



## **Report of one-day workshop on “POSH”**

### **I. Objective:**

This workshop aims at making CEMK a safe, ethical and productive workplace through ‘POSH (Prevention of Sexual Harassment)’. This is another step in ascertaining that our workplace remains a safe and inclusive space with equal opportunities for all.

### **II. Date and venue:**

This workshop took place on **17<sup>th</sup> May, 2025** at the JK Das Auditorium of College of Engineering and Management, Kolaghat(WB).

### **III. Resource person:**

Dr. Apala Chatterjee, Consultant Counsellor, Kolkata(WB)

### **IV. Members of ICC, CEMK, participated in workshop:**

1. Dr. Shobha Gupta, Presiding Officer, ICC & Associate Professor, Dept. of EE, CEMK.
2. Prof. Rinku Khatua, Member, ICC & Assistant Professor, Dept. of IT, CEMK.
3. Prof. Paramita Mukherjee, Member, ICC & Assistant Professor, Dept. of ECE, CEMK.
4. Mr. Gopal Krishna Adhikary, Member, ICC & Asst. Registrar (admin), CEMK.
5. Ms. Mousumi Pal, Member, ICC & Tech. Asst. , Dept. of CSE, CEMK.

### **V. Number of Participants: Annexure 1**



## **VI. Activity and agenda:**

- We began with welcoming the resource person and the participants in the workshop. Then the workshop matter initiated with introduction on PoSH (Prevention of Sexual Harassment) Act, also known as, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and thereafter, 'The Gazette of India Extraordinary, part-3, section-4: AICTE Notification No. F. AICTE/WH/2016/ 01- New Delhi, the 10th June, 2016'.
- Activities related to understanding the limitations of maintaining distance with colleagues/ employees in the workplace were demonstrated.
- The difference between **intension** and **impact** of any activity on other employees was discussed and elaborated.
- Few questions were asked by the resource person on the opinion regarding a particular condition and how to deal with a particular situation was also discussed. (Annexure 2)

### **Mainly the workshop included the following components:**

1. POSH Policy objectives, scope, conduct of sexual nature – physical, verbal & nonverbal harassment; gender discrimination at workplace.
2. Sensitizing about Sexual harassment at work place as a Preventive measure
3. Understanding the complaints mechanism including timelines
4. Different scenarios of sexual harassment
5. Impact on involved parties
6. Importance of confidentiality and no retaliation
7. Preventive Measures
8. Awareness and sensitization about gender issues



## **VII. Key Takeaways:**

- This workshop worked as an initiative to make CEMK a wholesome and safe place to work. It emphasized on the commitment of the employees to ensure safety at workplace related to Prevention of Sexual harassment.
- With the help of activities, it gave an idea of maintaining a safe distance at workplace, giving ample importance of defining different space for different individuals.

## **VIII. Conclusion:**

POSH training has been successfully completed, which is a necessity for the employers and the employees to ensure a positive environment in work culture.



ANNEXURE-1

ICC Awareness Program

Date: 17<sup>th</sup> May '2025



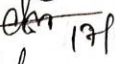
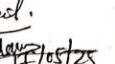
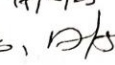
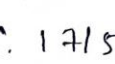
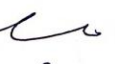
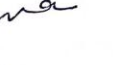
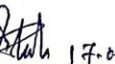
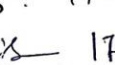
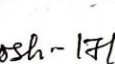
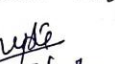
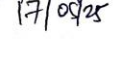
1. D.P. Chakraborty
  2. Paramita Mukherjee
  3. Rinu Khakha
  4. Mousemi Pal
  5. Supra Kishore Sengupta
  6. Koel Sinha
  7. Saundarya Biswas
  8. Annesa Nasar
  9. Suman Biswas
  10. ARUNAVA HATIAL
  - ⑪ SOUBHIK GHOSH
  12. Abhinaba Bhattacharya.
  13. Rupsa Sarkar
  14. Avijit Kr. Adak
  15. Biswajit Mazumder
  16. Partha Pratim Ghosh
  17. Avik Manna
  18. Debalina Jana
  19. Tanushree Jana
  20. Puja Chowdhury
  21. APURBA ROY
- (Signatures and dates for items 1-10):*  
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KTPP Township, R.S. Mecheda (S. E. Rly.), Dist.: Purba Medinipur, West Bengal, Pin-721 171

22. Tirthu Sarkar Daphala
23. Debabrata Mukherjee
24. Chandra Senham Banerjee
25. Animesh Maity
26. Biswajit Mantra
27. Tapas K. Bag.
28. Payel Dalapati
29. Abhaya Adan
30. Subhka Jana
31. Indrajit Ghosh
32. Poulami Mishra
33. Arifeta Ghosh
34. Shobha Gupta

  
  
  
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## ANNEXURE-2





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