



A Report of
Webinar on
**Commemoration of 8th Anniversary of Notification
of
The Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal) Act, 2013**

**Organized by
ICC, Central University of Odisha
9th December, 2021
3:00pm-4:30pm**



ओड़िशा केन्द्रीय विश्वविद्यालय CENTRAL UNIVERSITY OF ODISHA

(Established by the Parliament under the Central Universities Act, 2009)
P.O. NAD, Sunabeda, Koraput - 763 004, Odisha, India

A Webinar on Commemoration of 8th Anniversary of Notification of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”

Organised by ICC, Central University of Odisha



Chief Patron

Prof. Sharat Kumar Palita
Vice Chancellor I/c
Central University of Odisha

Key Speakers



Ms. Namrata Chadha
Chairman
Mahila Adhikar Abhiyaan,
Bhubaneswar



Ms. Shyni S, IPS
I.G. Police
Training BPSPA, Bhubaneswar



Ms. V Krishna Kumari
Former Chairperson, ICC
NALCO, Damanjodi



Coordinator

Dr. Kakoli Banerjee
Presiding Officer, Internal Complaints Committee (ICC)
Central University of Odisha



09 DECEMBER 2021



3:00 - 4:30 PM

GOOGLE MEET JOINING INFO

<https://meet.google.com/ava-ngsb-zhf>



Scan the QR Code

For more info please visit at www.cuo.ac.in



ओड़िशा केन्द्रीय विश्वविद्यालय
(केन्द्रीय विश्वविद्यालय अधिनियम २००९ के तहत स्थापित)
Central University of Odisha
(Established Under the Central Universities Act, 2009)
PO-NAD, Sunabeda, Koraput - 763 004, Odisha, India

Webinar on

**Commemoration of 8th Anniversary of Notification of
"The Sexual Harassment of Women at Workplace (Prevention,
Prohibition and Redressal) Act, 2013"**

[09th November 2021, 3:00 PM to 4:30 PM]

Programme Schedule

3:00pm	Inauguration	
3:00 to 3:05pm	Welcome Note	Dr. Kakoli Banerjee Presiding Officer, Internal Complaints Committee (ICC) Central University of Odisha
3:05 to 3:10pm	Inaugural Address	Prof. Sharat Kumar Palita Vice Chancellor (I/c) Central University of Odisha
3:10 to 3:15pm	Introduction to Speaker - I	
3:15 to 3:30pm	Address by	Ms. Namrata Chadha Chairman Mahila Adhikar Abhiyaan, Bhubaneswar
3:30 to 3:35pm	Interactive Session	
3:35 to 3:40pm	Introduction to Speaker - II	
3:40 to 3:55pm	Address by	Ms. Shyni S, IPS I.G. Police, Training Biju Patnaik State Police Academy Bhubaneswar
3:55 to 4:00pm	Interactive Session	
4:00 to 4:05pm	Introduction to Speaker - III	
4:05 to 4:15pm	Address by	Ms. V Krishna Kumari Former Chairperson, ICC NALCO, Damanjodi
4:15 to 4:20pm	Interactive Session	
4:20 to 4:25pm	Summing up	Dr. Meera Swain Member, Internal Complaints Committee (ICC) Central University of Odisha
4:25 to 4:30pm	Vote of Thanks	Dr. Rudrani Mohanty Member, Internal Complaints Committee (ICC) Central University of Odisha

****High Tea****

Joining
(Google Meet)

<https://meet.google.com/ava-ngsb-zhf>



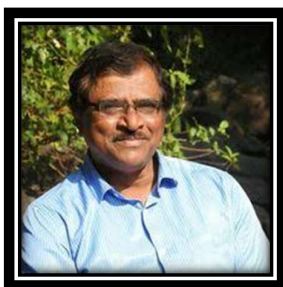
Programme Coordinator

Dr. Kakoli Banerjee

Presiding Officer, ICC, CUO

Dr. Kakoli Banerjee, Presiding Officer, Internal Complaints Committee (ICC), CUO started the programme with an **introductory welcome note**. There she discussed the aim of implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. She sequentially mentioned the steps which are to be followed to prevent sexual harassment at workplace maintaining a healthy and safe work environment around. She outlined the Vishakha Guidelines and the legislation related to it.

Then she formally welcomed all the esteemed speakers with their brief biodata. She also welcomed Dr. Sharat Kumar Palita, Vice Chancellor (I/c) of Central University of Odisha for his speech.



Chief Patron

Dr. Sharat Kumar Palita

VC (I/C), CUO

Prof. Sharat Kumar Palita, Vice Chancellor (I/c), Central University of Odisha **inaugurated** the programme. He welcomed all the university faculties, officers, research scholars, students and the speakers in the webinar. He heartily congratulated all the women associated with the university for taking part in the programme. He discussed in details about the necessity of successful implementation of this Act. He said that threats for women in the society can be combated by spreading proper awareness among people specially women folks. He briefly discussed about the entire timeline through which position of women in the society changed or evolved. He was very happy to state that in his university (CUO) the percentage of women studying is more than that of men which indicates the educational progress of women race. He stated how women are same as men and are no longer considered as second gender. He

discussed in details about the legislation, Articles and conventions related to this Act. He cited the names of famous women from ancient age like Apala, Gargi and Savitri and how they were worshipped and respected in the-then society. He analysed that with passing of time and urbanization, social status of women has deteriorated which is a matter of serious concern. Great social reformer Raja Rammohan Roy and his role in woman upliftment in the society by abolishing ‘Sati’ was mentioned by him. He further cited the example of late Prime Minister Indira Gandhi and how Government can also play an important role in building the image of women in the society. He concluded by saying that no harassment should be hidden and a lady should be courageous enough to bring it up to the concerned authority.

Dr. Palita sincerely thanked Dr. Kakoli Banerjee for arranging this significant webinar. Dr. Banerjee summed up his speech and strongly agreed with his views. Dr. Banerjee requested Dr. Anjali Dash, Faculty Member, Department of Economics, CUO to introduce and welcome the Speaker Ms. Namrata Chadha.



Speaker I

Ms. Namrata Chadha

Chairman

Mahila Adhikar Abhiyaan, Bhubaneswar

Ms. Namrata Chadha started her speech by thanking Dr. Banerjee and Dr. Palita for arranging the webinar which is a need of time. She spoke about Bhanwari Devi (a social worker from Rajasthan) who raised her voice against injustice and sexual harassment against women inspite of getting isolated from the society. She described her family background and case history in details in order to imply that only courage can get us out from the negativities and inequalities of the society. She also spoke how Vishakha judgement brought revolution in the society progressively evolving women right scenario. Many private sectors still do not have ICC which should be formed in her view without wasting any time. She emphasized on sensitizing men and mothers who can play a major role in teaching their sons the right values. She discussed the demerits of letting children watch serials and play games which have violent contents in them. She concluded by saying “All women are working but a few are paid.”.

Dr. Banerjee briefed the speech of Ms. Chadha emphasizing on key points like the background of the act and how the fear of losing job resists women to lodge complaints against sexual harassment. She took few questions for Ms. Chadha from the participants which were well explained by her. Dr. Banerjee then requested Dr. Anindita Nayak, Faculty Member, Department of Anthropology to introduce and welcome the next keynote speaker Ms. Shyni S.



Speaker II

Ms. Shyni S, IPS

I.G. Police

Training BPSPA, Bhubaneswar

Ms. Shyni S outlined the procedures how enquiries are to be conducted when there is a case of sexual harassment. She briefed the 2013 legislation regarding the Sexual Harassment Act. She also stated the problems that are faced while addressing this kind of cases and also what are the legal provisions to make the process easy. She emphasized on the fact that women must play a proactive role against sexual harassment and must deal with it courageously. She shared her experiences as an IPS officer related to the sexual harassment cases that she has dealt with. She cited the Nirbhaya case and how the legal system can play an important role to give woman justice. She discussed Vishakha guidelines with much details. She informed that the Act is applicable to every working woman, even the daily wage earners. She concluded by saying that employers should play an active role in preventing such harassments.

Dr. Banerjee summed up Ms Shyni S's proceedings saying that sexual attitude towards women in the society should change and victims should gain courage to fight for justice. Dr. Banerjee took few questions for Ms. Shyni S. coming from the participants. Dr. Banerjee then requested Ms. Asmita Basu, Ph.D. Scholar, Department of Biodiversity and Conservation of Natural Resources to introduce and welcome the next keynote speaker Ms. V Krishna Kumari.



Speaker III

Ms. V Krishna Kumari

Former Chairperson, ICC

NALCO, Damaniodi

Ms. V Krishna Kumari said that its high time to assess that how far we have progressed and what more can be done towards progression. She shared her experiences of dealing with few cases of sexual harassment of women. She gave a basic idea of the Act and also the generalized reason behind the occurrence of such crimes. She spoke about the basic traits of inequality in the society and how we can achieve gender equality. She was sad to tell that still in our society people prefer boy child over girl child and less educational opportunities are given to girls. She said that gender bias still exists in schools and higher education. She described that gender inequality is prevalent in property distribution where male children get the property ownership. She said that people should first understand the concept of division of labor and gender role. She cited few incidents where the male member of family dominates women and restricts them from being ambitious. She concluded by quoting Barack Obama, “Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.”

Dr. Sony Parhi, Faculty Member, Department of Journalism and Mass Communication summed up the proceedings of the entire webinar. Dr. Rudrani Mohanty, Member of ICC proposed the vote of thanks.

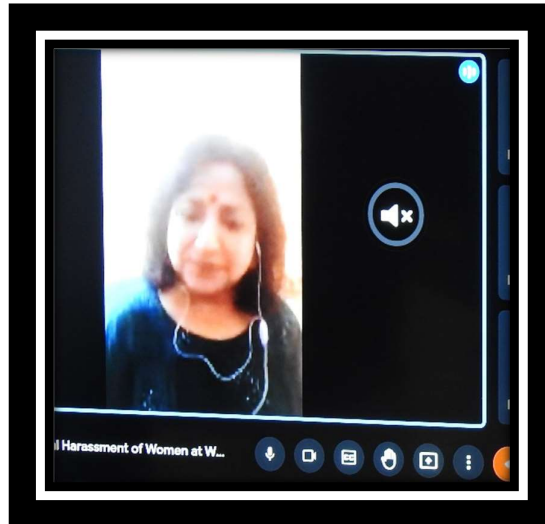
Photo gallery



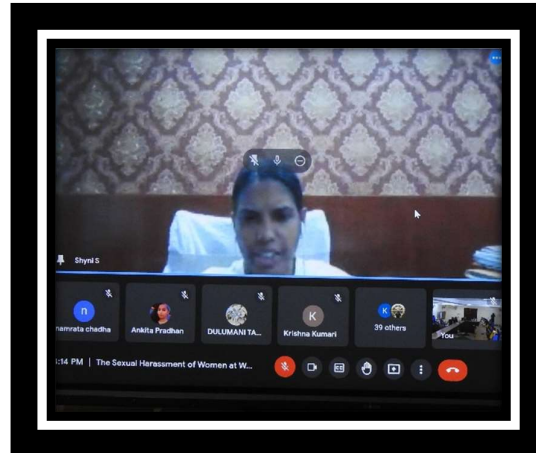
Dr. Kakoli Banerjee (Presiding Officer, ICC, CUO) delivering the welcome note



Dr. Sharat Kumar Palita (VC (I/C), CUO) inaugurating the webinar



Speaker I Ms. Namrata Chadha delivering her speech



Speaker II Ms. Shyni S, IPS delivering her speech



Speaker III Ms. V Krishna Kumari delivering her speech



Dr. Anjali Dash, Faculty Member, Department of Economics, CUO welcoming speaker

Ms. Namrata Chadha



Dr. Anindita Nayak, Faculty Member, Department of Anthropology welcoming speaker

Ms. Shyni S.



**Ms. Asmita Basu, Ph.D. scholar, Department of Biodiversity and Conservation of
Natural Resources welcomes speaker Ms. V Krishna Kumari**



**Dr. Sony Parhi, Faculty Member, Department of Journalism and Mass Communication
summed up the proceedings of the webinar**



Dr. Rudrani Mohanty, Member of ICC proposing the vote of thanks.





କେନ୍ଦ୍ରୀୟ ବିଶ୍ୱବିଦ୍ୟାଳୟରେ ଡ୍ରେବିନାର୍

କୋରାପୁଟ, ୧୦୧୨ (ଆପ୍): କେନ୍ଦ୍ରୀୟ ବିଶ୍ୱବିଦ୍ୟାଳୟ ଆଭ୍ୟନ୍ତରୀଣ ଅଭିଯୋଗ କମିଟି ଅନୁକୂଳ୍ୟରେ କାର୍ଯ୍ୟକ୍ରମରେ ମହିଳା ଉପାଦାନ ଆଇନ ଶୀର୍ଷକ ଏକ ଡ୍ରେବିନାର୍ ଅନୁଷ୍ଠିତ ହୋଇଯାଇଛି । ଭାରତୀୟ କୁଳପତି ପ୍ରଫେସର ଶରତକୁମାର ପଲିତା ଆଲୋଚନାଚକ୍ରକୁ ଉଦ୍‌ଘାଟନ କରି ମହିଳାଙ୍କ ସ୍ଥିତି ସମ୍ପର୍କରେ ଆଲୋଚନା କରିଥିଲେ । ମହିଳାଙ୍କ ପ୍ରତି ସମାଜରେ ଥିବା ମାନସିକତାରେ ପରିବର୍ତ୍ତନ ଆଣିବାକୁ ସେ ଆହ୍ୱାନ ଦେଇଥିଲେ । ଏହି ଅବସରରେ ଭୁବନେଶ୍ୱର ମହିଳା ଅଧିକାର ଅଭିଯାନ ଅଧ୍ୟକ୍ଷା ନମ୍ରତା ଚଡ଼ା ମହିଳା ହିଂସା ସମ୍ପର୍କରେ ବିଷ୍ଣୁତଭାବେ ଆଲୋଚନା କରିଥିଲେ । ପୁରୁଷ ଏବଂ ପିତାମାତାଙ୍କ ମାନସିକତାରେ ପରିବର୍ତ୍ତନ ପାଇଁ ସେ ଆହ୍ୱାନ ଦେଇଥିଲେ । ବିଜୁ ପଟ୍ଟନାୟକ ରାଜ୍ୟ ପୁଲିସ ଡାକ୍ତରୀ ଏକାଡେମି ଆଇଜି ଏସ ସାଇନି ମହିଳା ହିଂସା ନେଇ ଥିବା ବିଭିନ୍ନ ଆଇନ୍ ସମ୍ପର୍କରେ କହିଥିଲେ । କର୍ମ ସ୍ଥାନରେ ମହିଳାଙ୍କ ପାଇଁ ସୁରକ୍ଷିତ ଏବଂ ସମ୍ମାନଜନକ ବାତାବରଣ ସୃଷ୍ଟି କରିବା ପାଇଁ ସେ ଗୁରୁତ୍ୱ ଦେଇଥିଲେ । ଏହି କାର୍ଯ୍ୟକ୍ରମରେ ଅନ୍ୟମାନଙ୍କ ମଧ୍ୟରେ ଆଇସିସି ପୂର୍ବତନ ଅଧ୍ୟକ୍ଷା ଜି.କୃଷ୍ଣ କୁମାରୀ, ଅର୍ଥନୀତି ଅଧ୍ୟାପିକା ଡ.ଅଞ୍ଜଳି ଦାଶ, ନୂତନ ଅଧ୍ୟାପିକା ଡ.ଆନିସିତା ନାୟକ, ଗବେଷିକା ଅସ୍ଥିତା ବସୁ, ଆଇସିସି ପ୍ରିଜାଇଡିଂ ଅଫିସର ଡ.କାକାଳି ବାନାର୍ଜୀ, ଅଧ୍ୟାପିକା ଡ.ସାନି ପାଢୀ, ଓଡ଼ିଆ ଅଧ୍ୟାପିକା ଡ.ରୁଦ୍ରାଣୀ ମହାନ୍ତି ପ୍ରମୁଖ ଅଂଶଗ୍ରହଣ କରି ନିଜସ୍ୱ ମତାମତ ପ୍ରଦାନ କରିଥିଲେ ।

CUO observes Sexual Harassment Act anniversary

PNS ■ KORAPUT

The Internal Complaints Committee (ICC) of the Central University of Odisha (CUO) organised a webinar on 'Sexual Harassment of Women at Workplace Act' on Thursday to commemorate the 8th anniversary of Notification of Sexual Harassment Act 2013.

Vice-Chancellor Prof Sharat Kumar Palita said the mindset of the society needs to undergo a sea change towards women.

Mahila Adhikar Abhiyan chairperson Namrata Chadha spoke about the historic Vishakha judgement and also the depiction of violence of women in media. She called for sensitisation of



people, especially males, and a change in the mindset of parents.

Shyni S of the Biju Patnaik State Police Training Academy, Bhubaneswar, stressed on a safe and dignified work atmosphere for women. Nalco DGM V Krishna Kumari said strong

work ethics, balance and ability to work under pressure are the requirements to counter instances of sexual harassment at workplaces as legislations are not enough.

Dr Kakoli Banerjee, Presiding Officer, ICC, CUO, chaired the proceedings of the webinar.

CUO observes 8th Anniversary of Notification of Sexual Harassment Act 2013



The Internal Complaints Committee (ICC) of the Central University of Odisha organized a webinar on 'Sexual Harassment of Women At Workplace Act' at its main campus, Sunabeda on 9 December 2021 to commemorate the 8th Anniversary of Notification of Sexual Harassment Act in 2013. Prof. Sharat Kumar Palita, Vice Chancellor (I/c) CUO, inaugurating the webinar discussed on the status of women from ancient times to the present day. He also mentioned the epoch-making judgement related to gender. He stressed upon the fact that attitude and mindset of the society needs to undergo a see change towards women. Ms. Namrata Chadha, Chairperson of Mahila Adhikar Abhiyan, Bhubaneswar, an eminent lawyer

and activist spoke about the historic Vishakha judgement and also the depiction of violence of women in media. She called for sensitization of people in society especially male gender and change in the mindset of parents. Ms. Shyni S., IPS, IG Police, Training, Biju Patnaik State Police Training Academy, Bhubaneswar explained the Act in details. She called for continuous endeavour for all members of society for creating a safe and dignified work atmosphere for women. Ms. V. Krishna Kumari, Former Chairperson ICC and DGM (Chemicals) NALCO, Damanjodi said that strong work ethics, balance and ability to work under pressure are the requirements to counter instances of sexual harassment at work place. Legislations is not enough; change should come from within. Dr. Anjali Dash, Faculty Member, Department of Economics, Dr. Anindita Nayak, Faculty Member, Department of Anthropology and Ms. Asmita Basu, Ph.D. Scholar, Department of Biodiversity and Conservation of Natural Resources introduced the guests. Dr. Sony Parhi, Faculty Member, Department of Journalism and Mass Communication, summed up the proceedings of the webinar. Dr. Rudrani Mohanty, Faculty and member ICC proposed the vote of thanks. Dr. Kakoli Banerjee, Presiding Officer, ICC, CUO chaired the proceedings of the webinar. She discussed the role and importance of ICC towards the creation of a gender- neutral work environment at CUO.

లైంగిక వేధింపుల నివారణపై అవగాహన



వర్చువల్ మాధ్యమంలో కార్యక్రమానికి హాజరైన ప్రముఖులు

కొరాపుట్: జిల్లా కేంద్రీయ విశ్వవిద్యాలయంలో లైంగిక వేధింపుల నివారణపై అవగాహన సదస్సు శుక్రవారం నిర్వహించారు. వర్చువల్ మాధ్యమంలో జరిగిన ఈ కార్యక్రమానికి వర్చిటీ వైస్ చాన్సలర్ శరత్కుమార్ పలిత, మహిళా అధికారి అభియాన్ చైర్పర్సన్ సర్వతా చందా(భువనేశ్వర్), బిజూ

పట్నాయక్ రాష్ట్ర పోలీస్ ట్రైనింగ్ అకాడమీ ఐజీ ఎస్.సైసీ(భువనేశ్వర్), భారత అల్యూమినియం కేంద్రం మాజీ చైర్పర్సన్ వి.క్రిష్ణకుమారి తదితరులు పాల్గొని, పని ప్రదేశాల్లో తలెత్తే లైంగిక వేధింపులను చట్టపరంగా ఎలా ఎదుర్కోవాలన్న అంశంపై మహిళలకు అవగాహన కల్పించారు.