



## NO OBJECTION CERTIFICATE

This is to certify that Ms. /Dr. \_\_\_\_\_  
is a faculty member/non-teaching staff member/research scholar/  
student in the Dept. of \_\_\_\_\_. She is  
hereby allowed to attend the one day workshop on “Awareness of  
Sexual Harassment of Women at Workplace” organised by the  
Department of Management and Business Administration and Internal  
Complaints Committee (ICC), Aliah University on 17<sup>th</sup> March, 2020.

Signature & Seal of the  
Head of the Dept. /Registrar

**Note:** Photocopy or downloaded copy of registration form and  
NOC can be sent to [aliahmbaworkshop@gmail.com](mailto:aliahmbaworkshop@gmail.com).

### **Important Dates**

Last date of registration: March 11, 2020  
Date for uploading of names of participants: March 13, 2020  
Workshop: March 17, 2020



### **Chief Patron**

**Prof. Mahammad Ali**

Hon'ble Vice Chancellor, Aliah University

### **Patron**

**Prof. Amzed Hossein**

Registrar (Officiating), Aliah University

### **Convener**

Mrs. Nasreen Nasar (t: +91-9836676130)

### **Chairperson**

Dr. Parveen Ahmed Alam (t: +91-9903061810)

### **Vice Chairperson**

Dr. Asima Sarkar (t: +91-9832243083)

### **Jt. Convener**

Dr. Somnath Chatterjee (t: +91-9434240618)

### **Treasurer**

Ms. Zarnigah Parwez (t: +91-9830973930)

### **Organizing Committee**

Dr. Arup Kumar Baksi

Dr. Ayan Majumdar

Mr. Asraful Islam

Dr. Gholam Syedain Khan

Dr. Furquan Uddin

Mr. Rasheed K

Dr. Kaushik Kundu

Mr. Abdul Motin Ostagar

Dr. Samiran Sur

Mr. Mirza Mabood Ali Beg

Mr. Adnan Ahmed Siddiqui

Mr. Syed Nurul Hasan

### **Address**

Department of Management & Business Administration  
Aliah University, 7<sup>th</sup> Floor, Left Block, II-A/27, Action Area II,  
NewTown, Kolkata, West Bengal, 700160

**E-mail-** [aliahmbaworkshop@gmail.com](mailto:aliahmbaworkshop@gmail.com)

### **Eligibility**

This workshop is intended for female internal staff members  
(Teaching & Non-teaching) of Aliah University. Registration is  
limited to 60 participants on first-cum-first-serve basis. Lady research  
scholars and students will be accommodated in case of vacancy.



# ONE DAY WORKSHOP

On

“Awareness of Sexual Harassment of  
Women at Workplace”

**March 17, 2020**

*Organised By*

**Department of Management  
and Business Administration  
&  
Internal Complaints  
Committee (ICC)**

**Aliah University**

(An Autonomous Institution under the  
Department of Minority Affairs and Madrasah  
Education, Government of West Bengal)

[www.aliah.ac.in](http://www.aliah.ac.in)

## About the Department

The Department of Management & Business Administration offers its flagship five years full-time Integrated Masters in Business Administration course as well as Doctoral programme in Management. Quality teaching, research publications, series of international conference, Faculty Development programmes, seminars, consultancies, training programmes, workshops - national and international - have made the Department make its presence felt in the field of management education.

## Need for Regulations on Sexual Harassment

With improved access to education and employment, millions of Indian women are entering the country's workforce today. Many working women face sexual harassment at the workplace on a daily basis. It is crucial therefore that as a country, we strive to eliminate workplace sexual harassments since women have the right to work in safe and secure environment.

Registered cases of sexual harassment at Indian workplaces increased 54% from 371 in 2014 to 570 in 2017 (Lok Sabha July 27, 2018).

In all, 2,535 such cases were registered over the four years ending July 27, 2018--that is nearly two cases reported every day--as per government data tabled in the Lok Sabha (Lower house of Parliament) on July 27, 2018 and December 15, 2017.

Over the first seven months of 2018, ending July 27, 533 cases of sexual harassment were reported across the country, as per the data. It is the responsibility of every employer to ensure safety of women in work environment and improve their participation.

## UGC Regulations, 2015

Ministry of Human Resource Development (University Grants Commission) vide notification dated 2nd May, 2016 made University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. University Grants Commission Act, 1956 (3 of 1956) in exercise of the powers conferred under clause (g) of sub-section (1) of section 26 and sub-section (1) of Section 20 made this regulation applicable on all higher educational institutions in India.

An Internal Complaints Committee (ICC) of Aliah University was formed on 12-04-2017 (Memo No.: AU/REG/0320/17) and has been working for the prevention, prohibition and redressal of sexual harassment cases since then.

## Objectives of the Workshop

The objective of the workshop is to increase awareness about the sexual harassment of women at workplace and measures taken by HEI to prevent them. It proposes to give practical insight into the process of applying for redressal of sexual harassment.

## CHIEF GUEST

### Mrs. Sabnam Sultana

Advocate, Calcutta High Court  
Special Cyber Crime Expert  
Central Police Training Academy  
Bureau of Police Research & Development  
Ministry of Home Affairs  
Government of India

## SESSION PLAN

Session	Time	Topic	Person/Place
Pre-lunch	10am - 10:30am	Registration	Registration Desk MBA Dept.
	Session I 10:30am- 11:30am	Inauguration Introduction & Workshop overview	Seminar Room MBA Dept.
	<b>TEA BREAK (11:30 AM – 11:45 AM)</b>		
	Session II 11:45am – 1:30pm	Existing Law On Sexual Harassment of Women at Workplace	Ms. Sirsha Gupta Programme Officer SANHITA A gender resource centre
<b>LUNCH BREAK (1:30 PM – 2:15 PM)</b>			
Post lunch	Session III 2:15pm - 3:45pm	Provisions of Assurance from Law Enforcement	Ms.Papiya Sultana Deputy Commandant, Barrackpore
	<b>TEA BREAK (3:45 PM – 4 PM)</b>		
	Session - IV 4pm -5pm	Interactive Session & Certificate Distribution	ICC members



## REGISTRATION FORM

### ONE DAY WORKSHOP

On

## *"Awareness of Sexual Harassment of Women at Workplace"*

Organised By

Department of Management and Business Administration

&

Internal Complaints Committee (ICC)

**Aliah University**

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Department/Section: \_\_\_\_\_

Contact No.: \_\_\_\_\_

E-Mail: \_\_\_\_\_

1. Teaching Staff  2. Non-Teaching Staff

3. Research Scholar  4. Student

Food Preference: Vegetarian  Non-Vegetarian

### DECLARATION

The information provided by me is true to the best of my knowledge. If selected, I agree to abide the rules and regulations of the workshop and attend the workshop for the entire duration.

Date: \_/ \_/ \_

Place: \_\_\_\_\_

\_\_\_\_\_  
Signature of Applicant

Note: Photocopy or downloaded copy of registration form and NOC can be sent to [aliahmbaworkshop@gmail.com](mailto:aliahmbaworkshop@gmail.com).