

**Report of State Level Webinar**  
**on**  
**Promoting Awareness about the Role of Internal Complaints Committee**  
**Organized by**  
**Internal Complaints Committee and Internal Quality Assurance Cell**  
**Prasanta Chandra Mahalanobis Mahavidyalaya**  
**in Collaboration with Sanhita: Gender Resource Centre**

State Level Webinar on Promoting Awareness about the Role of Internal Complaints Committee was organized by Internal Complaints Committee and Internal Quality Assurance Cell of Prasanta Chandra Mahalanobis Mahavidyalaya in Collaboration with Sanhita: Gender Resource Centre on the 21st of September 2020 at 6 pm. The webinar was hosted on the Google Meet online platform. 65 participants which included faculty members, research scholars and students from various colleges and universities all across the country participated in this webinar. Faculty members and members of the Internal Complaints Committee of Prasanta Chandra Mahalanobis Mahavidyalaya also attended this webinar. Dr Shyamal Karmakar, Principal of Prasanta Chandra Mahalanobis Mahavidyalaya and Dr Kamala Mitra, IQAC Coordinator, Prasanta Chandra Mahalanobis Mahavidyalaya also attended the webinar.

Dr Sreyasi Chatterjee, Assistant Professor, Department of Sociology, member of ICC, Prasanta Chandra Mahalanobis Mahavidyalaya, introduced the participants to the topic of the Webinar and invited respected Principal of Prasanta Chandra Mahalanobis Mahavidyalaya--Dr Shyamal Karmakar to deliver the welcome address. Dr Karmakar welcomed all participants and extended a warm welcome to the two esteemed speakers from Sanhita: Gender Resource Centre. In the welcome address Dr Karmakar also emphasised upon the importance of the role and function of the Internal Complaints Committee.

Ms Rupa Chakraborty, SACT II, Department of Education, member of ICC, Prasanta Chandra Mahalanobis Mahavidyalaya introduced Sanhita: Gender Resource Centre as a women's rights organisation, popular for their gender sensitization programs that are designed to combat sexual harassment at the workplace. This organization has been working towards policy and programmatic intervention through campaign, research, training, advocacy and crisis intervention. The two honorable speakers were also introduced. Two eminent members of the organization graced the webinar as honorable speakers--Ms Soma Sengupta, Director, Sanhita: Gender Resource Centre and Ms Sirsha Gupta, Programme Officer, Sanhita: Gender Resource Centre.

The technical session consisted of an excellent presentation by the two honorable speakers. This session focused on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions)

Regulations, 2015. The honorable speakers helped the participants understand these regulations. They defined Higher Educational Institution, discussed the profile of the aggrieved person, discussed profile of respondent, defined workplace, explained the constitution of the Internal Complaints Committee, discussed the responsibilities of Higher Educational Institutions, explained the complaint mechanism, discussed the process of conducting inquiry, discussed interim redressal and discussed punishment and compensation.

Ms Nandita Bhaumik Chowdhury, SACT, Department of English, member of ICC, Prasanta Chandra Mahalanobis Mahavidyalaya conducted the Interactive session. All participants had been requested to post questions in the chat-box. These questions were answered by the two honorable speakers and an engaging discussion followed. Very interesting questions were asked during this session. Some of the questions were as follows: What is indirect harassment and what are the possible steps to eradicate it? If a victim approaches before the legal authority without approaching the ICC, will the power of the ICC be superseded? What are the recommended training programs to prevent harassment?

Dr Kamala Mitra, IQAC Coordinator, Prasanta Chandra Mahalanobis Mahavidyalaya was invited to deliver the vote of thanks. Dr Mitra thanked the respected Principal for his valuable support and encouragement, she thanked the honorable speakers for their insightful presentation and she thanked all participants for their enthusiastic participation.

A feedback form was posted in the chat-box and also posted in the Whatsapp group for all participants to fill up. E-certificates were issued to all participants who filled up the feedback form. All participants revealed in their feedback form that the topic of the webinar was very pertinent and the speakers were very competent.

## Screen Shots



