



Aliah University

(Under the Department of Minority Affairs and Madrasah Education, Govt. of West Bengal)

HA/27, New Town, Kolkata - 700160, West Bengal

7.1.1 Institution has initiated Gender audit and measure for the promotion of gender equity

Attached below are the qualitative write ups, Scanned copy of Gender Audit, List of programs conducted by University for promotion of gender equity, Reports of Programs conducted by ICC on Women's Day, Sensitization Workshop, Half Day workshop on Positive Masculinity.


09/05/24
Registrar (Officiating)
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Aliah University

7.1.1

7.1.1 Institution has initiated Gender audit and measure for the promotion of gender equity.

Following are the brief information of institutional efforts/initiatives in promoting gender equity during 2018 to 2023.

Sl. No.	Date	Events	Efforts/Initiatives/Organised by	Venue	Remarks
1	08-03-2018	International Women's Day	Department of Nursing	Aliah University	The aim is to create gender awareness and empowerment of women in the society. It is also to celebrate woman's success and awareness against bias.
2	08-03-2019	International Women's Day	Department of Nursing	Aliah University	The aim is to create gender awareness and empowerment of women in the society. It is also to celebrate woman's success and awareness against bias.
3	08-03-2020	International Women's Day	Department of Nursing	Aliah University	The aim is to create gender awareness and empowerment of women in the society. It is also to celebrate woman's success and awareness against bias.

4	08.03.2021	Online Celebration of Women's Day	Internal Complaints Committee	Online	A webinar organised addressed the theme 'Choose to challenge'. The resource persons were two renowned female academicians of West Bengal who spoke on 'Women's studies and women's movement' and 'Equality for everyone: a demand of Women's day'. A film on women athletes created by the students of JMC was screened on the occasion .
5	08-03-2021	International Women's Day	Department of Nursing	Aliah University	The aim is to create gender awareness and empowerment of women in the society. It is also to celebrate woman's success and awareness against bias.

6	07.07.2022	<p>Awareness and Sensitization Programme. Sexual Harassment and Ragging in Higher Educational Institutions</p>	<p>Internal Complaints Committee</p>	<p>New Town Campus. Aliah University</p>	<p>Resource persons from the West Bengal Commission for Women and the ICC of Jadavpur University shared valuable information and conducted practical interactive sessions with the members of the ICC and Anti-Ragging Committee of Aliah University.</p>
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WEBINAR

on

Awareness of Sexual Harassment of Women at Workplace

Date: 05-08-2020

Time-11:00 AM

Platform: Google Meet

Jointly organised by:
Dept. of Management and Business Administration
&
Internal Complaints Committee (ICC)
Aliah University

Programme Schedule

Time	Events
10:45 AM	Organisers join the webinar platform
10:50 AM - 11:00 AM	Allow speakers and participants to join the webinar platform
11:02 AM	Convener welcomes the speakers, organising committee members and participants.
11:05 AM	Inaugural Speech By Head of the Department
11:10 AM	Introduction & Webinar Overview by Chairperson
11:14 AM	Introduction of the First Speaker by the Convener
11:15 AM – 12:00 Noon	Session-1 Speaker: Soma Sen Gupta Director, SANHITA: Gender Resource Centre Sexual Harassment at Workplace (SHW) – Issues, Types, Myths and Realities
12:00 Noon – 12:15 PM	Question and Answer Session (Moderator: Dr. Samiran Sur)
12:15 PM	Introduction of the Second Speaker by the Convener
12:16 PM – 1:00 PM	Session-2 Speaker: Sirsha Gupta Director, SANHITA: Gender Resource Centre Understanding the Law
1:00 PM – 1:15 PM	Question and Answer Session (Moderator: Dr. Ayan Majumdar)
1:15 PM – 1:30 PM	Vote of Thanks by the Convener

Anchor will keep giving information on the upcoming event.



Department of Management and Business Administration & Internal Complaints Committee (ICC) Aliah University (AU), Kolkata, India

Webinar on “Awareness of Sexual Harassment of Women at Workplace” on 5th August, 2020, 11:00 AM

In line with UGC recommended Webinars on Gender Biasness & Stereotyping, Gender Equality and Women's Right

Registration Details

- Click the following link for registration: <https://forms.gle/PzfvTv1CgGcoQNWd8>
- Only registered participants will receive an e-certificate. Registration is **FREE**.
- Join our webinar via **Google Meet**: Link to be sent to the registered participants only (First 100 registered participants shall be allowed).
- **The participants must be a Faculty Member / Staff / Research Scholar/ Student of Aliah University.**

Speaker 1



Soma Sen Gupta
Director,
SANHITA: Gender
Resource Center
<https://sanhita.org>

Speaker 2



Sirsha Gupta
Programme Officer,
SANHITA: Gender
Resource Center
<https://sanhita.org>

Topics

Session-1- Sexual Harassment at Workplace (SHW) – Issues, Types, Myths and Realities

Session-2- Understanding the Law:

- ✓ The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- ✓ UGC (Prevention, Prohibition and Redressal of women employees and students in higher educational institutions) Regulations, 2015

Chief Patron
Prof.
Mahammad Ali
Hon'ble Vice
Chancellor, AU

Patron
Dr. Syed
Nurus Salam
Registrar,
AU

Patron
Prof. A. Hossein
Dean of Students
Affairs, AU

Patron
Prof. M. Kalam
Dean of Faculty
of Sc. & Tech.,
AU

Patron
Prof. M. R. Karim
Dean of Faculty of
Hu.& Lg., AU

**Head of
Department**
Dr. Arup
Kumar
Baksi

**Chairperson &
Presiding Officer,
ICC**
Dr. Parveen
Ahmed Alam

Convener
Mrs. Nasreen
Nasar
[aliahmbaworksh
op@gmail.com](mailto:aliahmbaworkshop@gmail.com)

Organizing Committee

Dr. Kaushik Kundu

Dr. Ayan
Majumdar

Mr. Abdul Motin
Ostagar

Mr. Asraful Islam

Dr. Samiran Sur

Dr. Somnath
Chatterjee

Mr. Gholam
Syedain Khan

Mr. Mirza Mabood
Ali Beg

Dr. Furquan Uddin

Dr. Asima Sarkar

Mr. Adnan Ahmed
Siddiqui

Ms. Zarnigah
Parwez

Mr. Rasheed K

Mr. Syed Nurul
Hasan

Report on International Women's Day,

March 8, 2021

organized by ICC,

Aliah University



Aliah University
আলিয়া বিশ্ববিদ্যালয়
جامعة عالية

Welcomes you to celebrate



**International
Women's Day**

On 8 March, 2021 at 2.45 PM

Chief Guest

Prof. Mahammad Ali

Hon'ble Vice Chancellor, Aliah University, Kolkata

Guests of Honour

Dr. Syed Nurus Salam

Registrar, Aliah University, Kolkata.

Prof. Amzed Hossein

**Dean Students Welfare,
Aliah University, Kolkata.**

Prof. Mir Rejaul Karim

**Dean, Faculty of Humanities and Languages,
Aliah University, Kolkata.**

Prof. Md. Mehedi Kalam

**Dean, Faculty of Science and Technology
Aliah University, Kolkata.**

Dr. Sk. Ashfaque Ali

**Deputy Registrar,
Aliah University, Kolkata.**

Speaker: Dr. Sarbani Goswami,

**Research Officer, School of Women's Studies,
Jadavpur University, Kolkata.**

**"Women's Studies, Women's Movements: A
Perspective"**

Speaker: Dr. Afroja Khatun,

**Associate Professor, Surendranath College for
Women.**

"Shobar Jonnyo Shomota: Nari Dibosher Dabi"

Documentary Film Screening:

"Where the Eves Dare"

A Department of JMC, Aliah University Production

Voices of Strength: Aliah Girls



Valedictory address: Dr. Zeenat Rehena,

Assistant Professor,

**Department of Computer Science and
Engineering, Aliah University**

**Convenor: Prof. Sharmishta Chatterjee, Professor,
Department of English, Aliah University, Kolkata.**

**Co-convenor: Dr Kaifia Ancer Laskar,
Assistant Professor,
Department of JMC, Aliah University**

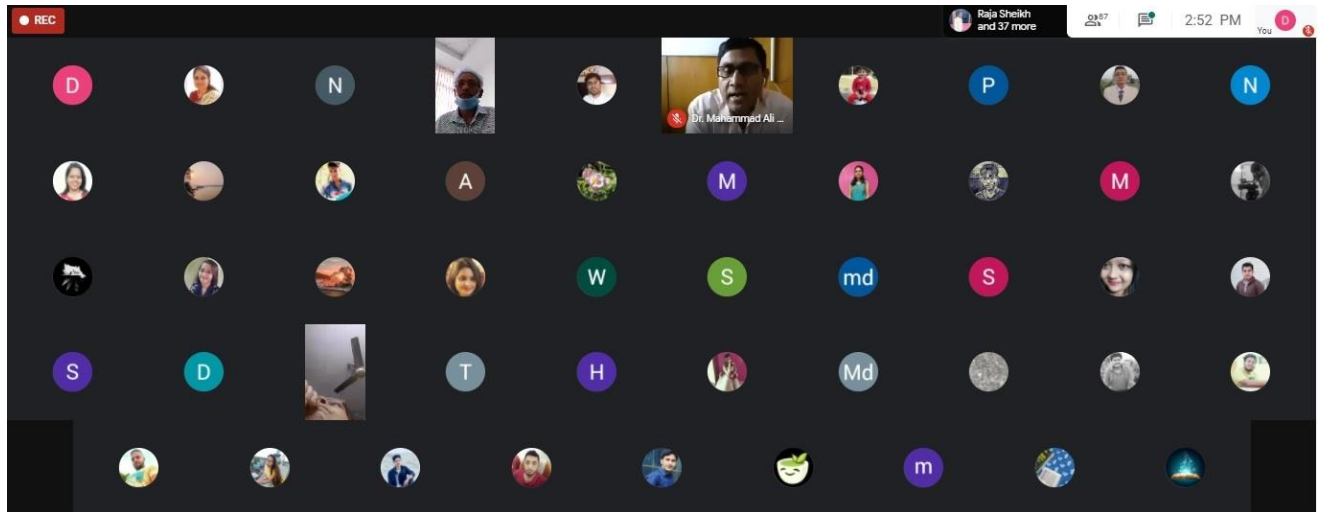
Join the Webinar in Google Meet by using the following link:

<https://meet.google.com/cbq-kheu-spv>

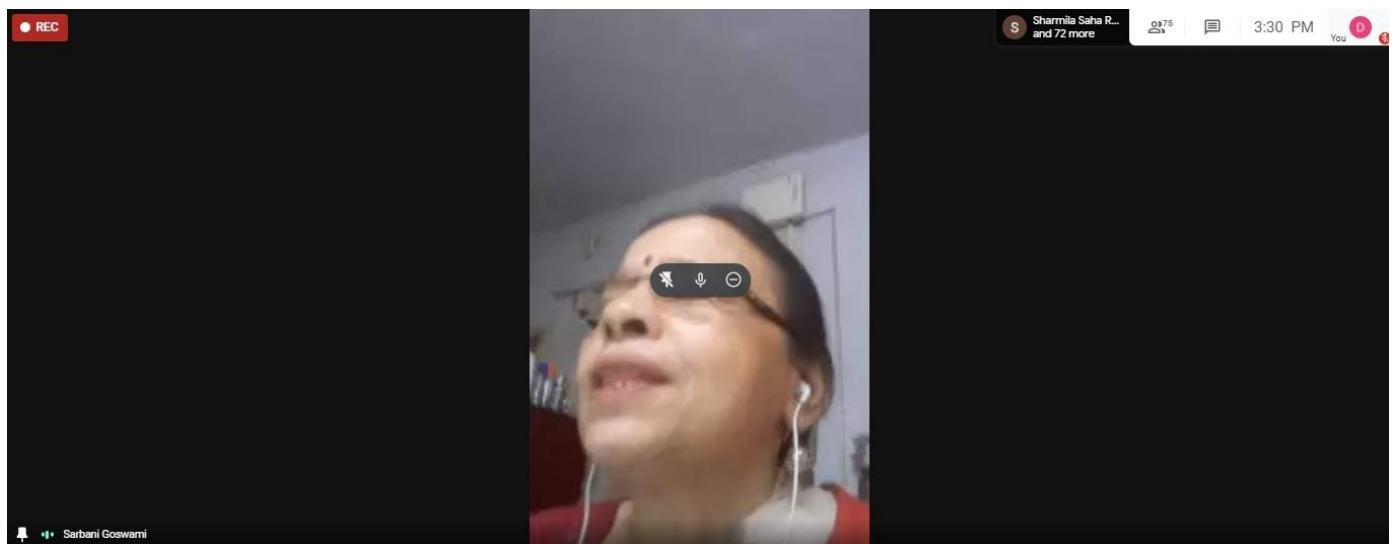
Contact for support @: kaifiaancer@aliah.ac.in

On the 8 March 2021, Aliah University, Kolkata organized a webinar to celebrate International Women's Day on the theme 'Chose to challenge'. The webinar was addressed by the Prof Mahammad Ali, Vice Chancellor, Dr Syed Nurus Salam, Registrar, Prof Amzed Hossein, Dean Student's Welfare, Prof. Mir Rejaul Karim, Dean Faculty of Humanities and Languages, Prof Mehedi Kalam, Dean Faculty of Science and Technology, and Dr Asfaque Ali, Deputy Registrar.

The webinar was also addressed by two renowned female academicians of West Bengal having major contributions in the field of gender studies and activism. The first speaker was Dr. Sarbani Goswami, Research Officer, School of Women's Studies, Jadavpur University who spoke on Women's studies and women's movement. The second speaker of the occasion was Dr Afroja Khatun, Associate Professor, Surendranath College for Women, Kolkata who spoke on '*Shobar jonnyo shomota: nari dibosher dabi*' ('Equality for everyone: a demand of Women's day'). Dr Khatun has also been an activist in the true sense of the term and had worked exclusively for women especially from the minority community. The event was also marked through the screening of a documentary film produced by the students of department of Journalism and Mass Communication on female athletes of West Bengal who surpassed many barriers to carve out a niche for themselves in sporting arena. The documentary film features the indomitable spirit of women in sports especially from the rural, suburban districts of Bengal. The documentary film screening was followed by a brief lecture by Ghazala Yasmin, an Assistant Professor of the Department of Journalism and Mass Communication, who had mentored the production crew. Under the segment titled "Voices of Strength", two female students who shared their success stories were Faria Haque, an alumna and an Air Traffic Control Officer for the Airports Authority of India and Praheli Dhar Choudhury, a doctoral scholar in the department of M.B.A. and an OSD, HRD division, West Bengal Industrial Development Corporation under the department of Industry, Commerce and Enterprise, West Bengal. The occasion also had two of the female students doing very well in their career to share their experiences of struggle and triumph with the participants. The program also had interaction session with questions being asked by the participants, who comprised of faculty members, students and non teaching staff of Aliah University. The valedictory address as well as the vote of thanks was given by Dr Zeenat Rehana, Assistant Professor, department of Computer Science and Engineering. The convenors of the program were Prof Sharmistha Chatterjee and Dr Kafia Ancer Laskar.



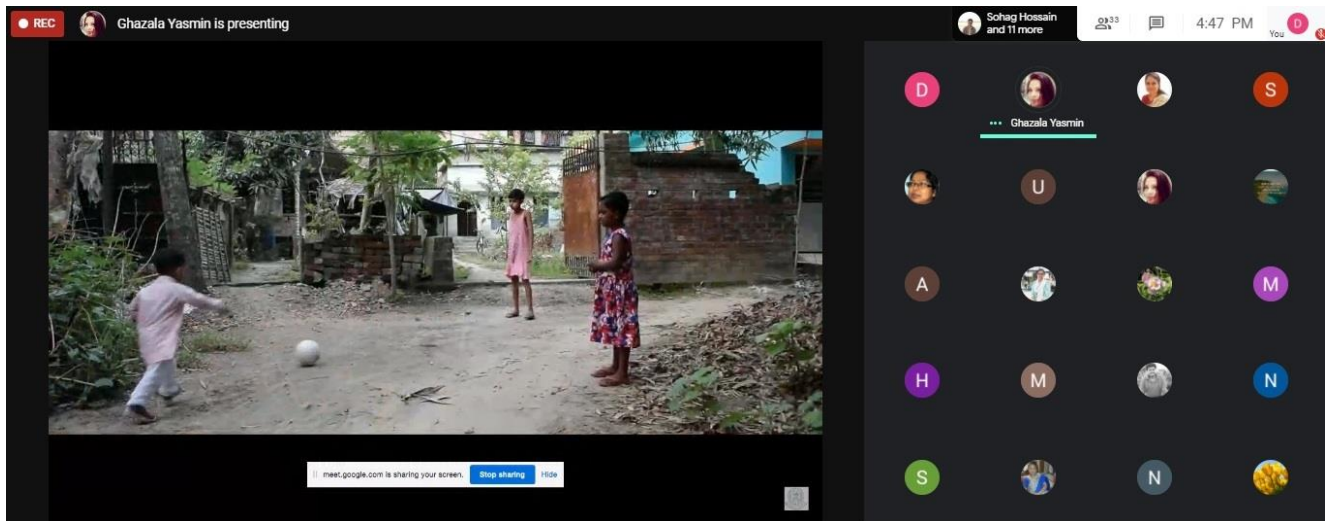
Participants addressed by Hon'ble Vice Chancellor on International Women's Day, 2021



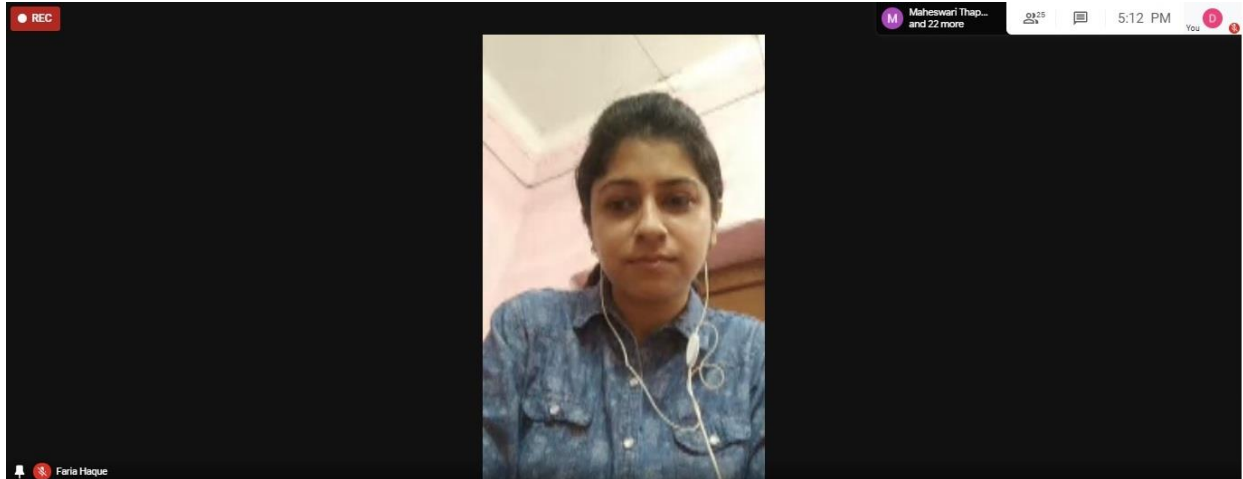
Dr Sarbani Goswami, delivering her lecture



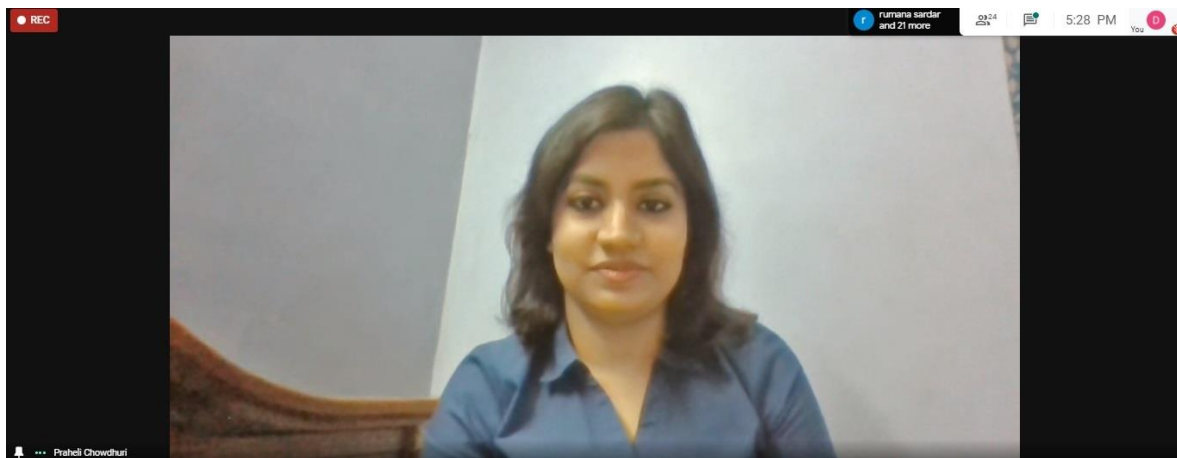
Dr Afroja Khatun delivering her lecture



Documentary Film Screening



Faria Haque, Air Traffic Controller, NCBI Airport, Dum Dum.



Praheli Dhar Choudhuri, PhD Scholar, OSD, HRD, Department of Industry, Commerce and Enterprise, West Bengal



Valedictory Address by Dr Zeenat Rehena, Assistant Professor, Deptt of Computer Science and Engineering, Aliah University

Report on

One Day Workshop on

Awareness and Sensitisation of Sexual

Harrassment and Ragging in Higher

Educational Institutions Organised by

ICC, Aliah University

On 7th July 2022



Aliah University
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Aliah University
The Internal Complaints Committee
organizes
One -Day Workshop
on

Awareness and Sensitization of Sexual Harassment and Ragging in Higher Educational Institutions

Date: 7 July 2022 (Thursday), Time: 10.30 AM to 3.00 PM
Venue- Seminar Room (03), 2nd Floor, New Town Campus

Chief Patron:

Prof.(Dr.) Sk Abu Taher Kamruddin,
Hon'ble Vice Chancellor, Aliah University,

Patrons:

Dr. Syed Nurus Salam
Registrar

Prof. (Dr.) Abdur Rahim Gazi,Dean,
Faculty of Humanities and Languages

Prof. (Dr.) Babulal Seal,Dean,
Faculty of Science and Technology

Prof. (Dr.) Amzed Hossein,Dean,
Students' Welfare

Dr. Sk Ashfaque Ali
Deputy Registrar

Organising Committee:

Prof. (Dr) Md. Maseehur Rahaman
Head, Department of Arabic

Dr. Seikh Mafiz Alam
Department of Chemistry

Mrs. Shazia Hasnain, Head (Officiating),
Department of Education

Mrs. Nahida Akhtar Islam
P.A. to Hon'ble Vice Chancellor

Dr. Kaifia Ancer Laskar
Department of JMC

Prof. (Dr.) Sharmistha Chatterjee
Department of English

Resource Persons

Dr. Maria Fernandes

Vice- Chairperson, West Bengal Forest Development Corporation Ltd, Government
of West Bengal & Member, West Bengal Commission for Women.

Dr. Tanmay Ray Chowdhury

IPS, IG, Presidency Range, Kolkata

Prof. (Dr.) Paromita Chakravarti

Department of English, Jadavpur University

Programme Schedule

Inaugural Session: 10.30 AM

Tea break: I I .00 AM -I I .10 AM

Plenary session I: II.10 AM-12.30 PM

Interactions: 12.30 PM to 1.00 AM

Lunch: 1.00 PM -2.00 PM

Plenary session II: 2.00 PM-2.30 PM

Interactions : 2.30 PM-2.45 PM

Vote of Thanks: 2.45 PM- 2.55 PM

Convenors:

Dr. Ankana Betal
Department of Bengali

Dr. Zeenat Rehena
Department of Computer Science Engineering

Mr. Sk Hafizur Rahaman
P.A. to the Registrar

The guests and invited speakers were felicitated by members of Internal Complaints Committee of the university. The program was graced by the Hon Vice Chancellor, Registrar and other dignitaries of the University. Prof Maria Fernandez Resource persons from the West Bengal Commission for Women and Dr Paromita Chakravarti, Professor, Dept of English and representative of the ICC of Jadavpur University shared valuable information and conducted practical interactive sessions with the members of the ICC and Anti-Ragging Committee of Aliah University. The program was attended by over students, teachers and non-teaching members of the University.



Prof Sharmistha Chatterjee, Presiding Officer, ICC welcoming the guests



Prof Maria Fernandez felicitated by members of ICC, Aliah University



Prof Amzed Hossein, Dean Students Welfare, delivering his address



Participants of the workshop along with members of Internal Complaints Committee, Aliah University

Report on
Half Day Workshop on
Real Men, My New-Age Hero

Organised by

Internal Complaints Committee and IIPC, Aliah University

On 31 August, 2023, from 2 PM

At

Aliah University, New Town



Internal Complaints Committee (ICC) in Collaboration with IIPC, Aliah University

Organises

A Half Day Workshop on

Real Men, Real Hero

Hegemonic Toxic Masculinity and Positive Masculinity

on 31 August, 2023

Time: 2 PM Venue: Seminar Room, 3rd Floor, Aliah University, New Town Campus



Speakers

Prof. Maria Fernandes, West Bengal
Commission for Women,
Ayesha Sinha
Sweta Chakraborty
Talash Society, Kolkata

Program Co-ordinators

Dr. Zeenat Rehena
Dr. Kaifia Ancer Laskar

Members

Prof. Md Maseehur Rahman
Dr. Seikh Mafiz Alam
Dr. Ankana Betal
Dr. Shazia Hasnain
Mr. Sk. Hafizur Rahman
Ms. Nahida Akhtar Islam

Real Men, My New-Age Hero

(Awareness on Toxic Masculinity and Positive masculinity)

Program Details

It is a 2 hr to 2hr 30 mins interactive session with young boys also facilitated in mixed groups.

We are living in a changing time. The media is flooded with overwhelming news of violence every day. We witness hegemonic masculinity displaying itself in dangerous forms and proportions. The nationalism discourse further complicates this situation and empowers majoritarian male privilege.

In this critical moment, we need to create spaces for young people, especially boys, to share, listen and understand their perceptions about masculinities. Through the process, Talash intends to engage into practices of raising gender-equitable boys/men in our society.

About Talash

Talash is a not-for-profit organization working on issues of child rights, child protection and adolescent empowerment. Talash aims to work towards creating a culture of safety, respect and caring for everyone, everywhere. Through our unique module on personal safety & well-being education, TALEEM and GOLLACHUT, Talash enables individuals to discover inner power and enhance abilities for negotiating gender-based violence, threats of violence and real life challenges with ease and confidence. Talash's model-of-change focuses on the transformation of individuals, to collectivisation, leading to united social actions.

Talash is engaged in designing, developing, and deepening the understanding and practices of Personal Safety & Wellbeing Education for adolescent girls and youth who have experienced violence or are at risk of experiencing the same. Through this unique pedagogy, Talash is working towards building the next generation of change-makers who are responding to incidents and engaged in preventing violence in society.

By shaping and strengthening the field and practices of Personal Safety we intend to:

- Prevent violence against adolescents and youth, particularly, girls/women
- Provide healing & redressal to survivors of violence, especially child victims
- Raise gender equitable boys
- Create eco-system where individuals can actualize their potentials

Talash started its journey in 2008 with five young girls from challenging backgrounds and difficult childhood, interested in exploring, learning and spreading the notion of personal safety in society. In the year 2012, Talash was formalized and stepped into undertaking projects in various geographical locations. Today 865 youth leaders are actively involved in responding and preventing gender based violence in society across the state.

About Speakers:

1. **Prof Maria Fernandez**, Member, West Bengal Commission for Women, West Bengal
2. **Ayesha Sinha**, Executive Director, TALASH (Society for Inner Strength, Peace & Equality), Office : A/81, Bapuji Nagar, Kolkata 700092
3. **Sweta Chakraborty**, Sr. Programme Associate, TALASH (Society for Inner Strength, Peace & Equality), Office : A/81, Bapuji Nagar, Kolkata 700092



Dr. Zeenat Rehena giving the welcome address and introducing Ayesha Sinha, Resource person from Talash Society



Dr Kaifia Ancer Laskar Introducing the guests. Sweta Chakraborty Resource person from Talash Society felicitated by Dr Rafiqul Islam



Members of the IIC and IIPC with Resource Persons from Talash Society



Film Screening



Dr Maria Fernandez delivering her speech



Dr Sazia Hasnain giving Vote of Thanks