G D College Rakkar Kangra Himachal Pradesh

Annual Action Plan of the Internal Committee (POSH)

(Academic Session 2026-27)

1. *Conduct an orientation programme for newly admitted students and newly appointed/joined staff on the provisions of the POSH Act, the role of the Internal Committee, and the complaint redressal mechanism.*
2. *Organize an expert lecture by the External Member (Advocate) on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, legal rights, workplace ethics, and gender sensitization.*
3. *Observe International Day of the Girl Child (11 October), International Day for the Elimination of Violence against Women (25 November), and International Women's Day (8 March) through awareness lectures, poster-making, slogan writing, quizzes, or pledge activities.*
4. *Display and periodically update POSH awareness posters, the Internal Committee details, important contact information, and the complaint procedure on the college notice boards and website.*
5. *Conduct gender sensitization and awareness activities to promote dignity, equality, mutual respect, and a safe and inclusive campus environment.*
6. *Hold periodic meetings of the Internal Committee to review preventive measures, discuss committee activities, and ensure compliance with the POSH Act.*
7. *Maintain confidential records of meetings, awareness programmes, complaints (if any), and action taken in accordance with the POSH Act.*
8. *Coordinate with the Women Cell and Equal Opportunity Cell for collaborative awareness programmes.*
9. *Encourage students and employees to report grievances through the prescribed complaint mechanism while ensuring confidentiality, impartiality, and timely redressal.*
10. *Prepare and submit the Annual Report of the Internal Committee to the Principal at the end of the academic session with recommendations for further strengthening a safe, respectful, and gender-sensitive campus.*

Convener
Presiding Officer

Principal **Principal**
Govt. Degree College Rakkar
Kangra (H.P.)-177043