

Awareness Programme on POSH Act Held at District Court Complex, Leh

Leh, December 31, 2026: The District Legal Services Authority (DLSA), Leh, organized an awareness programme on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 at the District Court Complex, Leh.

The programme was attended by Mr. Wangail Tsering, Sub Judge, Leh and Secretary, DLSA Leh; Mr. Tsering Phuntsog, Deputy Director of Prosecution, UT Ladakh; Mr. Jigmet Phuntsog, Assistant Public Prosecutor, Leh Court; Mr. Nema Stanzin, Deputy Chief, Ladakh Autonomous District Council (LADC); Advocate Phuntsog Stobgyal, Assistant, LADC; members of the Bar Association, employees of the Social Welfare Department, Leh, officials of the District Child Protection Unit, Leh, court staff, and Para Legal Volunteers (PLVs).

Advocate Phuntsog Stobgyal delivered a brief introduction to the provisions of the Act, emphasizing that the objective of the POSH Act is to prevent and protect women from sexual harassment at the workplace and to ensure a safe and secure working environment.

Mr. Tsering Phuntsog, Deputy Director of Prosecution, UT Ladakh, also addressed the participants and spoke in detail about the POSH Act, 2013. He highlighted the importance of constituting Internal Committees in every department and the formation of a Local Committee at the district level for effective implementation of the Act.

Shri Wangail Tsering, Sub Judge, Leh and Secretary, DLSA Leh, elaborated on key provisions of the Act, including the definition of sexual harassment, the composition of Internal Complaints Committees and Local Committees, the complaint mechanism, inquiry procedures, and the submission of reports by the Internal Complaints Committees. He explained that the Act mandates the establishment of both Local and Internal Complaints Committees for the redressal of complaints related to sexual harassment at the workplace.

He further detailed the duties and powers of these committees in government and public organizations and explained the concept of “sexual harassment” with the help of case laws and practical examples. He also referred to the landmark 1997 Supreme Court judgment that laid down guidelines on sexual harassment at the workplace, which later formed the foundation of the POSH Act.



