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 cell 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. The complaint and the identity of the complainant will be kept CONFIDENTIAL.
Office Order

Subject: Selection of Internal Complaints Committee members as per the provisions of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) [SHWW (PPR)] Act, 2013.

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 is constituted hereby 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.

a) Smt. Sushmita Ghosh, Assistant Director of Training - Presiding Officer
b) Dr. Ankur Ganguly, Principal, BIEMS, Kolkata - Ex- officio Member
   (Nominee, BIEMS, Kolkata)
c) Shri K. Chandra Mouli, Assistant Director of Training - Member
   (1st Member representing employees of B.O.P.T. (E.R.))
d) Miss Puja Soni, U.D.C. - Member
   (2nd Member representing employees of B.O.P.T. (E.R.))

This supersedes all previous orders issued, if any, on the subject.

Sd/-
(S. M. Ejaz Ahmed)
Director

Distribution:

1. Smt. Sushmita Ghosh, Assistant Director of Training - 1 Copy
2. Dr. Ankur Ganguly, Principal, BIEMS, Kolkata - 1 Copy
3. Shri K. Chandra Mouli, Assistant Director of Training - 1 Copy
4. Shri A. Chakraborty, C.V.O. - 1 Copy
5. Shri Kailash Nath Mishra, A.A.O - 1 Copy
6. Miss Puja Soni, U.D.C. - 1 Copy
7. Computer Section (COCP), for posting of above order in our website - 1 Copy

Copy forwarded to:

Shri K.D. Verma, Under Secretary (Vigilance), Govt. of India, Ministry of H.R.D., Deptt. of Higher Education Vigilance Section, Room No. 231 ‘C’, Shastri Bhawan, New Delhi – 110 001

For your kind information please

Sd/-
(S. M. Ejaz Ahmed)
Director