



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  
9<sup>th</sup> 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](http://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 8<sup>th</sup> Anniversary of Notification of  
"The Sexual Harassment of Women at Workplace (Prevention,  
Prohibition and Redressal) Act, 2013"**

[09<sup>th</sup> November 2021, 3:00 PM to 4:30 PM]

**Programme Schedule**

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

**\*\*High Tea\*\***

Joining  
(Google Meet)

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



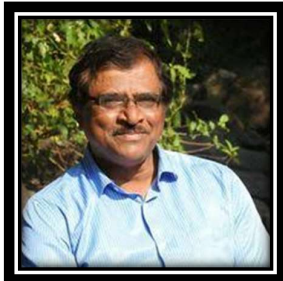
**Programme Coordinator**

**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**

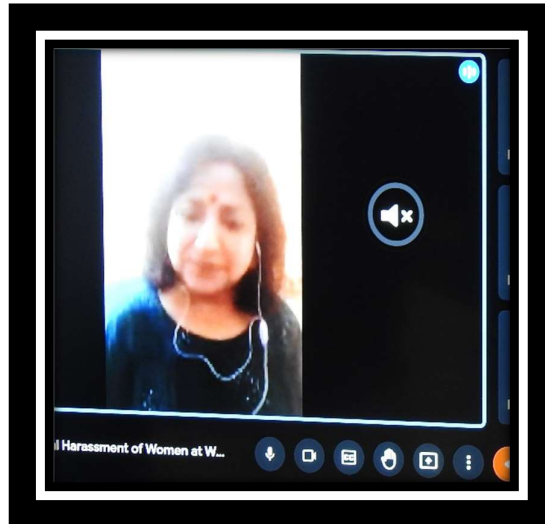


**Dr. Kakoli Banerjee (Presiding Officer, ICC, CUO) delivering the welcome note**

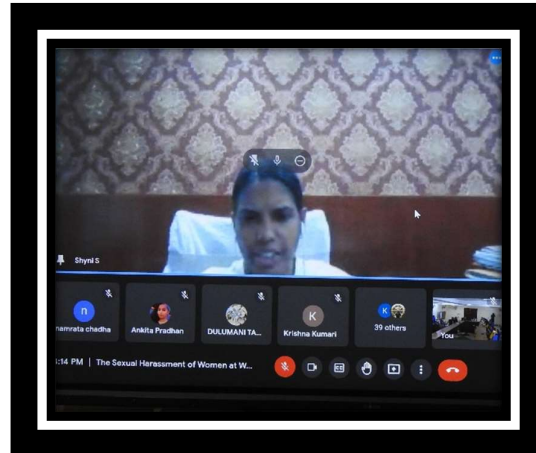


**Dr. Sharat Kumar Palita (VC (I/C), CUO) inaugurating the webinar**





**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.**

