



# PICT Model School

## Building a Safe and Legally Informed School Community

Topic : Workshop on POCSO and POSH Acts

Trainer/Agency : Advocate Ishaan Kolhatkar

Date of the Training : Saturday, 31st May 2025

Venue : Auditorium

On 31st May 2025, PICT Model School hosted a comprehensive and impactful workshop focused on two critical legal frameworks: the Protection of Children from Sexual Offences (POCSO) Act and the Prevention of Sexual Harassment (POSH) Act. The session was conducted by Advocate Ishaan Kolhatkar, a distinguished legal expert in compliance and human rights law, known for his practical approach to sensitization and training.

The workshop aimed to empower staff members with legal awareness and practical tools to ensure a safe and harassment-free school environment. A total of 257 participants, including 152 educators and 105 support staff, actively engaged in the training, underscoring the school's unwavering commitment to child protection and staff preparedness.

To ensure inclusivity and clarity, the session for support staff was conducted in Marathi, making legal concepts more accessible, while educators attended a detailed session in English, covering in-depth aspects of both POCSO and POSH Acts.

Key Highlights of the Workshop:

### **POCSO Act :**

Advocate Kolhatkar delivered an especially impactful segment on the POCSO Act (2012), which offers a strong legal structure to address and prevent sexual abuse of children below 18 years. The discussion included:

- Definitions and scope of child sexual abuse (physical and non-physical)
- Legal obligations of educators and staff as mandatory reporters
- Step-by-step procedures for identifying and reporting suspected abuse
- Legal safeguards for child victims, with emphasis on child-friendly mechanisms
- Overview of punitive actions against offenders

The session was enriched with real-life case studies, informative legal videos, and interactive group discussions, encouraging open dialogue and questions. Staff were

equipped with knowledge to identify early warning signs, implement safe school practices, and foster an environment of trust, openness, and vigilance.

### Reinforcing Commitment to a Safe Environment

Through this training, participants not only enhanced their theoretical understanding but also gained practical strategies to prevent, identify, and address any violations under the POCSO Act. The school reiterated its zero-tolerance policy towards child abuse and affirmed its resolve to conduct regular sensitization sessions for sustained awareness.

This workshop marks a significant step forward in building a safe, supportive, and legally informed school culture, aligned with national child protection and workplace safety mandates.



## POSH AND POCSO

