

REPORT ON
**‘United Nations’ “16 Days of Activism
Against Gender-Based Violence”**
25 Nov -10 Dec 2025

Unnat Bharat Abhiyan



Ministry of Education
Government of India



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Report of Program
on
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Introduction

As part of the global observance of the United Nations’ “16 Days of Activism Against Gender-Based Violence”, the UBA Cell, National Institute of Technology Sikkim (RCI) organised a One-Day Lecture Series on 10th December 2025, coinciding with Human Rights Day. The international campaign, observed annually from 25th November (International Day for the Elimination of Violence against Women) to 10th December (Human Rights Day), aims to mobilise collective action to end violence against women and girls in all its forms, including physical, emotional, psychological, workplace, domestic, and digital abuse.

The lecture series was organised to create awareness, sensitise employees, and reinforce institutional commitment towards fostering a safe, dignified, inclusive, and harassment-free work environment.

Objectives of the Programme

The key objectives of the lecture series were as follows:

1. To create awareness about **gender-based violence** and its various forms, including workplace and digital harassment.
2. To sensitise employees about the **legal rights and protections available to women** under Indian laws.
3. To provide detailed knowledge about the **POSH Act, 2013, POCSO Act, 2012**, and other legal provisions related to women’s safety.
4. To educate participants about **complaint redressal mechanisms**, including Internal Complaints Committees (ICC) and national portals such as **SHe-Box**.
5. To address the **mental health and psychological impact** of violence on women and encourage help-seeking behaviour.
6. To promote a culture of **zero tolerance towards sexual harassment** and encourage open dialogue without fear or stigma.
7. To empower women employees to **raise their voices, seek support, and spread awareness** within their professional and social circles.

Chief Guest and Guest of Honor

The programme was graced by **Ms. Sangita Pradhan, Deputy Solicitor General of India, High Court of Sikkim**, as the **Chief Guest**. Her extensive legal expertise and professional experience significantly enriched the programme.

The **Guest of Honour, Mrs. Vinita Sharma, Mental Health Counsellor, Ravangla Primary Health Centre (PHC)**, addressed the gathering with a focus on mental health, emotional well-being, and psychosocial support mechanisms for women facing violence.

Legal Awareness Session by the Chief Guest

Ms. Sangita Pradhan delivered a detailed and informative lecture covering important **laws and policies enacted for the protection of women**, including:

- **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)**
She explained the legal framework, definition of sexual harassment, scope of the Act, duties of employers and employees, constitution and role of the **Internal Complaints Committee (ICC)**, complaint procedures, timelines, confidentiality norms, and penalties. She emphasised that the Act applies to **government, private, organised, and unorganised sectors alike**.
- **Protection of Children from Sexual Offences (POCSO) Act, 2012**
The Chief Guest highlighted the objectives of the POCSO Act, stressing the importance of safeguarding children, mandatory reporting, and the responsibility of institutions in ensuring child protection and awareness.
- **Other Laws Related to Women's Safety**
She also referred to relevant provisions under the **Indian Penal Code (IPC)**, domestic violence laws, cybercrime regulations, and legal remedies available in cases of online abuse.

Participants were also informed about the **SHe-Box portal**, a Government of India initiative enabling women to file complaints online when internal mechanisms are unavailable or ineffective.

Mental Health and Counselling Session by the Guest of Honour

Mrs. Vinita Sharma delivered an insightful session highlighting the **mental and emotional impact of gender-based violence**. Her talk focused on:

- Recognising emotional distress, trauma, and early warning signs of abuse
- Overcoming fear, silence, and social stigma associated with reporting harassment
- Importance of counselling, peer support, and professional mental health assistance
- Encouraging women to speak up and support one another
- Creating awareness at the community and workplace level

She also shared important information regarding **women safety helpline numbers and toll-free emergency services**, explaining how women can access immediate help and guidance. Her session strongly encouraged participants to **raise awareness among peers, family members, and colleagues**.

Faculty members of the **Women Cell, NIT Sikkim**, reiterated the Institute's commitment to maintaining a **safe, respectful, and dignified workplace**. They urged all women employees—both **regular and contractual**—to approach the **Internal Complaints Committee (ICC)**

immediately in case of any incident of harassment, assuring confidentiality, fairness, and timely action.

The importance of conducting such sensitisation programmes on a **regular basis** and involving **all employees** was strongly emphasised.

The programme witnessed active participation from **faculty and staff members of NIT Sikkim**. Approximately **50 women employees**, including permanent and contractual staff, attended the session. The interaction segment saw several questions and clarifications from participants, making the programme engaging and informative.

Outcomes of the Programme

The programme successfully achieved the following outcomes:

1. Enhanced awareness among participants regarding **gender-based violence and workplace safety laws**.
2. Improved understanding of **POSH, POCSO, and other women-centric legislations**.
3. Increased confidence among women employees to **report incidents without fear of retaliation**.
4. Greater awareness of **complaint mechanisms**, helplines, and online grievance portals.
5. Sensitisation of employees towards building a **respectful and inclusive workplace culture**.
6. Reinforced institutional commitment of NIT Sikkim towards **gender equality and zero tolerance for harassment**.

Conclusion

The One-Day Lecture Series under the UN's **16 Days of Activism Against Gender-Based Violence** successfully reinforced the message that **gender equality is integral to human rights, social justice, and organisational excellence**. The programme empowered participants with legal knowledge, emotional strength, and practical tools to address and prevent harassment.

The event concluded with a **formal Vote of Thanks**, acknowledging the valuable contributions of the Chief Guest, Guest of Honour, organisers, and participants. The lecture series marked a significant step towards fostering a **safe, aware, and inclusive institutional environment** at NIT Sikkim.

PHOTOS OF THE EVENT



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