

Report on “ Women at the workplace -Legal Aspect”

August 16th, 2023

Title : Workshop on “Women at the workplace -Legal Aspect”

Resource Persons:

1. Advocate, Shilpi Mukhopadhyay

Flyer of Workshop:



Post Symposium Report:

The objective of the session was to sensitize the employees and students on gender issues, to help them be aware of gender biases, to help them resolve interpersonal conflicts arising from gender issues and to enable them to act assertively and respond to challenges in workplace. The session covered aspects related to hearing and addressing complaints regarding sexual harassment and spreading awareness about gender-related issues and functioning of the Internal Complaints Committee, Dr B. C. Roy Engineering College, Durgapur.

The session began with welcome address by Prof (Dr) Sanjay S Pawar, Principal, Dr B. C. Roy Engineering College, Jemua Road, Fuljhore, Durgapur. Principal, BCREC introduced eminent guest speakers of the programme . On the function Advocate Shilpi Mukhopadhyay participated as Chief Guests.



Prof (Dr) Sanjay S Pawar, Principal, BCREC giving the opening remarks for the session

Ms. Shilpi Mukhopadhyay discussed various forms of sexual harassment (verbal, physical, visual). She said that silence doesn't always mean that any act is welcome; and encouraging some behaviour doesn't mean that any kind of behaviour is welcome. She also discussed how many women do not complain or report due to fear of retaliation, social stigma, lack of evidence, fear of loss of reputation, low self-confidence, fear of job loss or lack of awareness. Explaining the importance of Internal Committee in every organization. Ms. Shilpi Mukhopadhyay talked about Sexual Harassment of Women at Workplace Act, 2013. and discussed the timelines and Pit Stops for Internal Committee and how the Internal Committee works.



Advocate Shilpi Mukhopadhyay being felicitated by Prof (Dr) Sanjay S Pawar

Our experts also work with POSH at work- an organization that believes that sexual harassment at workplace does not only cause mental and/or physical damage to the person harassed; but also seriously curtails opportunities at work by creating a discriminatory work environment. She discussed about the three major laws in context to sexual harassment namely, Indian Penal Code, Criminal Procedures Code and Information Technology Act.

Prof. Krishna Roy, Convenor, Internal Complaint Committee, Dr B. C. Roy Engineering College, Durgapur explained the importance of Internal Committee and how the Internal Committee works.



Advocate Shilpi Mukhopadhyay ,Chief Guests





Guests with Internal Complaint Committee Members, BCRC

Certificate for Participant:



List of participants:

Sl No.	Name	Department	Roll No	Semester	Signature
1)	Elkhab Raja	MBA	2304019	1st Sem	Affix
2)	Anchal Singh	MBA	2304020	1st	Apollonia
3)	Sulita Choudhary	MBA	2304046	1st	Uttara Choudhary
4)	Makina Jadhav	MBA	2304055	1st	Uttara Jadhav
5)	Amisha Jadhav	MBA	2304045	1st	Amisha Jadhav
6)	Randhya Agarwal	MBA	2304018	1st	Randhya Agarwal
7)	Raghuvaran Dey	MBA	2304027	1st	Raghuvaran Dey
8)	Rishi Dey	MBA	2304057	1st	Rishi Dey
9)	Saurabh Das	MBA	2304043	1st	Saurabh Das
10)	Divya Chakraborty	MBA	2304058	1st	Divya Chakraborty
11)	Tania Ghosh	MBA	2304048	1st	Tania Ghosh
12)	Nandini Banerjee	MBA	2304050	1st	Nandini Banerjee
13)	Srinjay Das	MBA	2304001	1st	Srinjay Das
14)	Mr. ZABIR KUSMAN	MBA	2304013	1st	Mr. ZABIR KUSMAN
15)	Santi Kumar Dey	MBA	2304025	1st	Santi Kumar Dey
16)	Subhankar Das	MBA	2304011	1st	Subhankar Das
17)	Subhankar Das	MBA	2304031	1st	Subhankar Das
18)	Arpita Mallick	MBA	2304010	1st	Arpita Mallick
19)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
20)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
21)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
22)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
23)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
24)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
25)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
26)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
27)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick
28)	Arpita Mallick	MBA	2304009	1st	Arpita Mallick

DR. B.C.ROY ENGINEERING COLLEGE, DURGAPUR
Attendance for Students 16/8/2023
IEC Program "Women at the Workplace - Legal Aspects"

Dr. B.C. Roy Engineering College
Durgapur
16/8/2023

Sl No.	Name	Department	Roll No	Semester	Signature
29	Tekari Singh	MEB	2020230403	3rd	
30	Mahant Singh	MEB	2304017	3rd	
31	Shrikanth Singh	MEB	2304032	1st	
32	Pooja Singh	MEB	2304034	1st	
33	Sudip Mondal	MEB	2304063	1st	
34	Arpita Mondal	MEB	2304033	2nd	
35	Arpita Mondal	MEB	2304034	1st	
36	Arpita Mondal	MEB	2304007	3rd	
37	Arpita Mondal	MEB	2304052	1st	
38	Arpita Mondal	MEB	2304058	1st	
39	Arpita Mondal	MEB	2304058	1st	
40	Arpita Mondal	MEB	2304058	1st	
41	Arpita Mondal	MEB	2304058	1st	
42	Arpita Mondal	MEB	2304058	1st	
43	Arpita Mondal	MEB	2304058	1st	
44	Arpita Mondal	MEB	2304058	1st	
45	Arpita Mondal	MEB	2304058	1st	
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58	Arpita Mondal	MEB	2304058	1st	
59	Arpita Mondal	MEB	2304058	1st	
60	Arpita Mondal	MEB	2304058	1st	



 Durgapur Engineering College

Attendance for Faculties 16/8/2023

"Women at the Work Place - Legal Aspects"

Sl No.	Name	Department	Signature
1	Debi Priya Dutta	E.C.E	D. Dutta 16/08/23
2	Moumita Mondal	ECE	M. M. 16/8/23
3	Dr. Rupel	MS	Dr. Rupel 16/08/2023
4	Sourya Bhattacharya	FMS	Sourya 16/08/23
5	Riya Mukherjee	Reception	Riya 16/08/23
6	Amita Ghosh	Corporate Affair	A. 16/08/23
7	Kaishava Ray	FMS	Kaishava 16/8/23
8	Arumana Mukherjee	FMS	Arumana 16/8/23
9	Pradipta Sanjay	ECE	P. Sanjay 16/8/23
10	SARIT Das	ECF	Sarita Das 16/08/23
11	Ankita Naha	ECB	Ankita 16/8/23
12	Keka Hazra	E.C.E	K. Hazra 16/08/23
13	Dipta Choudhury	E.C.E	D. Choudhury
14	Nikhil Bhowmik	ECE	N. B.
15	Koushik Chatterjee	ME	K. C.
16	R. B. Biswas	ME	R. B.
17	S. Biswas	ME	S. B.
18	S. Das	ME	S. Das
19	R. Ranjan	ME	R. Ranjan
20	Deepak Kumar	ME	Deepak
21	S. C. Moh	ME	S. C. Moh

Kaishava 16/8/23



Feedback Of Participant

Conclusion remarks: We are happy that Internal Complaint Committee ,BCREC are able to arrange the session. The resource person accepted our request with the help of Prof. Arunava Mookherjee, FMS, Dr. B. C. Roy Engineering College, Durgapur. The session was good and very informative to all the participants.



ICC BCREC <icc@bcrec.ac.in>

Invitation to act as resource person at the Seminar organized by the Internal Complaint Committee on 16.08.2023

2 messages

ICC BCREC <icc@bcrec.ac.in>

Tue, Aug 1, 2023 at 1:28 PM

To: Shilpi Mukhopadhyay <shilpi.mukhopadhyay16@gmail.com>

Cc: sayanti.samanta@bcrec.ac.in, krishna.roy@bcrec.ac.in

Bcc: arunava.mookherjee@bcrec.ac.in

Dear Madam,

Warm greetings from the Internal Complaint Committee (ICC), Dr. B. C. Roy Engineering College.

ICC is responsible for ensuring smooth running of the activities of the institution without any gender bias. Complaints relating to gender discrimination are handled by this committee and an attempt is always made to solve the problems amicably.

This has reference to the discussion you had with the undersigned over the telephone, regarding enlightening our students and staff about the prevailing laws that may protect gender equality in the educational institutions for all. The undersigned is hereby glad to cordially invite you as a guest speaker on 16th August from 3 pm.

The topic of the session shall be ***Women at the workplace – Legal Aspects***

Kindly accept this as a formal invitation from our end. Your words of wisdom and advice shall mean a lot to our students and staff. Please write back to us confirming your availability.

Looking forward to your presence on campus and a great session ahead!

Thanks and best regards

Prof. Krishna Roy
Convener, ICC, BCREC

Shilpi Mukhopadhyay <shilpi.mukhopadhyay16@gmail.com>

Tue, Aug 1, 2023 at 5:11 PM

To: ICC BCREC <icc@bcrec.ac.in>

Cc: sayanti.samanta@bcrec.ac.in, krishna.roy@bcrec.ac.in

Thanks, I will be there.

[Quoted text hidden]



Dr. Rupali <rupali@bcrec.ac.in>

Seminar on "Women at the Workplace – Legal Aspects" organized by the Internal Complaint Committee on 16.08.2023 from 3 pm

1 message

ICC BCREC <icc@bcrec.ac.in>

Fri, Aug 11, 2023 at 4:42 PM

To: allusers@bcrec.ac.in

Dear Colleagues,

Warm greetings from the Internal Complaint Committee (ICC) of Dr. B. C. Roy Engineering College.

ICC is responsible for ensuring the smooth running of the activities of the institution without any gender bias. Complaints relating to gender discrimination are taken care of by this committee and an attempt is always made to solve the problems amicably.

To educate our students and faculty members about the laws that are in place in our country to ensure that men and women do not face gender discrimination in the workplace or at the institute of their education, ICC is organizing a Seminar on 16th August 2023 from 3 pm on the topic **Women at the Workplace – Legal Aspects** in the Albert Einstein Seminar Hall. The esteemed speaker is Adv Shilpi Mukhopadhyay.

We earnestly request you to give wide publicity among your students and faculty members through your departmental Whatsapp groups and request the students to register at the link provided below. Faculty members may register on the spot.

https://docs.google.com/forms/d/e/1FAIpQLSc1deKDKQTyaH8SAp_rgj_xbz_tVdlKk737-VK2ghYICvnnVw/viewform?usp=sf_link

Thanking you in anticipation of your prompt action,

Krishna Roy

Chairperson, ICC, BCREC