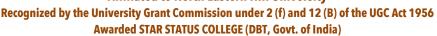


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### REPORT ON THE "SEXUAL HARRASSMENT ON WOMEN AT WORKPLACE"

#### Organized by

Internal Complaints Committee (ICC) St. Edmund's College In Collaboration with

Internal Quality Assurance Cell St. Edmund's College

District Legal Service Authority Govt. of Meghalaya

The Internal Complaints Committee (ICC), St. Edmund's College in collaboration with the District Legal Service Authority and the Internal Quality Assurance Cell (IQAC), St. Edmund's College organized an awareness programme on "Sexual Harassment on Women at Workplace, Act" on the 21St July, 2023.

The programme was aimed at creating awareness and to sensitize the Staff about Legal Aspect with regards to Prevention of Sexual Harassment at Workplace (POSH). The programme was attended by mainly by the Faculty members of different department and the Management.

The programme started with host Miss Reema Joshi Department of BCA welcoming the audience and also by giving a brief introduction on the programme. Dr.Mrs. B.W. Nongbri, Dean of St. Edmund's College then led the programme through her invocation and God's blessing. Sir Monotosh Chakravarty, the Vice-Principal (Administration), shared the keynote address on the topic which was followed by the felicitation on the Resource Person, (Adv) Smti Rebina Subba by Mrs Sarmistha Deb.

A brief introduction on the Resource Person was given by Mr Subrojyoti Choudhury, Department of Chemistry and a member of ICC. Smt Rebina Subba, Lawyer cum Social Activist was also a founding member of "Shamakami", Shillong. She has been strongly working to create awareness on sexuality and gender issues. The umbrella of Shamakami runs a legal unit known as "Legal Rights Forum" with a small collective of lawyers who advocate for the rights and dignity of the LGBTQIA+ population and to rendered legal services to the marginalized population with special focus on PLHIV and people with special challenges. Smt Rebina Subba active participated in civil society networks, companies and other forums like HIV/AIDS/Women and Child Rights/ Human Rights/Trans inclusion in Workplaces/POSH Policies and Training/Govt Schemes & Policies for Women, Children and Transgender. Being a former member of the Meghalaya State Commission for Women she has cut across the message to incorporate trans-activism







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into women activism as trans-issues are women issues and feminists should support in protecting all people from both sex and gender discrimination. She has also authored a topic on Legal Rights of Transgender in "Theological Book on Human Sexuality" published by National Council of Churches in India (NCCI) in 2017.

#### Attendance Sheet:









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ENV. SCIENCE	SIGNATURE	MATHEMATICS	SIGNATURE
1. Dr.J.T.Sawian		J. Mr. D Deb	
2. Ms. I. Rynjah		2 Mr. M.Chyne	413/11/
3 Ms. I. Jeongaph (CP)		3. Mr. G.J.Khurbhili	
4 Ms M. D. Khopewir (CP)		4. Mr. BankhrawpennDkhar	
S. Mr. DamewanmiSuchiang (CP)		5. Ms. Nabari Norkar Dhar (CP)	
6. Mr. Amida oo Paya Sumer (CP)		6. Dr. Amplify Sawkmie	
GUEST FACULTY	SIGNATURE	SOCIAL WORK (UG)	SIGNATURE
Ms. Lydia C Lapang (EVS)		Ms. Audrey D Dolding (CP)	4
Ms. Ibakordor Khongiong (Sociology)		2. Mr. D. N. Kharkongor (CP)	1
Mr. Sambor Hynniewta (Pol. Science)		3. Ms. Edaneolla Kynta (CP)	9 Cents
Ms. Ruchita Chakraborty (Commerce)		4. Ms. Aibakor Kharbuli (CP)	01
Mr. Larry Kupar Nongbet (Physics)	Man all	5. Mr. Randolph V Langstieh (CP)	11/
Mr. Pynshngainlang Nongbri (History)	topoment	6. Ms.larisa Anette R Dorphang (CP)	Oasly.
Mr. Hamepaia Kharbithai (Geography)	W.S.		
Mr. Dashanskhem Nongkynrih (Physics)	defend	SOCIAL WORK (PG)	CICN ATTON
Mr. Pynksan La Kupar Manik Syiem (Pol. Sc.)	Dain	Dr. Rituparna Rajendra (CP)	SIGNATURE
		2. Mr. Allanson Wahlang (CP)	Ru
COMPUTER SCIENCE	SIGNATURE	3. Dr. Wandaia Syngkon (CP)	AT TO
1. Dr.S.Nagi	SIGNATURE	4. Mr. Martius R Rynjah (CP)	W-M
2. Ms. P.Thapa	ent.	5. Ms. Ainamlin Dkhar (CP)	(100)
3. Mr. Jeremy Kharchandy	Mondy	6. Ms. Hazel Berret Wahlang (CP)	Jun'.
4. Mr. Bertrand Dkhar			Maryana
		7. Mr. George Kerry Sunn (CP)	to.
BCA	SIGNATURE	COMMERCE	SIGNATURE
I. Ms. S.Deb (CP)	Pr.	1. Mr. G.Deb (CP)	Girtuits
P. Ms. S. Sunila Chanu (CP)	Ale.	2. Ms. M.Dasgupta Dey (CP)	16
. Ms. Reema Joshi (CP)	Prum	3. Ms.Rowerma E. L. Iangrai (CP)	- X
Ms. Rajni Khyriem (CP)	Phly	4. Ms. Dapbiang Nongkynrih (CP)	\$
. Mr. Melvin Star Majaw (CP)	Mi	5. Dr. Dipankar Shorne (CP)	XX
	1-4		2 ,
		6. Mr. Navin Chettri (CP)	Whether







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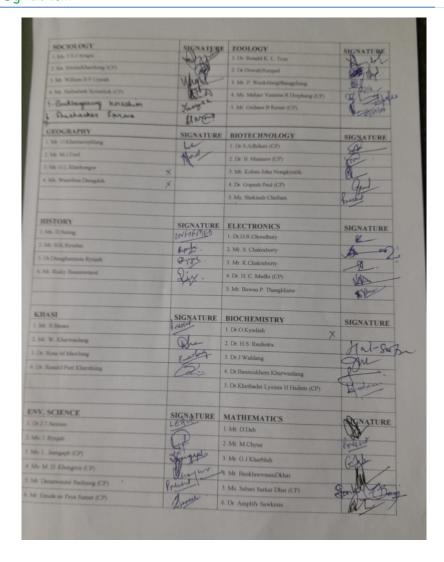






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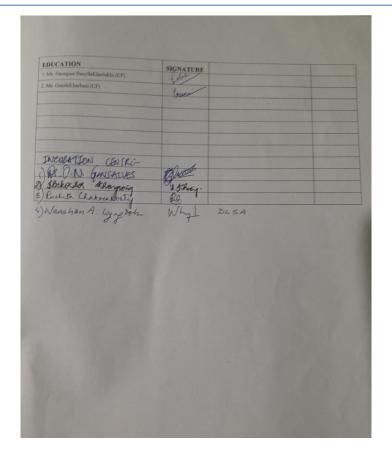






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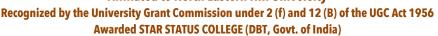






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The session was very lively and interesting in which the Resource Person dwelt thoroughly on Sexual Harassment of Women at Workplaces. The program has really benefitted all of us as we are able to get some knowledge and information on some salient features of this Act:

She said that it is the duty of the Institution to constitute a Committee (ICC) and to organize workshops and awareness programs at regular intervals for sensitizing employees on the issue and implications of workplace sexual harassment and organising orientation programs for members of the Internal Complaints Committee.

The program concluded with an interactive question and answer round from the participants and the Resource Person. Overall it was a very successful and fruitful Seminar.



