

**Report of**

**One Day Interaction and Awareness  
Training Programme**

**with**

---

**Mrs. Shyamala S. Kunder,  
Member,  
National Commission for Women (NCW)**

---

**Submitted by**

**Anti-Sexual Harassment Committee**

**Rajiv Gandhi University**

**(A Central University Established in 2007 by an Act of Parliament of India)  
Rono Hills, Doimukh – 791112, Arunachal Pradesh, India**

**January, 2021**

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## Organizing Committee

### Chief Patron

**Prof. Saket Kushwaha**

Vice-Chancellor, Rajiv Gandhi University (RGU)

### Patrons

**Prof. Amitava Mitra**

Pro Vice-Chancellor, RGU

**Dr. N. T. Rikam**

Registrar, RGU

### Convenor

**Prof Kesang Degi**

Chairperson

Anti-Sexual Harassment Committee

### Coordinators

**Dr. Tage Rupa,**

Member,  
Anti-Sexual Harassment  
Committee, RGU

**Dr. Ravi Ranjan Kumar**

Member,  
Anti-Sexual Harassment  
Committee, RGU

**Dr. C. Siva Sankar**

Member,  
Anti-Sexual Harassment  
Committee, RGU

## Acknowledgements

I am thankful to the Hon'ble Vice Chancellor of RGU, Prof. Saket Kushwaha for his enthusiastic support and endless motivation without whom planning and organizing this significant programme with NCW member, would not have been possible. His immense efforts have contributed immensely in enduring learning to thrive against this challenging and unprecedented time of COVID-19. The moral and material support received from the Vice Chancellor has been more than encouraging and instrumental behind successful organization of this programme.

Grateful acknowledgements are also due to esteemed Pro Vice Chancellor, Prof. Amitava Mitra for his continuous guidance and insightful motivation in hours of need and Registrar, RGU Prof. N.T. Rikam as well for his ever so welcoming gesture, guidance, affection and support along with his enormous cooperation in the organization of this programme.

My enormous gratitude lies with Mrs. Shyamala S. Kunder Member, National Commission for Women (NCW), New Delhi for her interest and valuable session in blended mode with members of ICC at RGU and other institutions of higher learning in the state. I would also like to acknowledge the valuable contributions of my colleagues at RGU especially Prof Sumpam Tangjang, Dean of Students' Welfare, RGU, who made the opening remarks of the programme and Prof. Jumyir Basar, Chairperson Internal Complaints Committee (ICC), RGU for her material support as well as brief note on ICC, RGU. I also take this opportunity to acknowledge the worthy contributions of Mrs Niharika Rai, IAS Secretary, Education, Govt. of Arunachal Pradesh for her coordination, cooperation and insightful closing remarks concluding the programme in a meaningful way.

Our heartfelt thanks are also due to my former teacher and current Director Higher & Technical Education, Government of Arunachal Pradesh, Dr. Tayek Talom, for his valuable presence and insightful contributions during the programme. I also wish to acknowledge Prof V.N. Sharma, Vice Chancellor, Arunodaya University, many other heads of academic institutions who not just attended but also contributed with their insights and deliberations during the programme in blended mode which witnessed participation of nearly 80 faculty members across Higher Educational Institutions of Arunachal Pradesh. I sincerely express my gratitude towards Prof. Utpal Bhattacharya, HoD, CSE, for generously allowing his smart conference hall for the programme, Coordinator Womens Studies, RGU and my colleague from Department of Education Prof. Elizabeth Hansieng together with all the HoDs from various Departments of RGU for nominating their faculty members. I am also thankful to all the



faculty members who attended and enriched the programme. I wish to also acknowledge my support staff and other colleagues from various other departments who contributed effectively for this programme. Our thanks are also due to Mr Gyan Rai, Assisat V-Sat, RGU for his valuable contributions to make it convenient online as well as support staff including Mr. Dutta and MTS department of Computer Science Engineering, RGU for their valuable role. Last but not the least, my heartfelt thanks go to my team of Anti-Sexual Harassment Committee, RGU comprising Dr. Tage Rupa, Member, Anti-Sexual Harassment Committee, RGU who also proposed vote of thanks during programme, Dr. C. Siva Sankar, Member, Anti-Sexual Harassment Committee, RGU and Moderator of the programme Dr. Ravi Ranjan Kumar Member, Anti-Sexual Harassment Committee, RGU who managed the event both on and off the stage.

Other participants who have enriched our programme through their lively and active participations also deserve my sincere acknowledgements and this is to put on record that we value the association of each and every participant as a stakeholder in realizing the aim of the programme. A special thanks once again to the organizing committee members. In the end, a big thanks to each one of you going through this report for your interests and acknowledgements of our efforts towards building a sexual harassment free work place and upholding the cause of gender parity.

**Prof Kesang Degi**  
**Chairperson**  
**Anti-Sexual Harassment Committee**

## Executive Summary

Anti-Sexual Harassment Committee, Rajiv Gandhi University (RGU), Doimukh, has organized one day interaction and awareness training programme with Mrs. Shyamala S. Kunder, Member, National Commission for Women (NCW), New Delhi, on 06-01-2021 at 10.30 am onwards at Dept. of Computer Science and Engineering (CSE) Seminar Hall, RGU in blended mode (offline and online mode). The main objectives of the programme were: To meet the members of Internal Complaints Committee (ICC) of various institutions of Arunachal Pradesh; To interact with members of Internal Complaints Committee (ICC); To bring about awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act-2013 and to train the members for capacity building.

**Key Words:** Anti-Sexual Harassment, ICC, NCW, RGU, Mrs. Shyamala S Kunder.

**Prof Kesang Degi**  
**Chairperson**  
**Anti-Sexual Harassment Committee**

## **Part 1: Preface**

## 1.1. About the Host Institution

### The University

Rajiv Gandhi University (formerly Arunachal University) is the premier institution for higher education in the state of Arunachal Pradesh located at the picturesque tabloid of Rono Hills approximately 25 km away from the state capital Itanagar. Late Smt. Indira Gandhi, the then Prime Minister of India, laid the foundation stone of the University on 4<sup>th</sup> February 1984 at Rono Hills. Ever since its inception, the University has been trying to achieve excellence and fulfill the objectives as envisaged in the University Act. The University was recognized as a Central University in the year 2007 established under the Act of Parliament. Being the only Central University of the State at present there are Twenty-Six (26) Departments and Two (02) Institutes functioning under Nine (09) Academic Faculties. The Faculty members have been actively engaged in research activities. The University has been maintaining its academic excellence. The students from the University are contributing at significant positions not only in State and Central Government Services, but also in various Institutions, Industries and Organizations.

### About Anti-Sexual Harassment Committee, RGU

## 1.2. About the Sponsoring Agency

There was no external funding for the programme. The programme was sponsored by the host institute i.e. Rajiv Gandhi University, Rono Hills, Doimukh, Arunachal Pradesh.

## 1.3. Background

India is a democratic country. All citizens have the fundamental right to live with dignity under article 21 of the constitution of India. The typically men-oriented workplace has been replaced by a large number of women getting employment in every possible field of work. This has given rise to a number of issues that affect the integrity of the women and also have an impact on the physical, mental and social wellbeing of the women. In its different forms, sexual harassment is still a part of the workplace irrespective of the fact that it is reported or not. Women generally do not speak of any act of sexual harassment committed to them. But this is not a trivial issue to be lightly dealt with. Any act of sexual

harassment can leave a woman with physical, mental and emotional problems that would have a deep impact on her future life.

The issue of sexual harassment has to be given a serious thought and people's participation should be encouraged to make every workplace safer and healthier. Gender equality includes protection from sexual harassment and right to work with dignity, which is a universally recognized basic human right. The issue is not just confined to the empowerment of the women but this issue is related to the basic human rights of the women to work in a safe and secure work environment being treated equally with the men and no fear of being a subject of sexual harassment at the hands of the male counterparts in the workplace.

Nearly 88% of the female workforce in Indian Information Technology and business process outsourcing and knowledge process outsourcing (BPO/KPO) companies reported having suffered some form of workplace sexual harassment during the course of their work, says a survey conducted by Transforming India, a nongovernmental organization in the Information Technology and BPO/KPO industries. The report says that about 50% women had been subjected to abusive language, physical contact or been sought sexual favors from. As many as 47% employees did not know where to report, while 91% did not report for fear of being victimized. The study further revealed that there existed poor awareness levels among female employees on the issue. It further revealed that more than 82% of the incidents which could be classified as sexual incidents occurred outside the boundaries of the office and in nearly 72% of the incidents the perpetrator was a superior. It was further found that 60% of the respondents were not aware of the workplace sexual harassment policies of their organizations. Around 10% were only partially aware. Of all the respondents, 77% stated that the details of sexual harassment policies were not part of their hiring process, while only 7% stated that they could recollect some discussion about the topic either during their hiring process or later.

In 1997, Supreme court tried to lay down guideline in Vishakha's case. These guidelines were somewhat successful because in this case supreme court argued that there is a need for separate laws and thereafter sexual harassment at work place got the desired attention. After 16 years of Vishaka, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 ("the Act") was enacted with the objective to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental thereto.

The Act defines sexual harassment as unwelcome acts or behavior (whether directly or by implication) namely, physical contact and advances, a demand or request for sexual favors, making sexually colored remarks, showing pornography, any other unwelcome physical, verbal or non-verbal conduct of sexual nature<sup>4</sup>. Any act of unwelcome and sexual nature shall be considered as sexual harassment. The Delhi High Court in *Shanta Kumar vs CSIR* held that "undoubtedly, physical contact or advances would constitute sexual harassment provided such physical contact is a part of the sexually determined behaviour. ...a physical contact which has no undertone of a sexual nature and is not occasioned by the gender of the complainant may not necessarily amount to sexual harassment." To ensure its implementation institutions across country are mandated to constitute an Internal Complaints Committee (ICC) and Anti-Sexual Harassment Committee which works in coordination with National Commission for Women (NCW), New Delhi. The National Commission for Women was set up as statutory body in January 1992 under the National Commission for Women Act, 1990 (Act No.20 of 1990 of Govt. of India) to review the Constitutional and legal safeguards for women; recommend remedial legislative measures, facilitate redressal of grievances and advise the Government on all policy matters affecting women.

**In this backdrop, the interaction and awareness training programme envisioned to highlight existing concerns and evolving dimensions of sexual harassment at work place and working of internal complaints committees devised and designed for the purpose with an eye on invoking fresh discussion and brainstorming among key stakeholders including the academia, administration and the citizenry together with Member, National Commission for Women- Mrs. Shyamala S Kunder.**

#### **1.4. Objectives**

The one-day interaction programme intended to sensitize the different stakeholders of the workplace including ICC members as well as invoke brainstorming on hitherto existing concerns and evolving dimensions of Sexual Harassment and Gender Parity in the Country. The precise objectives are specified as below:

- a. To meet the members of Internal Complaints Committee (ICC) of various institutions of Arunachal Pradesh;
- b. To interact with members of Internal Complaints Committee (ICC);
- c. To bring about awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act-2013; and

- d. To impart requisite training to the members for capacity building.

### 1.5. Resource Person

**Mrs. Shyamala S Kunder:** She was born on 24 April 1976 at Karkala Taluka in the Udupi district of Karnataka State. She is the daughter of Mr. A.K Kunder who served to India in Indian Army. She completed her Primary, Secondary and Pre-University Education in karkala and subsequently she was awarded a degree in Hindi Ratna in Mysore, affiliated to University of Mysore and completed MA in Karnataka Open University.



- In 2010-2011, she became first woman president of Udupi Rajaka Yane Madivala Sanga and played key role of getting 50 cents of land to this society.
- In 2012, she became Parent Teacher Association president to the trustee of Manipal Institute.
- From 2008 to 2013, she was Vice-President for the Female Power Cooperative Society of Udupi district.
- In 2013, she became General Secretary for Sri Jagadhamba trust in Karkala Taluka.
- From 2000 to 2010, she was Panchayat Member for 80th Badagubettu village in Udupi .
- From 2004 to 2007, she was a BJP women's Morcha General Secretary of Udupi Assembly Constituency of BJP.
- From 2006 to 2008, she was elected as a Panchayat Chairman of 80th Badagubetti Village.
- From 2007 to 2010, she was a president for Udupi District woman Morcha of BJP
- From 2010 to 2013, she was General Secretary of Udupi district of BJP and organized various programmes.
- From 2013 to 2016, she was state secretary of BJP
- In 2018, she worked as Udupi Assembly Election Convener
- In 2019, she became State Executive Member of BJP
- At present, she is Member of National Commission for Women(NCW)

## 1.6. Programme Beneficiaries

The online symposium aimed to directly benefit ICC members, students, research scholars, academicians, legal professionals, administrative functionaries, social scientists, social workers, government and non-government functionaries. Dr. Tayek Talom, Director, Higher & Technical Education, Government of Arunachal Pradesh, Itanagar, Prof. Amitava Mitra, Pro- VC, RGU along with many other heads of academic institutions attended the programme in blended mode which witnessed participation of nearly 80 faculty members across Arunachal Pradesh, Higher Educational Institutions. A total of 50 participants also attended the programme through Google Meet (online mode).

## 1.7. Modus Operandi

There was **no registration fee** for the participants. In blended mode the programme was organized which witnessed offline deliberations and participation of faculty members together with **Live web sessions** conducted through **Google Meet Platform**. Number of seats were limited.



## **Part 2: Session Wise Deliberations**

Anti-Sexual Harassment Committee, Rajiv Gandhi University (RGU), Doimukh has organised one day interaction and awareness training programme with Mrs. Shyamala S. Kunder, Member, National Commission for Women (NCW), New Delhi on 06-01-2021 at 11.00 am onwards at Dept. of Computer Science and Engineering (CSE) Seminar Hall, RGU in blended mode (offline and online mode). The main objectives of the programme were: To meet the members of Internal Complaints Committee (ICC) of various institutions of Arunachal Pradesh; To interact with members of Internal Complaints Committee (ICC); To bring about awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act-2013 and to train the members for capacity building.

In this programme, initially, Mrs. Shyamala S. Kunder Member, National Commission for Women (NCW), New Delhi was felicitated by Prof. Saket Kushwaha, Hon'ble Vice Chancellor, RGU and Anti Sexual Harassment Committee, RGU. Prof. Kesang Degi, Chairperson, Anti-Sexual Harassment Committee, RGU delivered the welcome address. Giving opining remarks, Prof Sumpam Tangjang, Dean of Students' Welfare, RGU shared his experiences in connection sexual harassment, its prevention and prohibition and also pressed for creating an enabling environment at work place. Presenting brief report, Prof. Jumyir Basar, Chairperson Internal Complaints Committee (ICC), RGU has provided numerical and pragmatic facts in relation to internal complaints of the University. She shared the facts that RGU has an overwhelming number of females both in terms of students as well as staff.

Addressing the participants of blended mode, Mrs. Shyamala S. Kunder Member, National Commission for Women (NCW), New Delhi has emphasized that where the women were respected and empowered, there would be prosperity and progress of the society. If power was given to women, they could be able to change the society in harmonious manner with unity and integrity. She also emphasized that every woman has to struggle to come up with flying colours for reaching their goals and dreams and stand on their own feet economically and politically. **She appreciated the functioning of the Internal Complaints Committee (ICC) at RGU.** At the time of interaction with the participants comprising faculty members from across the departments of RGU and other higher educational institutions of Arunachal Pradesh, she also suggested that the committee (ICC) composition, contact details and complaint mechanism should be displayed on university or respective higher educational institutions website.

Concluding the remarks and responding to the queries of online participants, Mrs Niharika Rai, IAS Secretary, Education, Govt. of Arunachal Pradesh, highlighted on the faulty socialization process

aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception. And hence, an enabling environment as well as conducive eco system is need of the hour for this present generation of youth and children alike. Dr. Tayek Talom, Director, Higher & Technical Education, Government of Arunachal Pradesh, Itanagar, Prof. Amitava Mitra, Pro- VC, RGU along with many other heads of academic institutions attended the programme in blended mode which witnessed participation of nearly 80 faculty members across Arunachal Pradesh, Higher Educational Institutions. Dr. Tage Rupa, Member, Anti-Sexual Harassment Committee, RGU proposed vote of thanks. The programme was moderated by Dr. C. Siva Sankar and Dr. Ravi Ranjan Kumar, Members, Anti-Sexual Harassment Committee, RGU.

## **Part 3: Major Takeaways**

The precise and focused interaction cum awareness training programme with Member, NCW and ICC Members, specifically highlighted and did put forth in pragmatic takeaways for key stakeholders in the best interests of qualitatively improving Gender Parity at Work Places especially higher educational institutions in Arunachal Pradesh. Few significant of them may be contextualized and classified as below:

### **3.1. Academic Context**

3.1.1 There are very less women (less than 20%) at institutional workplaces in Arunachal Pradesh and hence, there are very few cases reported as yet regarding sexual harassment at work place.

3.1.2 There is an acute need to realize and spread awareness about faulty socialization process which leads to gender stereotyping at early stages later resulting in serious practices of gender injustices and violence.

3.1.3 The basic values of our society promote respect towards women and hence younger generations needs proper orientation regarding the same to avoid being utilitarian and violent in terms of behaviours and social transactions.

3.1.4 Gender does not only include women and hence, it is important to ensure greater participation of men in such awareness and training activities on gender parity.

### **3.2. Research Context**

3.2.1 The emerging patterns of gender disparity and subtler forms of violence against women at workplaces need to thoroughly analysed and explored.

3.2.2 Researchers from multi-disciplinary fields and not just from the domains of law should be studying and decoding different layers of the protective and promotive provisions so as to ensure its refinement and greater relevance.

3.2.3 For a diverse Social fabric like India and developing societies like Arunachal Pradesh, Research must be undertaken on inclusion and exclusion of global best practices in terms of Gender Parity to ensure a truly organic and responsive system.

### 3.3. Policy Making and Practice Context

3.3.1 It is not just institutionalizing mechanisms like ICC at workplaces that sexual harassment may be checked, but there is an acute need to ensure a favourable eco-system and enabling environment for the same.

3.3.2 The committee (ICC) composition, contact details and complaint mechanism should be displayed on university or respective higher educational institutions website.

3.3.3 Such interaction and awareness training programmes should be organized recurrently so as to put the message strongly as well as sensitize the key stakeholders towards the cause of Gender Parity at Work Places.

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## **Part 4: Annexure**

## Annexure 4.1.: Programme Schedule



### Anti-Sexual Harassment Committee

राजीव गांधी विश्वविद्यालय

रोनो हिल्स -दोईमुख

अरुणाचल प्रदेश - 791112



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**Interaction and Awareness Training Programme with Mrs. Shyamala S. Kunder,  
Member, National Commission for Women (NCW)**

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### Minute to Minute Programme

January 06 (Wednesday), 2021

11.00 am - 11.30 am:	Felicitation and Interaction with University Authorities	<b>VC Secretariat</b>
11.30 am – 11.45 am:	Movement From VC Secretariat to Seminar Hall, CSE, RGU	-
11.45 am – 11.50 am:	Welcome Address	<b>Prof. Kesang Degi</b> Chairperson Anti-Sexual Harassment Committee, RGU
11.50 am- 11.55 pm	Opening Remarks	<b>Prof Sumpam Tangjang</b> Dean of Students' Welfare
11.55 am – 12.00 pm:	Brief Note on Working of ICC at RGU	<b>Prof. Jumyir Basar</b> Chairperson Internal Complaints Committee(ICC), RGU
12.00 pm -12.30 pm:	Training to ICC Members, RGU	<b>Mrs. Shyamala S. Kunder</b> Member, NCW
12-30 pm – 12.50 pm:	Interaction and Awareness	<b>Mrs. Shyamala S. Kunder</b> Member, NCW
12.50 pm-1.00 pm	Concluding Remarks	<b>Mrs Niharika Rai, IAS</b> Secretary Education Govt of Arunachal Pradesh
1.00 pm – 1.05 pm:	Vote of Thanks	<b>Dr. Tage Rupa</b> Member Anti-Sexual Harassment Committee, RGU

### Introduction and Moderation:

**Dr. C. Siva Sankar and Dr. Ravi Ranjan Kumar**  
Members, Anti-Sexual Harassment Committee, RGU



## Annexure 4.2.: List of Registered Participants

### List of Online Registered Participants

Sl. No.	Full Name	Gender	Institution
1	Ms. Menuka Kadu	Female	RAJIV GANDHI UNIVERSITY
2	Dr. Ravi Ranjan Kumar	Male	RAJIV GANDHI UNIVERSITY
3	Ms. Menuka Kadu	Female	RAJIV GANDHI UNIVERSITY
4	Dr. Kaushalendra Pratap Singh	Male	RAJIV GANDHI UNIVERSITY
5	Chujip Khoinya	Female	JARBOM GAMLIN GOVT LAW COLLEGE
6	Ponung Ering Angu	Female	GOVT OF ARUNACHAL PRADESH
7	Nuki Gammeng	Female	RAJIV GANDHI UNIVERSITY
8	Arti Nahak	Female	RAJIV GANDHI UNIVERSITY
9	Dr.Prasanta Kumar Barik	Male	RAJIV GANDHI UNIVERSITY
10	Ngurang Yami	Female	RAJIV GANDHI UNIVERSITY
11	Dr.Prof.Hema Vh	Female	FACULTY OF NURSING DR MGR EDUCATIONAL RESEARCH INSTITUTE
12	Taring Ahajuk	Female	RAJIV GANDHI UNIVERSITY
13	K.Padmavathi	Female	UNIVERSITY OF MADRAS
14	Miss Ahhie Megha	Female	RAJIV GANDHI UNIVERSITY, ARUNACHAL PRADESH
15	Dr.S.Sujatha	Female	G.T.N.ARTS COLLEGE
16	Miss Koptik Mossang	Female	RAJIV GANDHI UNIVERSITY ARUNACHAL PRADESH
17	Dr.P.Ravichandran	Male	MADURAI KAMARSJ UNIVERSITY
18	Dr. Vinod Kumar Yadav	Male	RGU, RONO HILLS, DOIMUKH, ARUNACHAL PRADESH
19	Madhurija Borah	Male	RAJIV GANDHI UNIVERSITY
20	Dr Nyarik Geyi	Male	RAJIV GANDHI CENTRAL UNIVERSITY
21	Tashi Buti	Female	RAJIV GANDHI UNIVERSITY
22	Dr. S D Choudhury	Male	J N COLLEGE PASIGHAT
23	Binayak Paul	Male	ASSAM UNIVERSITY, SILCHAR
24	Mr . Jayasurya Balakrishnan	Male	ASSAM UNIVERSITY
25	Abu Tahar Mazumder	Male	NONE
26	Miss Mondira Sorongpang	Female	RAJIV GANDHI UNIVERSITY
27	Abu Tahar Mazumder	Male	NONE
28	Karmi Maying	Female	RAJIV GANDHI UNIVERSITY
29	Sangita Kanu	Female	ASSAM UNIVERSITY
30	Ruchismita Tanty	Female	ASSAM UNIVERSITY SILCHAR
31	Subrata Das	Male	ASSAM UNIVERSITY SILCHAR
32	Debaroti Chakraborty	Female	BSW 5TH SEMESTER

33	Ms.Parameswari.M	Female	FACULTY OF NURSING, DR.M.G.R.ERI
34	Mr. K Debanand Singha	Male	ASSAM UNIVERSITY
35	Brajesh Kumar Choubey	Male	UGC
36	Mr. Punyo Chobin	Male	RAJIV GANDHI UNIVERSITY
37	Arpita Das	Female	ASSAM UNIVERSITY SILCHAR
38	Dr.M.Nawaz Khan	Male	RAJIV GANDHI UNIVERSITY
39	Junli Longri	Female	RAJIV GANDHI UNIVERSITY
40	Charmak Bagang	Female	RAJIV GANDHI UNIVERSITY
41	Sampita Das	Female	ASSAM UNIVERSITY SILCHAR
42	Leamkai Wangpan	Male	RAJIV GANDHI UNIVERSITY, DOIMUKH
43	Sosar Yasum	Female	RAJIV GANDHI UNIVERSITY
44	Miss Shanti Borah	Female	NORTH EAST FRONTIER TECHNICAL UNIVERSITY, SIPU-PUYI, AALO
45	Dr Baloy Bhattacharjee	Male	ARUNACHAL UNIVERSITY OF STUDIES
46	Miss Jumngam Kamduk	Female	NORTH EAST FRONTIER TECHNICAL UNIVERSITY
47	Ms. Bineeta Sarmah	Female	NON-GOVERNMENT
48	Dr. Anamika Yadav	Female	RAJIV GANDHI UNIVERSITY, ARUNACHAL PRADESH
49	Miss Amen Yaying	Female	NORTH EAST FRONTIER TECHNICAL UNIVERSITY (NEFTU)
50	Miss Narang Yassa	Female	RAJIV GANDHI UNIVERSITY
51	Polkam Mossang	Male	RAJIV GANDHI UNIVERSITY
52	Sankar Das	Male	ASSAM UNIVERSITY, SILCHAR
53	Anem Lungchang	Female	RAJIV GANDHI UNIVERSITY
54	Liktu Solting	Female	RAJIV GANDHI UNIVERSITY
55	Pekyum Gibi	Female	RAJIV GANDHI UNIVERSITY (RGU)
56	Chaphon Rongsak	Female	RAJIV GANDHI UNIVERSITY
57	Chaphon Rongsak	Female	RAJIV GANDHI UNIVERSITY
58	Pekyum Gibi	Female	RAJIV GANDHI UNIVERSITY (RGU)
59	Pekyum Gibi	Female	RAJIV GANDHI UNIVERSITY (RGU)
60	Dr Sanjay Kumar Bharti	Male	BIHAR ANIMAL SCIENCES UNIVERSITY PATNA
61	Gida Annie	Female	RAJIV GANDHI UNIVERSITY
62	Srasta Bhargav Das	Male	ASSAM UNIVERSITY SILCHAR

## List of Offline Registered Participants

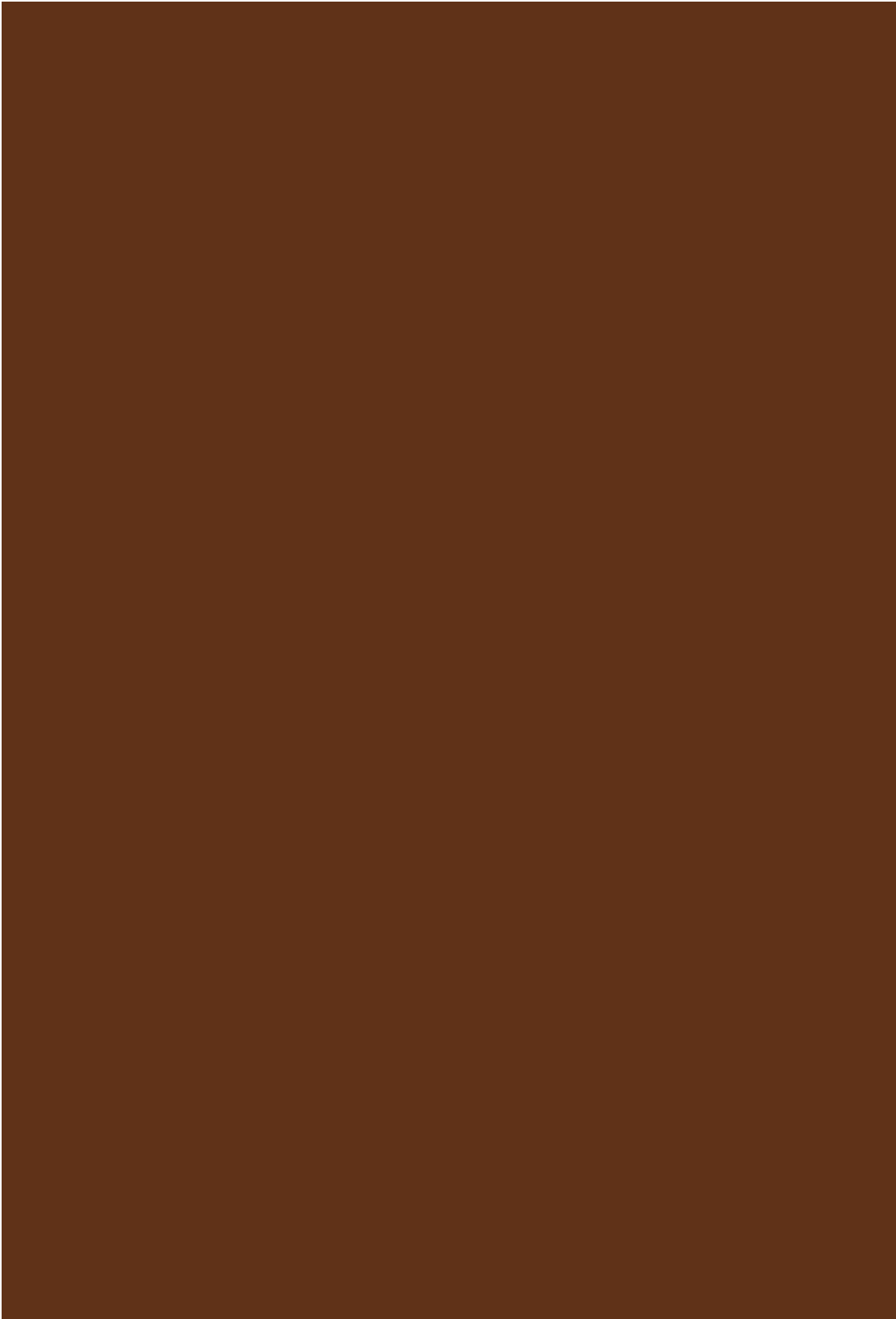


Image 1: Page 1 of Offline Registrations



Image 2: Page 2 of Offline Registrations

### Annexure 3: Photographs

Image 3: Mrs. Shyamala S. Kunder Member, National Commission for Women (NCW), New Delhi in conversation with University Authorities at Vice Chancellor's Secretariat



Image 4: Group Photograph at VC Secretariat





Image 5: At RGU Guest House



Image 6: At Administrative Building, RGU With Deans of Faculties and Organizing Team





Image 7: During Session in Blended Mode at Smart Theatre, Computer Science Engineering, RGU



Image 8: Dignitaries on the Dias





Image 9: Interaction with Participants in Blended Mode at Smart Theatre, CSE, RGU



Image 10: Deliberations During Interaction and Awareness Training Programme with ICC Members





Image 11: Online Interactions with Participants Through Google Meet

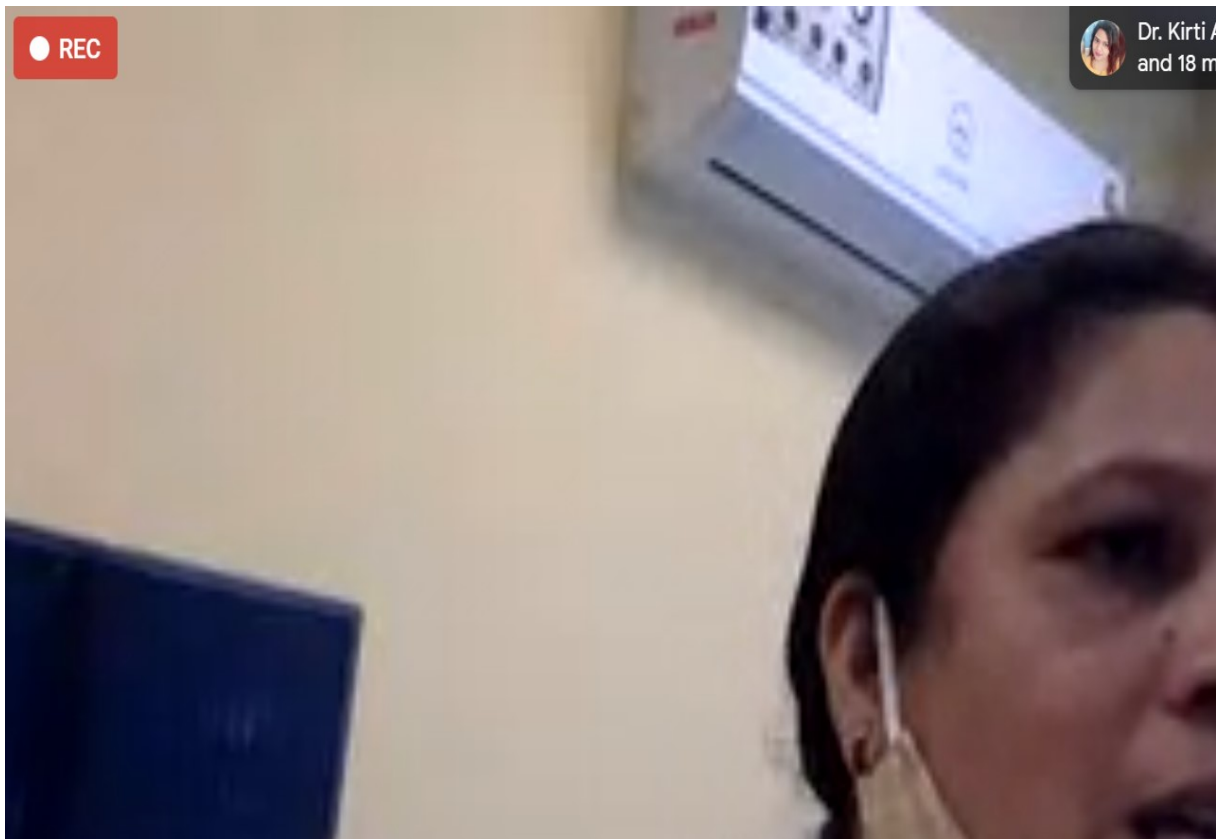
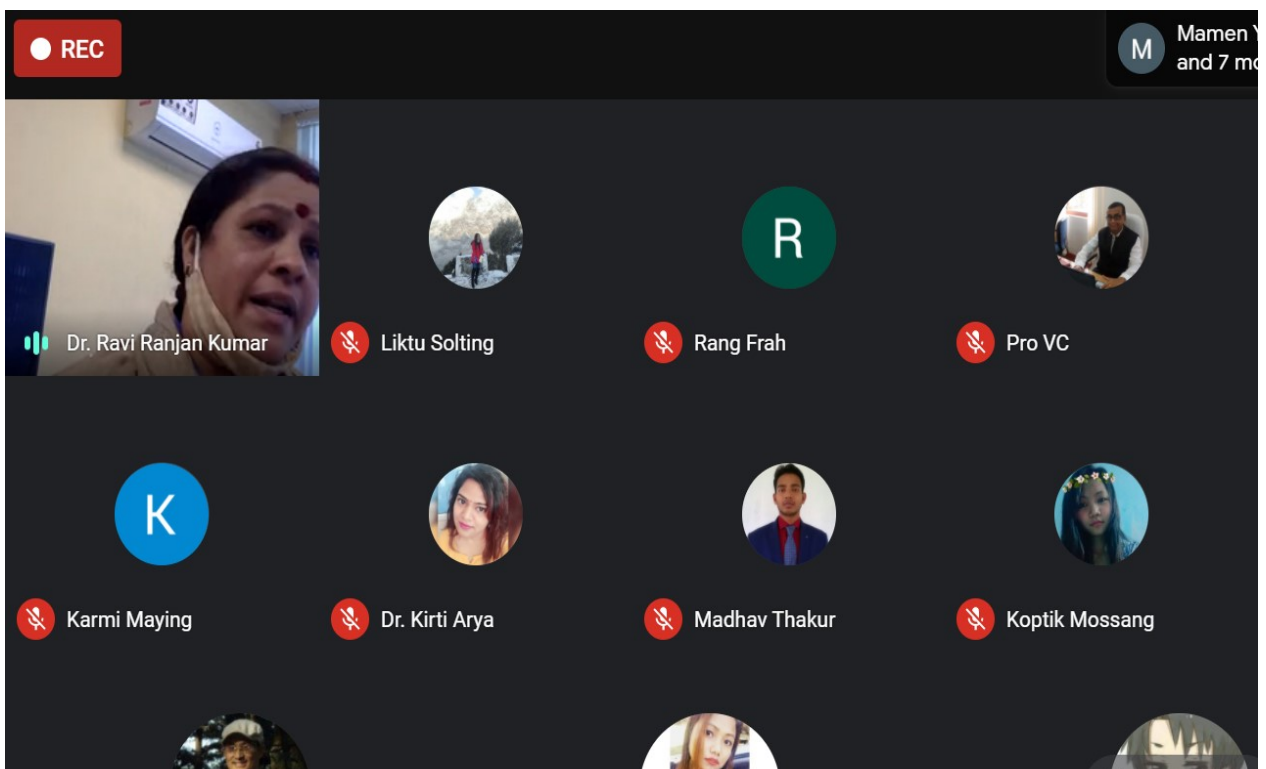


Image 12: Resource Person and other Participants in Conversation through Google Meet



1. <https://arunachaltimes.in/index.php/2021/01/07/rgu-conducts-awareness-prog-on-sexual-harassment-at-workplace/>



## RGU conducts awareness prog on sexual harassment at workplace

January 7, 2021

**RONO HILLS, 6 Jan:** The anti-sexual harassment committee of Rajiv Gandhi University (RGU) organised an interaction and awareness training programme with Member of the National Commission for Women, Shyamala S Kunder on Wednesday at the department of Computer Science and Engineering seminar hall in a blended mode( online/ offline).

The programme was held to meet the members of the internal complaints committee (ICC) of various institutions of Arunachal Pradesh; interact with members of ICC; bring about awareness on the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 and to train the members for capacity building.

Dean of Students' Welfare, Prof Sumpam Tangjang shared his experiences in dealing with cases of sexual harassment, its prevention and prohibition and also pressed for creating an enabling environment at the work place.

Presenting a brief report, Prof Jумыir Basar, chairperson of the ICC, provided numeric and pragmatic facts in relation to internal complaints of the university.

She shared the facts that RGU has an overwhelming number of females both in terms of students as well as staff.

Addressing the participants, Kunder emphasized that "prosperity and progress of the society would come where women were respected and empowered."

“If power was given to women, they could be able to change the society in a harmonious manner, with unity and integrity,” she said.

While she appreciated the functioning of the RGU’s ICC, she suggested that the committee composition, contact details and complaint mechanism should be displayed on the university or respective higher educational institutions’ websites.

Education Secretary Niharika Rai highlighted on the faulty socialization process aggravating the issue of physical, social and psychological violence at homes in traditional Indian society, of which Arunachal Pradesh is no exception.

“An enabling environment as well as a conducive ecosystem is the need of the hour for this present generation of youth and children alike,” she said.

Higher & Technical Education Director Dr Tayek Talom, RGU Vice-Chancellor Prof Saket Kushwaha, Pro-VC Prof Amitava Mitra, along with many other heads of academic institutions attended the programme in a blended mode which witnessed participation of nearly 80 faculty members from higher educational institutions of Arunachal Pradesh.

2. <https://independentreview.in/2021/01/06/trg-prog-sexual-harassment-held/>

## Trg prog on sexual harassment held



By Independent Review



**RONO HILLS:** A one-day interaction and awareness training programme was organised by the Anti-Sexual Harassment Committee, Rajiv Gandhi University (RGU), Doimukh, here on Wednesday.

Shyamala S Kunder, Member, National Commission for Women (NCW), delivered the keynote address in blended mode (offline and online mode).

The programme aimed to interact with members of Internal Complaints Committee (ICC), to bring about awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act-2013 and to train the members for capacity building.

3. [http://www.echoofarunachal.in/news\\_details.php?nid=10261](http://www.echoofarunachal.in/news_details.php?nid=10261)

# Echo of Arunachal

## RGU holds interaction, awareness program with NCW Member

RONO HILLS, Jan 6: Rajiv Gandhi University's Anti-Sexual Harassment Committee staged a one day interaction and awareness training programme with Shyamala S Kunder, Member, National Commission for Women (NCW), New Delhi, at the Dept of Computer Science and Engineering seminar hall here this morning in blended mode (both offline and online).

The programme was aimed at generating awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act-2013, among other issues.

Addressing the participants, Kunder emphasized that where the women were respected and empowered there would be prosperity and progress of the society. If power was given to women, they would be able to change society in a harmonious manner with unity and integrity. She opined that every woman has to struggle to reach their goals and dreams and stand on their own feet economically and politically.

The NCW Member appreciated the functioning of the Internal Complaints Committee (ICC) at the RGU.

While interacting with the participants comprising faculty members from across the departments of RGU and other higher educational institutions of

the State, the NCW member suggested that the ICC composition, contact details and complaint mechanism should be displayed on university or respective higher educational institutions websites.

In her concluding remarks, Niharika Rai, secretary Education, GoAP, highlighted the faulty socialization process aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception.

Hence, an enabling environment as well as conducive eco system is the need of the hour for this present generation of youth and children alike, she opined. Prof Sumpam Tangjang, Dean of Students' Welfare, RGU shared his view on sexual harassment, its prevention and prohibition and also pressed for creating an enabling environment at work place.

Presenting a brief report, Prof Jumyir Basar, chairperson ICC, provided numerical and pragmatic facts in relation to internal complaints of the university. She shared the facts that RGU has an overwhelming number of females both in terms of students as well as staff.

Prof. Kesang Degi, chairperson, ASHC and Dr Tage Rupa, member, ASHC also spoke. The programme was moderated by Dr C Siva Sankar and Dr Ravi Ranjan Kumar, members, ASHC.

Dr Tayek Talom, Director Higher & Technical Education (GoAP), Prof Amitava Mitra, Pro- VC, RGU and several other heads of academic institutions attended the programme.

Earlier, the NCW Member was felicitated by Prof Saket Kushwaha, Vice Chancellor, RGU and ASHC.

4. <https://thedawnlitpost.com/2021/01/women-can-change-the-society-ncw-member/>

# THE DAWN LIT POST



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## **Women can change the society: NCW member**

RONO HILLS, Jan 6: National Commission for Women member Shyamala S Kunder said that where the women are respected and empowered there would be prosperity and progress. "If power was given to women, they can change the society in harmonious manner with unity and integrity," said Kunder during an interaction and awareness programme organized by the Anti-Sexual Harassment Committee of the Rajiv Gandhi University, Doimukh.

Every woman has to struggle to come up with flying colours to reach her goals and dreams and stand on her own feet economically and politically, she said. Kunder praised the functioning of the internal complaints committee at the RGU. Interacting with the participants, she suggested that the committee's composition, contact details and complaint mechanism should be displayed on the university or respective higher educational institutions website.

The event, organized in a blended mode, aimed to bring awareness on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and to train the members of the ICC on capacity building. Students' Welfare dean Prof Kesang Degi shared his experiences in connection with cases of sexual harassment, its prevention and prohibition. He called for creating an enabling environment at the work place. ICC chairperson Prof Jumyir Basar presented a brief report and provided numerical and pragmatic facts in relation to internal complaints of the university. She also shared the facts that RGU has an overwhelming number of females both in terms of students as well as staff.

Education secretary Niharika Rai highlighted the faulty socialization process, aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception.

An enabling environment as well as a conducive ecosystem is the need of the hour for this present generation of youth and children alike, she added.

Higher & Technical Education director Dr Tayek Talom, RGU Pro-VC Amitava Mitra, along with many other heads of academic institutions attended the programme.



5. <http://arunachal24.in/where-the-women-were-empowered-there-would-be-prosperity-ncw/>

## Arunachal24.in



## Where the women were empowered, there would be prosperity- NCW

January 6, 2021



**ITANAGAR:** "where the women were respected and empowered, there would be prosperity and progress of the society, said . Mrs. Shyamala S. Kunder, Member, National Commission for Women (NCW). If power was given to women, they could be able to change the society in harmonious manner with unity and integrity, She said.



She was speaking in interaction and awareness training programme on Jan 6, organised by Anti-Sexual Harassment Committee, Rajiv Gandhi University (RGU).

She also emphasized that every woman has to struggle to come up with flying colours for reaching their goals and dreams and stand on their own feet economically and politically. She appreciated the functioning of the Internal Complaints Committee (ICC) at RGU. A

She also suggested that the committee (ICC) composition, contact details and complaint mechanism should be displayed on university or respective higher educational institutions website.

Responding to the queries of online participants, Mrs Niharika Rai, Secretary, Education, Govt. of Arunachal Pradesh, highlighted on the faulty socialization process aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception. And hence, an enabling environment as well as conducive eco system is need of the hour for this present generation of youth and children alike.

6. <http://www.easternsentinel.in/news/state/ncw-member-to-participate-in-rgus-anti-sexual-harassment-awareness-training.html>



## NCW MEMBER TO PARTICIPATE IN RGU'S ANTI-SEXUAL HARASSMENT AWARENESS TRAINING

5th Jan 2021 11:01:PM [State](#)

Rono Hills, Jan 5: Anti-Sexual Harassment Committee of Rajiv Gandhi University is going to organize a one-day interaction and awareness training programme with Member, National Commission for Women (NCW) Shyamala S. Kunder on Wednesday at its Dept. of Computer Science and Engineering (CSE) seminar hall in a mixed mode of both offline and online.

The main objectives of the programme are to meet the members of the Internal Complaint Committees (ICCs) of various institutions in the state and interact with them to propagate awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013 and train them for capacity building. RGU Vice Chancellor Professor Saket Kushwaha and Anti-Sexual Harassment Committee will felicitate and interact with Kunder.

Chairperson, Anti-Sexual Harassment Committee, RGU Professor Kesang Degi, Dean of Students' Welfare Professor Sumpam Tangjang, Chairperson, ICC Jumyir Basar, Secretary, Education, GoAP Niharika Rai will be among others who will be participating in the programme.

7. [http://e-pao.net/epSubPageExtractor.asp?src=education.Education Announcements.Edn Ann 2021.Awareness Program with National Commission for Women 20210107](http://e-pao.net/epSubPageExtractor.asp?src=education.Education%20Announcements.Edn%20Ann%202021.Awareness%20Program%20with%20National%20Commission%20for%20Women%2020210107)

**Awareness Programme with National Commission for Women  
Date : 6 January, 2021 - Rajiv Gandhi University (RGU), Arunachal -**



*Awareness Programme with National Commission for Women at Rajiv Gandhi University (RGU), Arunachal*

**RGU Conducted One Day Interaction and Awareness Training Programme with Mrs. Shyamala S. Kunder, Member, National Commission for Women (NCW)**

Anti-Sexual Harassment Committee, Rajiv Gandhi University (RGU), Doimukh organised one day interaction and awareness training programme with Mrs. Shyamala S. Kunder, Member, National Commission for Women (NCW), New Delhi on 06-01-2021 at 11.00 am onwards at Dept. of Computer Science and Engineering (CSE) Seminar Hall, RGU in blended mode (offline and online mode) .

The main objectives of the programme were: To meet the members of Internal Complaints Committee (ICC) of various institutions of Arunachal Pradesh; To interact with members of Internal Complaints Committee



(ICC); To bring about awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act-2013 and to train the members for capacity building.



*Awareness Programme with National Commission for Women at Rajiv Gandhi University (RGU), Arunachal*

In this programme, initially, Mrs. Shyamala S. Kunder Member, National Commission for Women (NCW), New Delhi was felicitated by Prof. Saket Kushwaha, Hon'ble Vice Chancellor, RGU and Anti Sexual Harassment Committee, RGU. Prof. Kesang Degi, Chairperson, Anti-Sexual Harassment Committee, RGU delivered the welcome address.

Giving opening remarks, Prof Sumpam Tangjang, Dean of Students' Welfare, RGU shared his experiences in connection sexual harassment, its prevention and prohibition and also pressed for creating an enabling environment at work place.

Presenting brief report, Prof. Jomyir Basar, Chairperson Internal Complaints Committee (ICC), RGU has provided numerical and pragmatic facts in relation to internal complaints of the University. She shared the facts that RGU has an overwhelming number of females both in terms of students as well as staff.



*Awareness Programme with National Commission for Women at Rajiv Gandhi University (RGU), Arunachal*

Addressing the participants of blended mode, Mrs. Shyamala S. Kunder Member, National Commission for Women (NCW), New Delhi has emphasized that where the women were respected and empowered, there would be prosperity and progress of the society. If power was given to women, they could be able to change the society in harmonious manner with unity and integrity.

She also emphasized that every woman has to struggle to come up with flying colours for reaching their goals and dreams and stand on their own feet economically and politically. She appreciated the functioning of the Internal Complaints Committee (ICC) at RGU.

At the time of interaction with the participants comprising faculty members from across the departments of RGU other higher educational institutions of Arunachal Pradesh, she also suggested that the committee (ICC) composition, contact details and complaint mechanism should be displayed on university or respective higher educational institutions website.



*Awareness Programme with National Commission for Women at Rajiv Gandhi University (RGU), Arunachal*

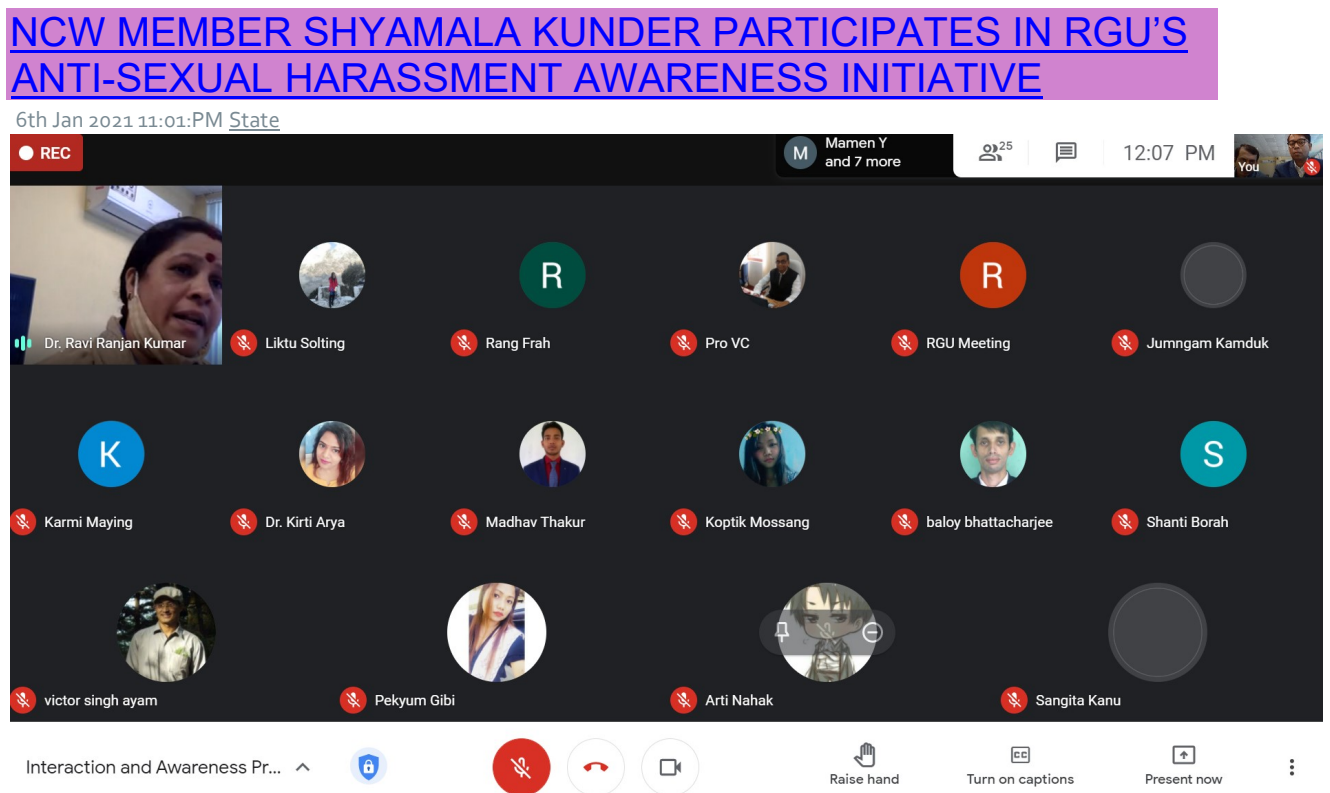
Concluding the remarks and responding to the queries of online participants, Mrs Niharika Rai, IAS Secretary, Education, Govt. of Arunachal Pradesh, highlighted on the faulty socialization process aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception. And hence, an enabling environment as well as conducive eco

system is need of the hour for this present generation of youth and children alike.

Dr. Tayek Talom, Director, Higher & Technical Education, Government of Arunachal Pradesh, Itanagar, Prof. Amitava Mitra, Pro- VC, RGU along with many other heads of academic institutions attended the programme in blended mode which witnessed participation of nearly 80 faculty members across Arunachal Pradesh, Higher Educational Institutions.

Dr. Tage Rupa, Member, Anti-Sexual Harassment Committee, RGU proposed vote of thanks. The programme was moderated by Dr. C. Siva Sankar and Dr. Ravi Ranjan Kumar, Members, Anti-Sexual Harassment Committee, RGU.

8. <http://www.easternsentinel.in/news/state/ncw-member-shyamala-kunder-participates-in-rgus-anti-sexual-harassment-awareness-initiative.html>



RONO HILLS, Jan 6: The Anti-Sexual Harassment Committee of Rajiv Gandhi University today organized a daylong interaction and awareness training programme with Member, National Commission for Women (NCW) Shyamala S. Kunder here at its Department of Computer Science and Engineering (CSE) seminar hall in a blended mode which saw both online and offline participation. The main objectives of the programme were to meet the members of the Internal Complaint Committees (ICCs) of various institutions in the state and interact with them to propagate awareness on Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013 and train them for capacity building.



9. <https://arunachalobserver.org/2021/01/07/society-respecting-empowering-women-would-prosper-ncw/>

## Society respecting & empowering women would prosper: NCW

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January 7, 2021



**RONO HILLS, AR, Jan 06:** “The society that respects and empowers the women would witness prosperity and progress, said National Commission for Women (NCW) member Shyamala S. Kunder.

If power was given to women, they would be able to change the society in harmonious manner with unity and integrity, she said while addressing an awareness training organised by RGU anti-sexual harassment committee (ASHC) on Wednesday.

Every woman has to struggle to come up with flying colours for achieving their goals to stand on their own feet economically and politically, she emphatically said and suggested the ASHC to display its composition, contact details and complaint mechanism in university or respective higher educational institutions website.

RGU vice chancellor Prod Saket Khushwaha also addressed the event.

Responding online to queries of participants, education Niharika Rai secretary highlighted on faulty socialization process aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception.

Hence, an enabling environment and conducive eco system is the need of the hour for present generation of youth and children alike, she added.

10. <http://m.thearunachalpioneer.com/Cities/Arunachal-Pradesh/Empowering-women-ensures-more-harmony-NCW-member/9/11/7069/f/>

# The Arunachal

## Empowering women ensures more harmony: NCW member

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TAP | Updated: January 6, 2021  
\*Kunder calls on Guv, CM\*

**ITANAGAR, Jan 06:** National Commission for Women (NCW) Member Shyamala S. Kunder on Wednesday stressed on the need for empowering and giving more respect to women for progress and prosperity of the society.

Participating in a day-long interaction and awareness training programme at Rajiv Gandhi University (RGU) at Rono Hills, Kunder said that when power is given to women, they are able to change the society in a harmonious manner with unity and integrity.

She said that every woman has to struggle to come up with flying colours for reaching their goals and dreams and stand on their own feet economically and politically.

She appreciated the functioning of the Internal Complaints Committee (ICC) at RGU.

Kunder also suggested that the ICC composition, contact details and complaint mechanism should be displayed on the university or respective higher educational institutions website.

Responding to the queries of participants, the state's Education Secretary Niharika Rai highlighted the faulty socialisation process aggravating the issue of physical, social and more importantly, psychological violence at homes in traditional Indian society of which Arunachal Pradesh is no exception.

She also suggested for an enabling environment as well as a conducive ecosystem for the present generation of youth and children alike.

The main objectives of the programme was to interact with the members of ICC of various institutions of the state and to bring about awareness on sexual harassment of women at work place (Prevention, Prohibition and Redressal) Act-2013 and to train the members for capacity building.

Later in the day the NCW member called on Governor, Brig (Retd) B.D. Mishra and Chief Minister Pema Khandu for discussing measures to reinforce the security and wellbeing of the womenfolk in the state.

The governor said that any complaint by a girl or a woman must be promptly addressed and must be constantly followed up for speedy justice.

Dr Mishra also suggested to the NCW Member attaching livelihood components for rescued women by providing a source of livelihood so that the commission could guarantee better life for the helpless women.

The governor while commending the Arunachal Pradesh State Commission for Women (APSCW), the department of Women and Child Development and Oju Welfare Association for their praiseworthy contributions towards women welfare, called for more shelters for rescued women and children.



“The rescued persons must be provided skilled training for self reliance through tailoring, weaving and handicraft work, service sector work, preferably the skill craft the rescued person is comfortable with,” Dr Mishra added.

The NCW member appreciated the suggestions and assured to take it up at the national level for its appropriate implementation.

Chairperson of APSCW, Radhilu Chai Tech and Rai were also present at the meeting.

During the meeting with Khandu, the NCW member discussed issues related to women’s rights and substance abuse among women.

The chief minister said women in Arunachal are better off yet miles to go. He said polygamy is an issue that still plagues the tribal society in the state. On substance abuse, the chief minister said involvement of any uniformed personnel is being strictly dealt with.

When the APSCW members brought the issue of women’s equal rights over their parental property, Khandu suggested a seminar to be conducted for raising awareness on the issue assuring his full cooperation.

The meeting also suggested strengthening of One Stop Centre (OSC) - Sakhi to support women affected by violence.

### Annexure 5: Programme Brochure

## Interaction and Awareness Training Programme

with



**Mrs. Shyamala S. Kunder**  
Member  
National Commission for Women (NCW)



**January 6 (Wednesday), 2021**  
Organized by



**Anti-Sexual Harassment Committee  
Rajiv Gandhi University  
(A Central University)**  
(Recognized by UGC as a Centre with Potential for Excellence)  
Rono Hills, Dolmukh-791112, Arunachal Pradesh, INDIA

The programme will be conducted in a blended mode (online & offline) with the following objectives:

1. To meet the Internal Complaints Committee (ICC) members;
2. To know working of the IC Committee;
3. To provide requisite training to the IC members and;
4. To interact and create awareness about the sexual harassment at workplace and its prevention.

REGISTER NOW!

<https://forms.gle/bHwmW92PwjfV6aGf9>

**Chief-Patron**



Prof. Sahet Kusurwaha  
Hon'ble Vice Chancellor, RGU

**Patrons**



Prof. Amitava Mitra  
Pro-Vice Chancellor, RGU



Dr. N. T. Rikam  
Registrar, RGU

**Speakers**



Prof. Suman Tangjang  
Dean, Students, RGU



Prof. Jumpyir Basar  
Chairperson, Internal Complaints Committee, RGU



Ms. Niharika Rai  
IAS, Secretary Education to GoAP, Education Department

**Meeting Link:** <https://meet.google.com/vno-iwgg-ias>  
(Certificates shall be provided to the registered participants only)

**Organizing Team**

Convenor	Coordinators		
 <b>Prof. Kesang Degi</b> Chairperson Anti-Sexual Harassment Committee, RGU	<b>Dr. Tage Rupa</b> Member Anti-Sexual Harassment Committee RGU	<b>Dr. Ravi Ranjan Kumar</b> Member Anti-Sexual Harassment Committee RGU	<b>Dr. C. Siva Sankar</b> Member Anti-Sexual Harassment Committee RGU