

# BOARD OF PRACTICAL TRAINING, EASTERN REGION

## KOLKATA

### Internal Complaints Committee related to Sexual Harassment and Violence against women at their work-place

With the rise of acts of violence and offenses against women in the country in recent times, the issues of women's safety and security has sparked a slew of fresh deliberations in the nation. In the backdrop of this larger debate, with due attention to the facts that there has been a substantial increase of women employee and some untoward incidents of offensive behavior towards the women do happen at Centrally funded Institutes and other campuses, women's safety in the building and its premises is both a timely and important issue for BOPT(ER) to deliberate upon.

In pursuance of the direction of the Hon'ble Supreme Court in VISHAKA and ORS. vs. STATE OF RAJASTHAN and ORS. (JT 1997(7) SC 384), the board constituted a Standing Committee in 2001 to effectively deal with cases of violence against women in the office premises.

Presently, this cell functions as the "Internal Complaints Committee" as designated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

One or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- Physical contact or advances; or
- A demand or request for sexual favours; or
- Making sexually coloured remarks; or
- Showing pornography; or

Any other unwelcome physical, verbal or non-verbal conduct of sexual nature. may be reported to the Internal Complaints Committee Cell.

The following circumstances, among other circumstances if it occurs or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:-

- Implied or explicit promise of preferential treatment in her employment; or
- Implied or explicit threat of detrimental treatment in her employment; or
- Implied or explicit threat about her present or future employment status; or
- Interference with her work or creating an intimidating or offensive or hostile work or environment for her; or

Humiliating treatment likely to affect her health or safety.

This Committee undertakes inquiries with regard to complaints of sexual harassment from aggrieved women employees (as defined under the Act, 2013). The complaint is kept totally confidential, and adequate protection is provided to the complainant, where necessary. Complaints are heard expeditiously while adhering to the principles of Natural Justice. Necessary recommendations are provided to the Authority on the basis of the findings of the inquiry.

### **Where and Whom to Lodge a Complaint**

If you are a victim of sexual harassment or perceive yourself to be, immediately contact (personally or through telephone / written request / e-mail)-any of the committee members of the Cell. Alternatively, e-mail can be sent to [ad3@bopter.gov.in](mailto:ad3@bopter.gov.in). The complaint and the identity of the complainant will be kept CONFIDENTIAL.

In pursuance of Vigilance Section, Department of Higher Education, Ministry of H.R.D. letter F. No. C-36011/1/2010.PG dated 20th January 2015 a Complaint Committee of this Office has been constituted as per following composition to receive and examine complaints of “Sexual Harassment of Women at the Workplace” in terms of Section 4 of SHWW (PPR) Act, 2013.

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|-------|---|--------------------|
| (i)   | Smt. Sushmita Ghosh, Assistant Director of Training   | Presiding Officer  |
| (ii)  | Dr. Ankur Ganguly, Principal, BIEMS, Kolkata<br>(Nominee, BIEMS, Kolkata)   | Ex- officio Member |
| (iii) | Shri K. Chandra Mouli, Assistant Director of Training<br>[1 <sup>st</sup> Member representing employees of B.O.P.T. (E.R.)] | Member             |
| (iv)  | Smt. Namrata Kumari, Stenographer Grade - II<br>(2 <sup>nd</sup> Member representing employees of B.O.P.T. (E.R.))          | Member             |

The redressal of the complaints received by the Committee are dealt with as per the procedure laid down in the “[Handbook on Sexual Harassment of Women at Workplace \(Prevention, Prohibition and Redressal Act, 2013\)](#)”.

Date: 03.04.2017

Sd/-  
Director