



# St. Edmund's College

NAAC Accredited B++

Affiliated to North Eastern Hill University

Recognized by the University Grant Commission under 2 (f) and 12 (B) of the UGC Act 1956

Awarded STAR STATUS COLLEGE (DBT, Govt. of India)



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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:

**Internal Complaints Committee**  
St. Edmund's College

In Collaboration with  
District Legal Services Authorities  
IQAC, St. Edmund's College  
Organizes  
An Awareness Program on Sexual Harassment of Women at Workplace  
FRIDAY 21<sup>st</sup> JULY, 2023 (12:45 PM -2:30 PM)

ENGLISH	SIGNATURE	CHEMISTRY	SIGNATURE
1. Mr. M. B. Varang		1. Mr. S. Das	
2. Dr. A. Datta		2. Dr. P. Sarkar	
3. Mr. A. Chelam		3. Mr. S. Choudhary	
4. Dr. D. War		4. Dr. Indira Chakravarty	
5. Dr. J. Khan		5. Mr. Barun Singh	
6. Mr. E. H. Singh (CP)		6. Dr. Khensheng/Singha	
7. Mr. Magesh D. Nongthoh (CP)			
8. Mr. Theodora War (CP)			
	LEAVE	<b>BOTANY</b>	<b>SIGNATURE</b>
		1. Dr. S. Goswami	
<b>POL. SCIENCE</b>	<b>SIGNATURE</b>	2. Dr. D. Srinivas	
1. Mr. S. Singh		3. Dr. Eru V. Khensheng	
2. Dr. J. Shandip		4. Dr. Prasanta Paul (CP)	
3. Mr. Ananta Mithamang (CP)		5. Mr. Bishan Mary Nongthoh (CP)	
4. Mr. C. Zommarang (CP)			
<b>ECONOMICS</b>	<b>SIGNATURE</b>	<b>PHYSICS</b>	<b>SIGNATURE</b>
1. Mr. B. Datta		1. Dr. M. Lyden	
2. Dr. A. M. W. E. Shandip		2. Dr. L. Karbh	
3. Mr. Lalit/Prithi/Prithi		3. Mr. B. L. Gira	
4. Mr. Laxman Chandra Meitei		4. Dr. Mahesh Ran (CP)	

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<b>ENVY. SCIENCE</b>	<b>SIGNATURE</b>	<b>MATHEMATICS</b>	<b>SIGNATURE</b>
1. Dr. J. T. Savian		1. Mr. D. Deb	
2. Ms. I. Rynjah		2. Mr. M. Cloyne	
3. Ms. L. Jeonaph (CP)		3. Mr. G. J. Kharbali	
4. Ms. M. D. Khongon (CP)		4. Mr. Barakhar Nongkhar	
5. Mr. Damsam Nongkhar (CP)		5. Mr. Boleli Sarkar Dhar (CP)	
6. Mr. Randa oo Pava Sumar (CP)		6. Dr. Amplify Barakhar	
<b>GUEST FACULTY</b>	<b>SIGNATURE</b>	<b>SOCIAL WORK (UG)</b>	<b>SIGNATURE</b>
Ms. Lydia C. Lapang (HVS)		1. Ms. Aukrey D. Dohlang (CP)	
Mr. Babukor Khongon (Sociology)		2. Mr. D. N. Kharkongor (CP)	
Mr. Sambor Hymiewa (Pol. Science)		3. Ms. Edanolla Kynta (CP)	
Ms. Ruchita Chakraborty (Commerce)		4. Ms. Ashkor Kharbali (CP)	
Mr. Larry Kipar Nongbet (Physics)		5. Mr. Randolph V. Langath (CP)	
Mr. Pynghanglang Nongbet (History)		6. Ms. Larisa Anette R. Dorphang (CP)	
Mr. Hmehpaia Kharbali (Geography)		<b>SOCIAL WORK (PG)</b>	<b>SIGNATURE</b>
Mr. Dashankhem Nongkhar (Physics)		1. Dr. Rituerna Rajendra (CP)	
Mr. Pynksan La Kipar Manik Syiem (Pol. Sc.)		2. Mr. Allanson Wahlang (CP)	
<b>COMPUTER SCIENCE</b>	<b>SIGNATURE</b>	3. Dr. Wandisa Syngkon (CP)	
1. Dr. S. Nagi		4. Mr. Martinus R. Rynjah (CP)	
2. Ms. P. Thapa		5. Ms. Anamlin Dkhar (CP)	
3. Mr. Jeremy Kharchandy		6. Ms. Hazel Berret Wahlang (CP)	
4. Mr. Bertrand Dkhar		7. Mr. George Kerry Sunn (CP)	
<b>BCA</b>	<b>SIGNATURE</b>	<b>COMMERCE</b>	<b>SIGNATURE</b>
1. Ms. S. Deb (CP)		1. Mr. G. Deb (CP)	
2. Ms. S. Saniia Chami (CP)		2. Ms. M. Dangupta Dey (CP)	
3. Ms. Reema Joshi (CP)		3. Ms. Rowena E. L. Ingzai (CP)	
4. Ms. Rajni Khoriem (CP)		4. Ms. Dapbiang Nongkhar (CP)	
5. Mr. Melvin Star Majaw (CP)		5. Dr. Dipankar Shome (CP)	
		6. Mr. Navin Chattri (CP)	

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<b>SOCIOLOGY</b>		<b>ZOOLOGY</b>	
1. Mr. F.L.J. Jangra	SIGNATURE	1. Dr. Ronald R. L. Tson	SIGNATURE
2. Mr. Ernest Khurshing (CP)		2. Dr. Dwasak Rangad	
3. Mr. William B.F. Lyndak		3. Mr. P. Wankhang Shinglong	
4. Mr. Nicholas Syntiah (CP)		4. Ms. Mubari Vanessa B. Darylang (CP)	
5. <u>Chokkangang Khushim</u>		5. Mr. Graham D. Ramer (CP)	
6. <u>Abhishek Sarma</u>			
<b>GEOGRAPHY</b>		<b>BIOTECHNOLOGY</b>	
1. Mr. Chharmachhang	SIGNATURE	1. Dr. S. Adikari (CP)	SIGNATURE
2. Mr. M.J. Ford		2. Dr. B. Manners (CP)	
3. Mr. G.L. Chaklonger	X	3. Mr. Koben John Nongkyerih	
4. Mr. Woorban Dzungah	X	4. Dr. Gopesh Paul (CP)	
		5. Ms. Shekhar Chellan	
<b>HISTORY</b>		<b>ELECTRONICS</b>	
1. Mr. D. Soring	SIGNATURE	1. Dr. D.R. Choudhary	SIGNATURE
2. Mr. B.K. Rymbai		2. Mr. S. Chakraborty	
3. Dr. Dhanghomon Rymbai		3. Mr. K. Chakraborty	
4. Mr. Rinky Bhanawat		4. Dr. H.C. Medhi (CP)	
		5. Mr. Bawan P. Thangkhevi	
<b>KHASI</b>		<b>BIOCHEMISTRY</b>	
1. Mr. B. Bhan	SIGNATURE	1. Dr. O. Kynliah	SIGNATURE
2. Mr. W. Kharwanlang		2. Dr. H.S. Ranhotra	X
3. Dr. Tina M. Mawlong		3. Dr. J. Wahlang	
4. Dr. Ronald Paul Kharwanlang		4. Dr. Banteskhem Kharwanlang	
		5. Dr. Khetbudei Lysimia H. Hadem (CP)	
<b>ENV. SCIENCE</b>		<b>MATHEMATICS</b>	
1. Dr. J.T. Newton	SIGNATURE	1. Mr. D. Deb	SIGNATURE
2. Mr. J. Rymbai		2. Mr. M. Chyne	
3. Mr. I. Jangyah (CP)		3. Mr. G.J. Kharbhah	
4. Mr. M. D. Khongora (CP)		4. Mr. Bankharam Dikhar	
5. Mr. Dharwanami Shinglong (CP)		5. Ms. Sabari Sarkar Dhar (CP)	
6. Mr. Umida ao Pava Satar (CP)		6. Dr. Amplify Sawkme	

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EDUCATION	SIGNATURE		
1. Ms. Georgina Danyllakharukha (CP)			
2. Ms. Gemfa Kharham (CP)			
INCUBATION CENTRE			
1) Mr. D. N. GONSALVES			
2) <del>Shikhar</del> <del>Shankar</del>			
3) Richita Chakraborty			
4) Wanshan A. Lyngdoh		DUSA	



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GPS Map  
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## Shillong India

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Shillong, Meghalaya 793003, India

July 21, 2023 1538 m

Latitude 25.5670561 GMT 08:18 AM

Longitude 91.8969325 Local Time 13:48 PM

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Shillong, Meghalaya 793003, India  
July 21, 2023 1538 m  
Latitude 25.5670561 GMT 08:21 AM  
Longitude 91.8969325 Local Time 13:51 PM



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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.

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