

A Report on sensitization workshop for the employees to make them aware about the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, dated 25th November, 2022

(Conducted by Department of Computer Science and Engineering,
School of Engineering and Technology, The Assam Kaziranga University)

With reference to the letter from AICTE, (F. No. AICTE/ Fin/WH/2075- 16, sanction dated 03.11.2022), a sensitization workshop was conducted in **The Assam Kaziranga University** on **November 25th, 2022** from 10 a.m. to 1 p.m. The event was conducted and coordinated by the Department of Computer Science and Engineering, School of Engineering and Technology, The Assam Kaziranga University. The primary objective of the workshop was to make the employees aware about the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Act defends women's fundamental right to equality as guaranteed under Articles 14 to 15 of the Indian Constitution, the right to live with dignity under Article 21 and the right to practice any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India. The inaugural speech was delivered by Dr. Veera Talukdar, Registrar, The Assam Kaziranga University. The following speech was delivered by Dr. T.V.V.L.N Rao, Dean, School of Engineering and Technology. The four resource persons who delivered their speech in this workshop were as follows: Dr. Aditi Bezbaruah - Ret'd Professor & HoD, Physics, Jorhat Engineering College, Dr. Neelanjana Baruah- Professor & HoD, Instrumentation Engineering, Jorhat Engineering College, Dr. Rupanjoli Nath - Mechanical Engineering, Jorhat Engineering College and Dr. Rumi Bora - President, Women's Indian Chamber of Commerce & Industry (WICCI).

Professor Dr. Neelanjana Baruah delivered her speech on “Skill and Leadership building in Women: a priority to Development of India and it's Society”. The speaker was highlighting mostly in the areas of reshaping societal structure and role, skilling- the key in 21st century, initiatives need to be taken in skill development and entrepreneurship and importance of leadership training. She finally demonstrated the solutions for enhancement of the women community and form a balanced society at large as a part of the privileged section.

The next speech was delivered by Professor. Dr. Rupanjoli Nath on the theme “Need for Upholding Dignity of Women and End Gender Stereotype.” In her keynote, Professor Nath emphasized that every woman has the right to live in dignity - free of fear, squeezing, violence and discrimination. The speaker was pondering on Manu Smriti, which can be referred as a good example of respect and neglect of women. Remembering the great personalities of India, Raja Ram Mohan Roy, Swami Dayanand Saraswati and Ishwar Chandra Vidhyasagar who worked for the upliftment of women's condition by protecting them from the practice of Sati and Child Marriage promoting education for women in order to make them empowered.

The following speech was delivered by Dr. Adity Bezbaruah. She was former president of Assam Science Writers' Association and an active writer of women and their problems. Dr. Bezbaruah spoke extensively about the context, history and implementation of POSH (Prevention of Sexual Harassment) act at the workplace. She also discussed about various aspects of violence against women. She cited many real-life instances of the same.

The final talk was delivered by Dr. Rumi Borah on the topic: “Women's Economic Participation”. Her speech was mostly focused on various important facts about - Violence

against women, Gender Equality, GDP Growth, Employment Generation, Girl' s Education, Good Healthcare Facilities, and Economic Growth. The speaker also explained about the POSH Act 2013 – “Every employer is required to constitute an Internal Complaints Committee at each office or branch with 10 or more employees. The District Officer is required to constitute a Local Complaints Committee at each district, and if required at the block level. Every employer is required to constitute an Internal Complaints Committee at each office or branch with 10 or more employees. The District Officer is required to constitute a Local Complaints Committee at each district, and if required at the block level. Every employer is required to constitute an Internal Complaints Committee at each office or branch with 10 or more employees. The District Officer is required to constitute a Local Complaints Committee at each district, and if required at the block level. Under the Act, which also covers students in schools and colleges as well as patients in hospitals, employers and local authorities will have to set up grievance committees to investigate all complaints. Employers who fail to comply will be punished with a fine of up to 50,000 rupees. Through the Criminal Law (Amendment) Act, 2013, Section 354 A was added to the Indian Penal Code that stipulates what consists of a sexual harassment offence and what the penalties shall be for a man committing such an offence. Penalties range from one to three years imprisonment and/or a fine. Additionally, with sexual harassment being a crime, employers are obligated to report offences.”

After the completion of invited speaker’s talks, Mousoomi Bora, the coordinator of the event concluded with her vote of thanks to the Assam Kaziranga University, esteemed speakers and AICTE to approve and allow to conduct such kind of event for the benefits of the society.

The program was relevant on the awareness of **elimination of Violence against Women**. The program was coordinated by Mousoomi Bora, Head of the Department, Computer Science and Engineering and hosted by Dr. Barnana Baruah, Associated Professor, Department of Computer Science and Engineering.

The banner used in this event –



KAZIRANGA UNIVERSITY
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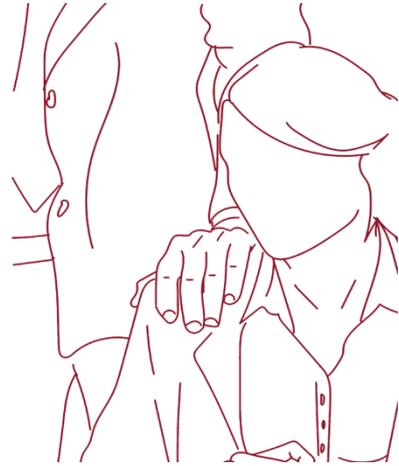
Sensitization Workshop On

Sexual Harassment of Women at Workplace

(Prevention, Prohibition and Redressal Act, 2013)

Organized by

Department of Computer Science & Engineering,
School of Engineering & Technology, The Assam Kaziranga University
in association with All India Council for Technical Education (AICTE)



The poster of the event-

KAZIRANGA UNIVERSITY
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AICTE
All India Council for Technical Education

Sensitization Workshop On
Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal Act, 2013)

25th
November 2022

10:00 am - 1:00 pm

Organized by
Department of Computer Science & Engineering,
School of Engineering & Technology, The Assam Kaziranga University
in association with
All India Council for Technical Education (AICTE)

Distinguished Speakers

 Dr. Aditi Bezbaruah Field Professor and HoD Department of Physics Jorhat Engineering College	 Dr. Neelanjana Baruah Professor & HoD Department of Instrumentation Engineering Jorhat Engineering College	 Dr. Rupanjali Nath Professor and HoD Department of Mechanical Engineering Jorhat Engineering College	 Dr. Rumi Bora President Women's Indian Chamber of Commerce & Industry (WICCI)
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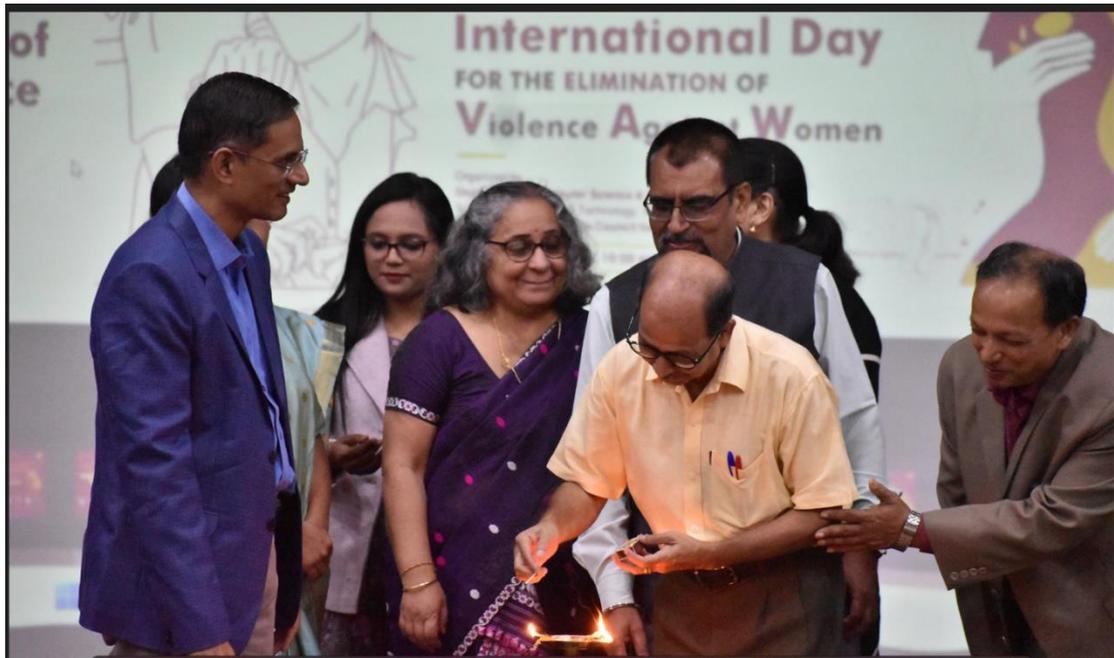
Program Coordinator
Mousomi Bora, Assistant Professor
Department of Computer Science and Engineering,
School of Engineering and Technology, The Assam Kaziranga University

The host of the event -



The lamp lighting by invited speakers and guests -





The address by Dr. Veera Talukdar, Registrar, The Assam Kaziranga University



The felicitation by the Dean to the speakers -



The felicitation by the Head of the Department to the speaker -



The address by Dr. TVVLN Rao, Dean, School of Engineering and Technology



The speaker Dr. Neelnajana Baruah while delivering her speech -



The speaker Dr. Rupanjali Nath while delivering her speech -



The speaker Dr. Adity Bezbaruah while delivering her speech -



The speaker Dr. Rumi Borah while delivering her speech -



The coordinator of the event – Mousoomi Bora delivering her Vote of Thanks –



A group photo with a few students, speakers, and organizers-





Thank You...

Prepared by –
Mousomi Bora
Assistant Professor and HoD,
Department of Computer Science and Engineering
The Assam Kaziranga University