

**Report of Activities Conducted by the Internal Committee
Under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and
Redressal) Act, 2013**

Academic Years 2023–2024, 2024–2025 & 2025–2026

ZANTYE BROTHERS EDUCATIONAL FOUNDATION'S

NARAYAN ZANTYE COLLEGE OF COMMERCE

BICHOLIM-GOA.

1. Addressing Sexual Harassment and Abuse (12th October 2023)

The Counselling Department organized a session on “Addressing Sexual Harassment and Abuse” on 12th October 2023. The session was conducted by Ms. Mrinal Valke for M.Com students with the objective of creating awareness regarding sexual harassment, abuse, and the importance of reporting mechanisms and support systems. A total of 23 students participated in the session.

2. Understanding Sexual Harassment at the Workplace (14th October 2023)

A session on “Understanding Sexual Harassment at the Workplace” was conducted by Adv. Ms. Gina Korgaonkar on 14th October 2023 for S.Y.B.Com students. The programme aimed to educate students about workplace safety, respectful behaviour, and legal awareness related to sexual harassment prevention. A total of 44 students attended the session.

3. Thriving in College: Balancing Life and Managing Stress (14th March 2024)

The Counselling Cell in collaboration with the POSH Committee organized a session titled “Thriving in College: Balancing Life and Managing Stress” for F.Y. and S.Y.B.Com students. The programme focused on helping students balance academic, personal, and social life while managing stress effectively. The resource persons for the session were Ms. Priyanka Suneja and Ms. Miriam Sequeira. A total of 94 students participated in the session.

4. Understanding Substance Abuse (23rd March 2024)

The Counselling Cell and POSH Committee jointly organized a session on “Understanding Substance Abuse” for F.Y., S.Y., and T.Y.B.Com students. The session was conducted by Dr. Ashish Srivastava and aimed at creating awareness regarding substance abuse, its effects, and preventive measures. A total of 42 students participated in the programme.

Academic Year 2024–2025

1. Counselling Cell and POSH Orientation Programme (10th and 16th July 2024)

The Counselling Cell and POSH Committee organized an orientation programme for F.Y.B.Com students on 10th and 16th July 2024. Conducted by Ms. Mrinal Valke, the session introduced students to counselling services, confidentiality, emotional well-being, and the role of the POSH Committee in preventing sexual harassment and ensuring a safe campus environment. A total of 125 students attended the programme.

2. Navigating Social Media Safely: Awareness of Sexual Abuse and Digital Etiquette (18th July 2024)

The Counselling Cell and POSH Committee conducted a session titled “Navigating Social Media Safely: Awareness of Sexual Abuse and Digital Etiquette” for F.Y.B.Com students. Designed by Sharmila Valavalkar, the session focused on responsible social media usage, digital etiquette, online safety, and awareness regarding sexual abuse in online spaces. Interactive discussions and poster-making activities were conducted to reinforce learning. A total of 75 students participated in the session.

3. Session on Teamwork and Leadership (27th August 2024)

The Counselling Cell and POSH Committee organized a session on “Teamwork and Leadership” for first-year B.Com students. The programme focused on leadership skills, teamwork, communication, emotional intelligence, and collaborative problem-solving through interactive activities and role plays. A total of 77 students attended the session.

Academic Year 2025–2026

1. Counselling Cell and POSH Orientation Programme (10th and 15th July 2025)

The Counselling Cell and POSH Committee organized an orientation programme for 95 F.Y.B.Com students on 10th and 15th July 2025. Conducted by Ms. Mrinal Valke, the session introduced students to counselling services, confidentiality, available support systems, and the guidelines under the Prevention of Sexual Harassment (POSH) policy.

2. Street Play Presentation on “Prevention of Sexual Harassment at the Workplace” (11th October 2025)

A Street Play Presentation on the theme “Prevention of Sexual Harassment at the Workplace” was conducted on Saturday, 11th October 2025, at 11:00 a.m. in the College Auditorium. The programme was organized by the POSH Committee of Narayan Zantye College of Commerce and performed by the students of the college.

The street play aimed to sensitize staff and students about the importance of creating a safe, respectful, and inclusive campus environment. Through impactful dramatization, the presentation highlighted issues related to inappropriate behaviour, the effects of sexual harassment, and the importance of awareness, prevention, and collective responsibility. The activity served as an effective awareness initiative and reinforced the institution’s commitment towards dignity, respect, and zero tolerance for sexual harassment.

Ms. Mrinal Valke
College Counselor
(Member) Internal Committee

Prof. (Dr.) Rajendra Kumbharjuvenkar
Principal