

Symposium Summary Report on “ Harassment at Institutions - steps to redress and mitigate”

Nov 9th, 2022

Title : Symposium on “ Harassment at Institutions - steps to redress and mitigate”

Resource Persons:

1. Sub-inspector Supratik Pal , Asansol-Durgapur Police.
2. LC Sahnaj Khatoon Asansol-Durgapur Police.

Flyer of Symposium:



Post Symposium Report:

Dr. B. C. Roy Engineering College ,Durgapur strongly encourages gender parity and is constantly working towards providing a conducive environment for efficient and effective communications between the employees and students. Men

and women need to be sensitized towards gender issues, the boundaries that exist between colleagues and how such boundaries are crossed. The students and faculty of the Institute also need to be constantly informed about the Sexual Harassment of Women at Workplace Act, 2013 and the manner in which the Internal Complaints Committee, BCREC is constituted and how it works towards providing protection against sexual harassment of women at workplace and for the redressal of complaints of sexual harassment. In order to address such concerns a one day symposium was organized by Internal Complaints Committee of BCREC, DURGAPUR in collaboration with Asansol-Durgapur Police Commissionerate on 9th Nov, 2022. The objectives of symposium to sensitize the students against the sexual harassment at workplace and campus and make them aware of the policy on these issues and the support system available at the Institute.

The session began with welcome address by Prof (Dr) Sanjay S Pawar, Principal, Dr B. C. Roy Engineering College, Jemua Road, Fuljhore, Durgapur. Prof. (Dr.) K.M. Hossain Vice-Principal, BCREC introduced eminent guest speakers of the programme. On the function Sub-inspector Supratik Pal and LC Sahnaj Khaton Asansol-Durgapur Police, participated as Chief Guests.



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



Lamp Lighting Ceremony Of Symposium



Sub-inspector Mr. Supratik Pal, Asansol-Durgapur Police



LC Sahnaj Khatun ,Asansol-Durgapur Police

Mr Supratik pal emphasized the role of police personal in protecting the human rights and he advised them to come forward to register their difficulties in sustaining their rights. He also discussed about various forms of sexual harassment (verbal, physical, visual) and about the three major laws in context to sexual harassment namely, Indian Penal Code, Criminal Procedures Code and Information Technology Act. She also gave suitable examples and explained the difference between workplace harassment and sexual harassment and the process of filing complaints at Police Stations.

Miss Sahnaj khatun emphasized 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 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.

Prof. Krishna Roy, Convenor, Internal Complaint Committee, Dr B. C. Roy Engineering College, Durgapur explained the importance of Internal Committee and discussed the timelines and Pit Stops for Internal Committee and how the

Internal Committee works. The session concluded with details of how any organization can take preventive measures against sexual harassment.



Prof. Krishna Roy, Convenor, Internal Complaint Committee ,BCREC



Brainstorming session

Around.....participants attended this Symposium. The participants participated actively in the open house discussion and were appreciative about getting an opportunity to know and discuss gender sensitivity and implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act 2013.



Guests with Internal Complaint Committee Members, BCREC

List of participants:

Timestamp	Participant Name	Participant Type	Participant ID(Employee)	Department Name	E-MAIL	CONTACT NO
11/4/2022 13:46:39	DR KAMALIKA TIWARI	Employee	BCR/T/ENGG/47	EE	kamalika.tiwari@bcrec.a	9732892130
11/4/2022 13:48:37	Riya Mukherjee	Employee	BCR/ENGG/NT/90	ME	riya.mukherjee@bcrec.a	8637357227
11/4/2022 15:14:03	Debipriya Dutta	Employee	BCR/ENGG/T/111	ECE	debipriya.dutta@bcrec.a	9434227471
11/7/2022 10:01:40	Monalisa Chakraborty	Employee	BCR/ENGG/T/325	CSE	monalisa.chakraborty@b	7001826535
11/7/2022 10:11:03	Anindita Sengupta	Employee	BCR/ENGG/NT/81	CE	anindita.sengupta@bcre	9064526490
11/7/2022 10:27:52	SUDIP KUMARGOREY	Employee	BCR/T/ENGG/155	EE	sudip.gorey@bcrec.ac.in	9733854563
11/7/2022 10:43:17	RAM PRASAD CHAKRA	Employee	BCR/ENGG/T/348	IT	ramprasad.chakraborty@	7533800491
11/7/2022 10:46:48	PARAMITA MANNA	Employee	BCR/ENGG/T/123	IT	paramita.manna@bcrec.	9474892603
11/7/2022 10:53:10	SARADINDU MONDAL	Employee	BCR/ENGG/T/329	EE	saradindu.mondal@bcre	9732279743
11/7/2022 11:53:28	SHREYA KARMAKAR	Student	221057	CSD	shreya03karma@gmail.c	9476495592
11/7/2022 11:59:10	Kehkasha bano	Student	2213035	CSD	kehkashaansari210@gm	9142697289
11/7/2022 12:01:21	SREEJATA SEN SARMA	Employee	BCE/ENGG/T/75	CSE	sreejata.chatterjee@bcre	9432588903
11/7/2022 12:03:46	Ronak prasad	Student	2213065	CSD	ronakprasad495@gmail.	7002954328

11/7/2022 12:12:15	Supriyo maji	Student	2213047	CSD	Akashmaji200680@gma	8967095517
11/7/2022 12:24:42	Soumyadeep Sarkar	Student	2213004	CSD	soumyadeepsarkar903@	7908438449
11/7/2022 12:26:08	Subhajit pal	Student	2213054	CSD	Subhajitpaldgp2004@gm	9832485853
11/7/2022 12:26:30	Astik Goswami	Student	2213018	CSD	astikgoswami2004@gma	8101325456
11/7/2022 12:27:31	Soumi das	Student	2213017	CSD	soumi3001@gmail.com	9749465036
11/7/2022 12:27:42	Soulina Chanda	Student	2213015	CSD	chandasoulina25@gmail	7076149497
11/7/2022 12:27:51	Aditi Biswas	Student	2213043	CSD	astro160204@gmail.com	7602532741
11/7/2022 12:29:23	Sahil biswas	Student	2213039	CSD	Sahilbiswas890@gmail.c	9064907506
11/7/2022 12:33:34	Soujanya Bose	Student	2213056	CSD	soujanyobose2003@gm	9932117234
11/7/2022 12:39:27	Debasis Guha	Employee	Bcr/ENGG/T/22	MCA	debasis.guha@bcrec.ac.	9434673446
11/7/2022 12:39:37	DR. PABITRA KUMAR D	Employee	BCR/ENGG/T/63	MCA	pabitra.dey@bcrec.ac.in	8637884323
11/7/2022 12:56:06	Anupam Kumar Biswas	Employee	BCR/ENGG/T/266	CE	anupam.biswas@bcrec.a	9614121472
11/7/2022 13:35:54	Shyamaprasad Ray	Student	2205041	ECE	shyamaprasadray8@gm	9016502599
11/7/2022 13:36:32	Rajnish Kumar	Student	2205037	ECE	rajnishkumar92271@gm	7667038295
11/7/2022 13:49:01	Dr. Sukalpa Dey	Employee	BCR/ENGG/T/337	BSH	sukalpa.dey@bcrec.ac.in	9474640235
11/7/2022 13:56:29	Monojit Kaibarty	Student	2213008	CSD	monojitkaibartya@gmail.	9641025601
11/7/2022 14:11:15	Sourav sandilya	Student	2213033	CSD	souravsandilya89882@g	8002358953
11/7/2022 14:16:58	Tripti Gupta	Student	2205012	ECE	triptigupta0109@gmail.c	8597420511
11/7/2022 14:16:59	Amish Kumar Singh	Student	2205070	ECE	amishkr2004@gmail.com	7001226212
11/7/2022 14:17:37	Arindam layek	Student	2205049	ECE	arindamlayek07@gmail.c	6296138046
11/7/2022 14:17:44	Souvik Das	Student	2205025	ECE	dsouvik058@gmail.com	7601894533
11/7/2022 14:17:53	Shambhabi Sen	Student	2205002	ECE	senshambhabi@gmail.co	8900728110

Feedback Of Participant :

Certificate for 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 Mr. Alope Kahali, Head - Administration, Dr. B. C. Roy Engineering College, Durgapur. The session was good and very informative to all the participants.



Symposium

on



ICC

Internal Complaint Committee

Harassment at Institutions - Steps to Redress and Mitigate

Organized by

Internal Complaint Committee (ICC)

DR. B. C. ROY ENGINEERING COLLEGE, Durgapur

In collaboration with

ASANSOL-DURGAPUR POLICE COMMISSIONERATE

Chief Guest

Supratik Pal, SI

Sahnaj Khaton, LC

Cyber Police Station, ADPC

Symposium: ICC 9th Nov 2022



9th November 2022, 03:00 PM onwards

Venue: Dulal Mitra Auditorium, BCREC, Durgapur

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