANGAREDDY

The Legal Aid Society of ICFAI Law School, IFHE Hyderabad, organised an exclusive legal awareness session on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly known as the POSH Act, for the employees of Blue Cloud Softech Solutions Ltd at their Hitech City office on November 26, 2025, marking the occasion of Constitution Day (Samvidhan Divas).

The session was led by distinguished faculty members from ICFAI Law School — Ms. Anwesha Panigrahi, Assistant Professor, and Mr. Dilip Sharma, Senior Assistant Professor — who served as the key resource persons. The initiative aimed to equip corporate employees with essential awareness of legal safeguards designed to ensure a safe, respectful and dignified work environment. The programme began with an engaging role-play presented by the Legal Aid Society team. The enactment

showcased a real-time workplace situation involving subtle instances of harassment, helping the audience relate to the subject and understand how inappropriate conduct can appear in day-to-day professional settings. The skit acted as an effective introduction to the session's core themes. Following this, Ms. Anwesha and Mr. Dilip delivered an in-depth presentation on the POSH Act. They explained the legal definition of sexual harassment, highlighting the differences between quid pro quo and hostile work environment.

The speakers also discussed the structure and functions of the Internal Committee (IC), which plays a crucial role in addressing complaints within organisations. They further elaborated on the formal redressal mechanisms, including the complaint process, inquiry procedures, and the timelines mandated by law. The session also stressed the shared responsibility of all employees in maintaining a safe workplace. The session ended with an interactive Q&A segment, where employees actively posed questions on issues such

as anonymous complaints, confidentiality protections, and the expected duration of the inquiry process. The resource persons addressed each query with clarity, offering legally grounded explanations to dispel doubts and empower the participants with practical knowledge. The event marked another successful outreach initiative by the Legal Aid Society of ICFAI Law School, reaffirming its commitment to promoting legal literacy beyond the academic sphere and into the corporate sector.

