



REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

“THE INTERNATIONAL WOMEN’S DAY CELEBRATION AND ART EXHIBITION 2025”

Internal Committee of Regent Education and Research Foundation Group of Institutions organized a program on “WOMEN’S DAY CELEBRATION 2025” and Art exhibition on “RIGHT, EQUALITY AND EMPOWERMENT TOWARDS WOMEN” on **8th March, 2025**. The program was held in the Seminar room of RERF Building.

Flyer:

The flyer is for the International Women's Day Celebration 2025, organized by the Internal Committee. It features a large pink flower graphic on the left. At the top, there are four circular logos: the Regent Education & Research Foundation Group of Institutions logo, the Internal Committee logo, the Regent Education & Research Foundation logo, and the Regent Institute of Science & Technology logo. The main title is "INTERNATIONAL WOMEN'S DAY CELEBRATION 2025" in bold pink letters. Below it, it says "ORGANISED BY INTERNAL COMMITTEE". The event includes an "ART EXHIBITION ON 'RIGHT, EQUALITY AND EMPOWERMENT TOWARDS WOMEN'" and a "SPECIAL GUEST". A QR code is provided for the art exhibition. The special guest is Sanghamitra Pyne, Head IT Generation- CESC Ventures, RPSG Group, Former Chief Engineer & HEAD IT- WBSEDCL, Former Director DHBVNL Govt. of Haryana. The event details are listed in a pink box: ART EXHIBITION- 12:00PM-1:00PM, SPECIAL TALK- 2:00PM ONWARDS, DATE: 08TH MARCH 2025, VENUE: SEMINAR HALL. At the bottom right, there is an illustration of three women raising their hands in celebration.

INTERNATIONAL WOMEN'S DAY CELEBRATION 2025
ORGANISED BY INTERNAL COMMITTEE

ART EXHIBITION
ON "RIGHT, EQUALITY AND EMPOWERMENT TOWARDS WOMEN"

SPECIAL GUEST

Sanghamitra Pyne
Head IT Generation-
CESC Ventures, RPSG
Group
Former Chief Engineer &
HEAD IT- WBSEDCL,
Former Director DHBVNL
Govt. of Haryana

FOR ART EXHIBITION
SCAN THE QR CODE

ART EXHIBITION-
12:00PM-1:00PM
SPECIAL TALK-
2:00PM ONWARDS
DATE: 08TH MARCH
2025
VENUE: SEMINAR HALL

Campus : Regent Education & Research Foundation Group of Institutions

E-mail : rerkolkata@gmail.com, Website : www.rerf.in

Campus Address:

Bara Kanthalia, Barrackpore
P.O: Sewli Telinipara, P.S.: Mohanpur
Kolkata - 700 121
Tel.: 033-3008-5442/432/431, Fax: 033-3008-5442

Regd. Office Address:

11/3, Biresh Guha Street
7th Floor, Kolkata - 700 017
Tel.: 033-3221-3013



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About the Program:

International Women's Day, celebrated globally on 8th March, is a significant occasion that honors the achievements, contributions, and resilience of women in all aspects of life—be it social, economic, cultural, or political. In line with this global vision, the Internal Committee of Regent Education and Research Foundation (RERF) Group of Institutions organized a meaningful program on “**Women's Day Celebration 2025**” along with a creative Art Exhibition on the theme “**Rights, Equality, and Empowerment towards Women.**”

The Art Exhibition was a key highlight, offering a visual and emotional representation of the theme. Through paintings, sketches, and creative installations, participants expressed powerful messages on women's struggles, triumphs, and aspirations.

All faculty members were cordially invited, and their enthusiastic participation added value to the event. Such programs play a crucial role in instilling values of respect, equality, and empowerment among students and staff, contributing to a more aware and progressive institutional culture.

ORGANIZING COMMITTEE		
Chairperson	Dr. Nibedita Mukherjea	Professor, RERF- BSH
Convener	Ms. Labani Nandi	Assistant Professor, RERF- CE
Coordinator	Ms. Ishika Ghosh	Assistant Professor, RERF- CE
Member	Ms Moonmoon Chaki	Assistant Professor , RERF- ECE
Member	Ms. Sreyashi Sengupta	Assistant Professor , RERF- EEE
Member	Mr. Aninda Das	Assistant Professor, RERF- ME
Member	Ms. Sudeshna Dey	Assistant Professor, RERF- CSE
Member	Ms. Madhobi Ghosh	Assistant Professor, RERF- MCA

In the Inauguration Program, a warm welcome address was given by Ms. Labani Nandi, Convenor of IC cell, RERFGL.

Venue: Seminar room, RERF

Number of students' participants: 40

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Sanghamitra Pyne has been invited as the esteemed guest speaker for Women's Day 2025. With an illustrious career spanning key leadership roles in both government and private sectors, she brings a wealth of experience and inspiration to the occasion. Currently serving as the **Head of IT Generation at CESC Ventures, RPSG Group**, Ms. Pyne has previously held prestigious positions including **Chief Engineer and Head of IT at WBSETCL**, Government of West Bengal, and **Director at DHBVNL**, Government of Haryana. Her contributions to the field of IT and power infrastructure have made her a role model for women aspiring to lead in technology and engineering.

The Art Exhibition on the theme “**Rights, Equality, and Empowerment towards Women**” was a key highlight, offering a visual and emotional representation of the theme. Through paintings, sketches, and creative installations, participants expressed powerful messages on women's struggles, triumphs, and aspirations.

• **Total Respondents:26**

Result:

- Udita Biswas BCA , 1st year stood 1st position.
- Tania Ghosh BCA 1st year stood 2nd position.
- Soumyajit Das DCSE 2nd year, stood 3rd position.

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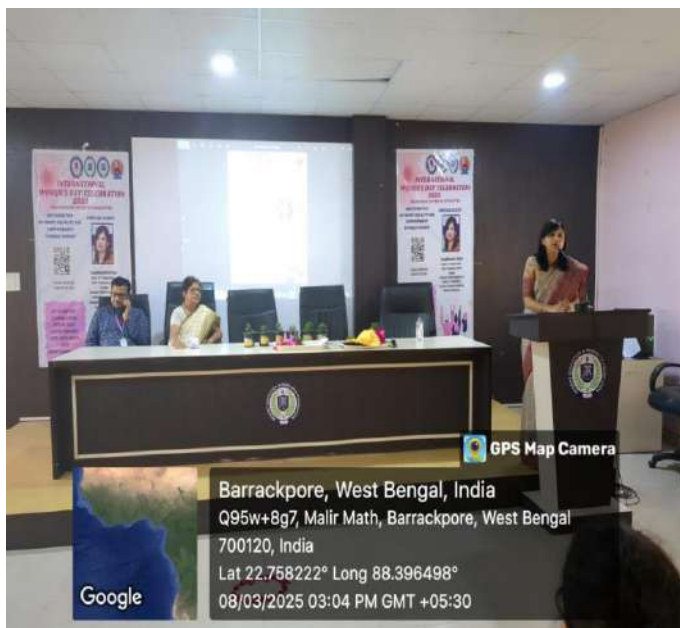
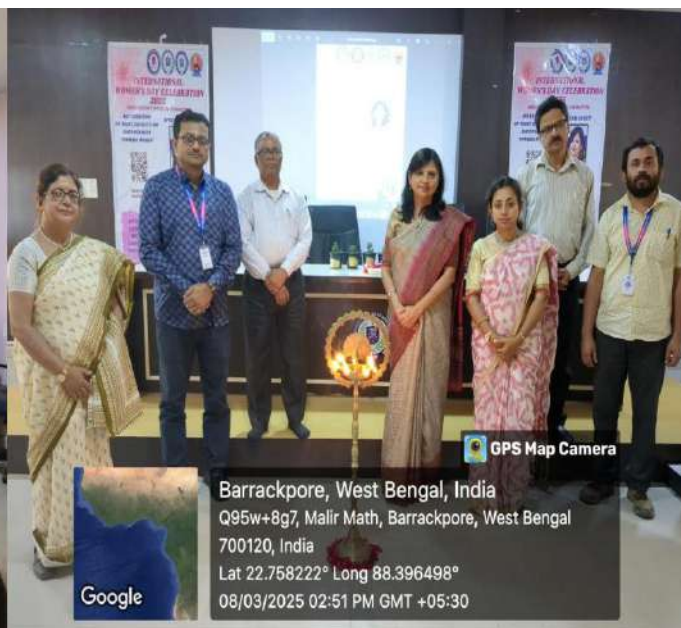
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Event Photos:



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Certificate:



Labani Nandi
IC CELL, RERFGI

Principal
Regent Education & Research Foundation
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Barrackpore, Kolkata-700121

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Tel.: 033-3221-3013

International Women's Day Celebration

Organized By: IC Committee

Date: 08/03/2025

SL NO	NAME	FULL SIGNATURE
1.	INDRAJIT DEBNATH	Indrajit Debnath
2.	ABHILASHA SHAW	Abhilasha Shaw
3.	Aparna Das	Aparna Das.
4.	BIPUL DHALI	Bipul Dhali.
5.	Nayan Sackar	Nayan Sackar
6.	AJITESH GHOSH	Ajitesh Ghosh.
7.	PRODIP MOZUMDAR	Prodip Mozumdar.
8.	RAHUL DAS	Rahul Das
9.	ENAKSHMI MANDI	Enakshmi Manti
10.	Shourik Sanbar	Shourik Sanbar
11.	Sukdeb Saha	Sukdeb Saha
12.	CHINTAN ROY	Chintan Roy
13.	ARKADEEP MONDAL	Arka Deep Mondal
14.	CHIRANJIT GHOSH	Chiranjit Ghosh
15.	Sandeep Ghosh	Sandeep Ghosh
16.	SURYA MUKHERJEE	Surya Mukherjee
17.	SANDEEP CHAKRABORTY	Sandeep Chakraborty
18.	BIDYUT KUMAR GHOSH	Bidyut Kumar Ghosh
19.	Ashmita Guha Chowdhury	A.G. Ashmita Guha Chowdhury
20.	ARINDITA SAHA	Arindita Saha
21.	SANJUKTA ROY	S. Roy.
22.	Amrita Chakraborty	A. Chakraborty
23.	Poulmi Banerjee	Poulmi
24.	Shrabasti Roy	Shrabasti Roy.

08/03/25

Date: 08/03/2025

08/03/25

Principal
Regent Education & Research Foundation
Bara Kanthalia, P.O. Technipara
Barrackpore, Kolkata-700121



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SAFETY AT COLLEGE CAMPUS FOR ALL FEMALE STUDENTS

The Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to understand current perceptions and conditions related to college safety among all the present female students. The survey was conducted online and included a series of questions designed to assess female students' views on safety measures, incident reporting, and overall safety culture. Participants were assured of anonymity to encourage honest responses.

Survey Period: 31.08.2024

Google form link for the survey:

<https://docs.google.com/forms/d/18hs1CbcOYFi80bX4dMfYhoAFSQ4scxt88EA6U-Uf0LY/edit?ts=67ff6adc>

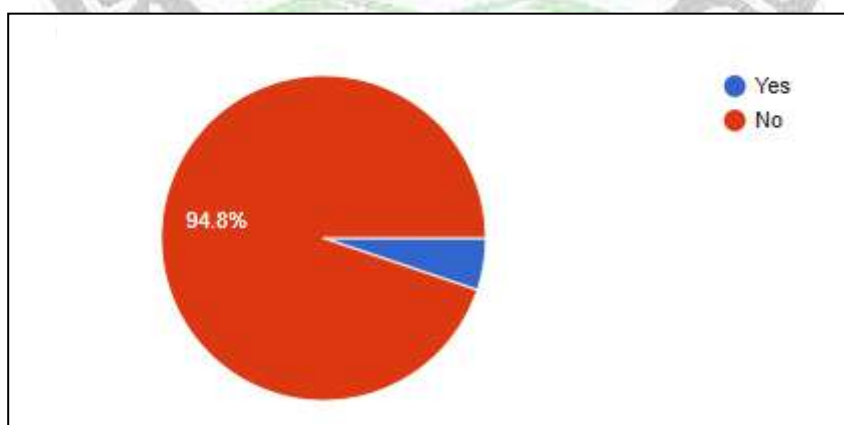
RESULTS

Demographics

- **Respondent category:** All Female Students present on RERFcollege campus.

Questionnaire:

- Have you ever been in a situation on campus where you felt frightened or anxious?



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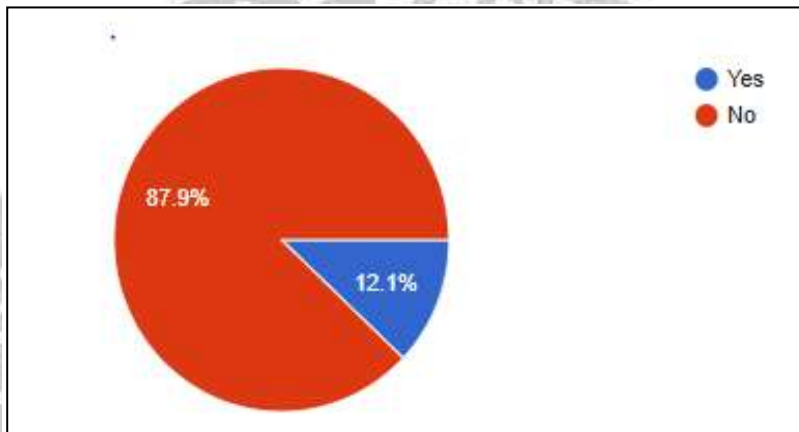
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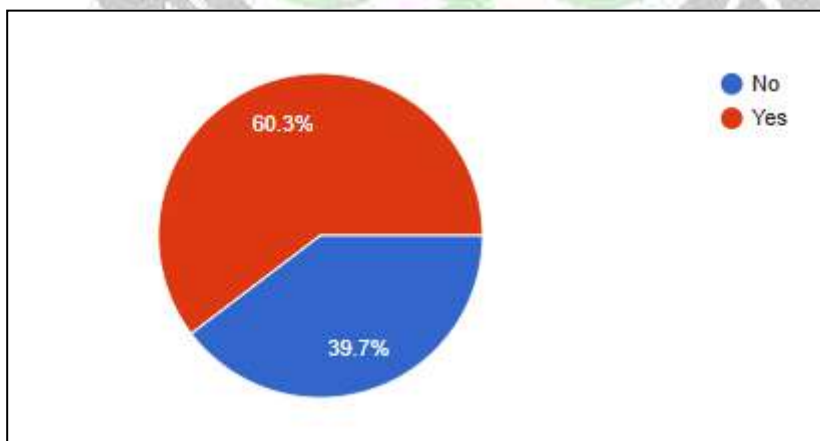
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- Have you ever had concerns about the behavior of others on campus (students, faculty, staff, others)?



- Are you aware of the campus emergency procedures?



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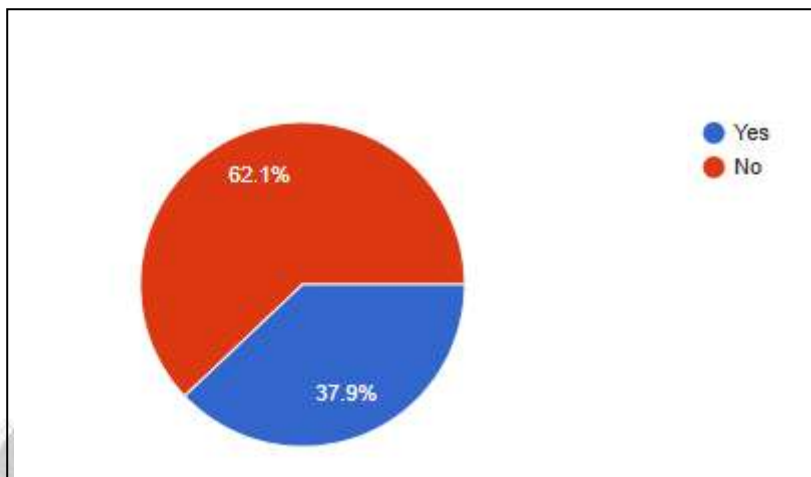
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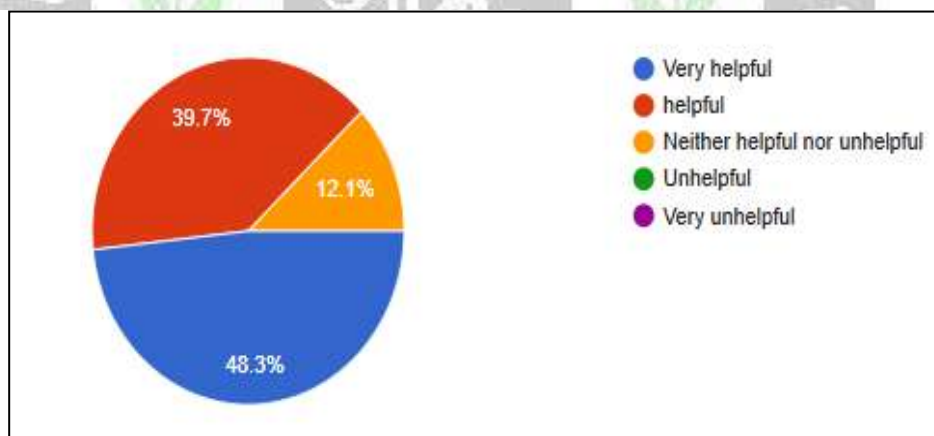
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- Do you know how to evacuate the building in case of a fire?



- Do you think faculty and supporting staff at the college are helpful?



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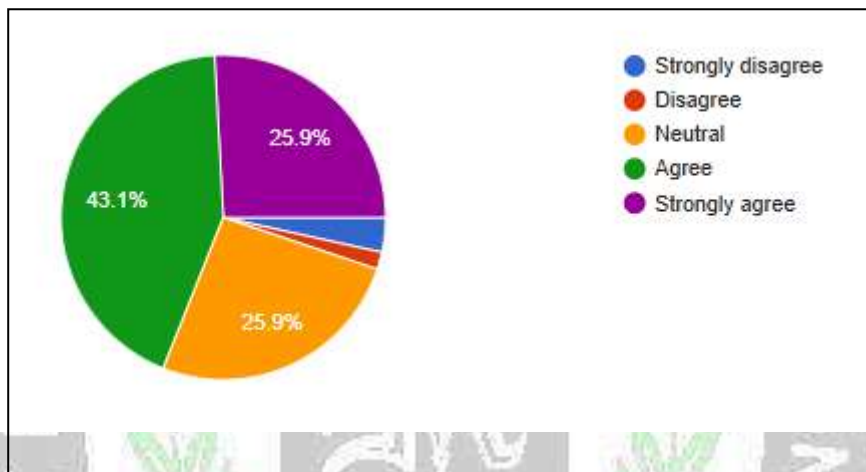
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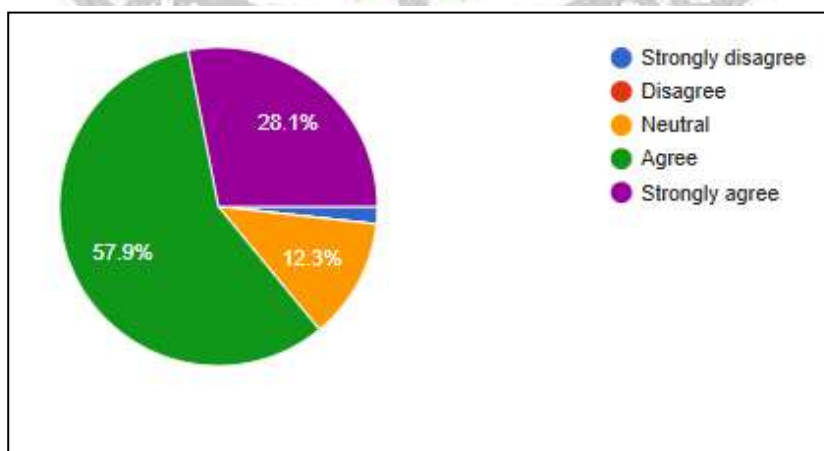
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- Adequate facilities are available inside the toilet keeping in mind the need of the female students. Adequate disposal bins are available in the toilet.



- Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.



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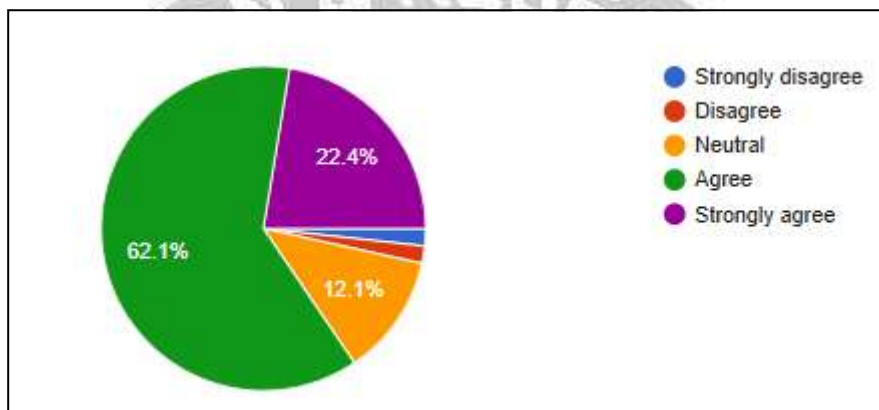
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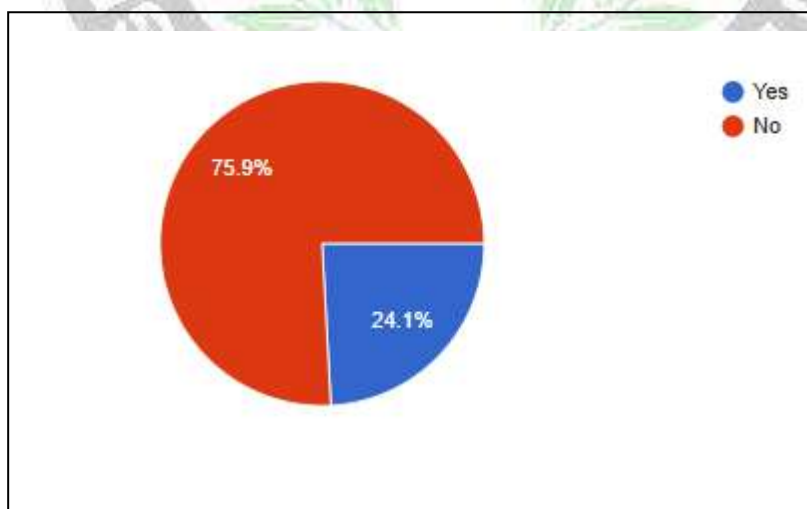
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- Adequate safety & security arrangements have been made in the campus and common areas during day.



- Do you know how to use the distress bell on campus?



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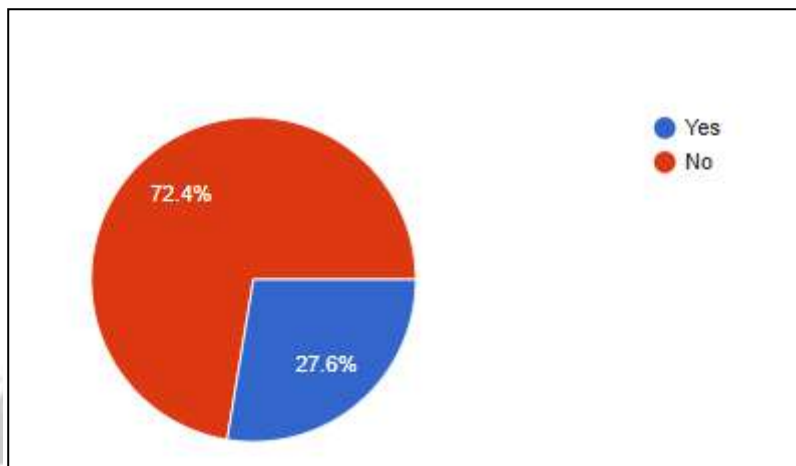
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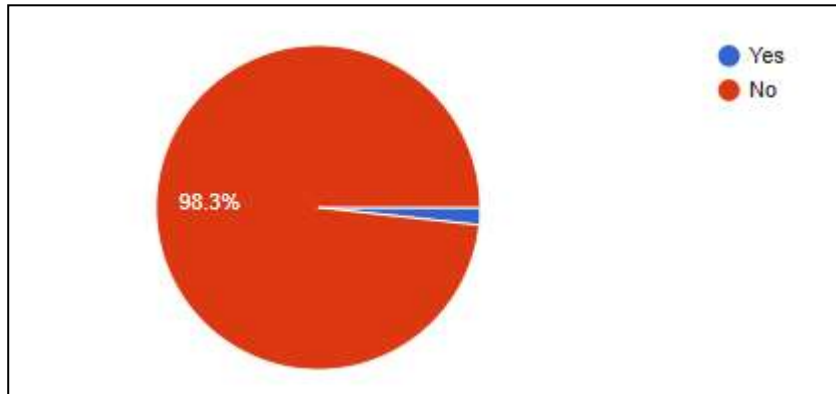
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- Are you aware about Internal Committee (IC) that deals with any harassment issues (sexual, gender discrimination etc.) in your College ?



- Have you experienced any harassment (sexual, gender discrimination etc.) of this organization within the campus?



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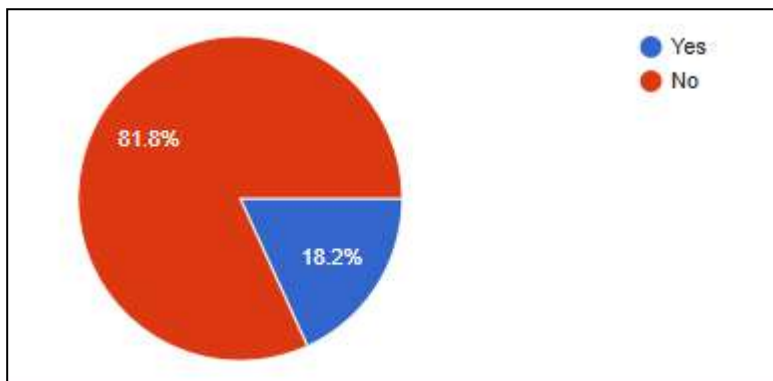
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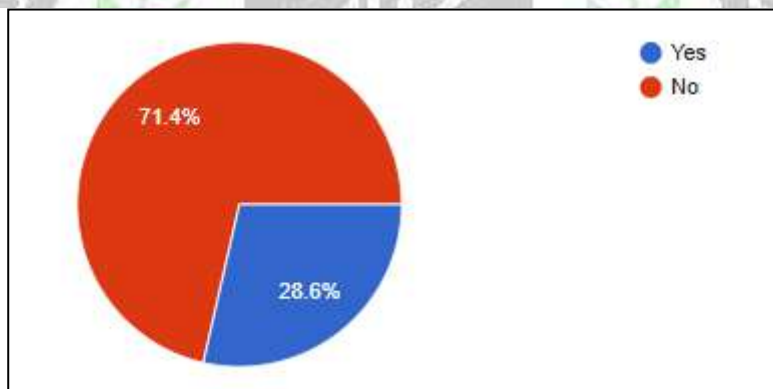
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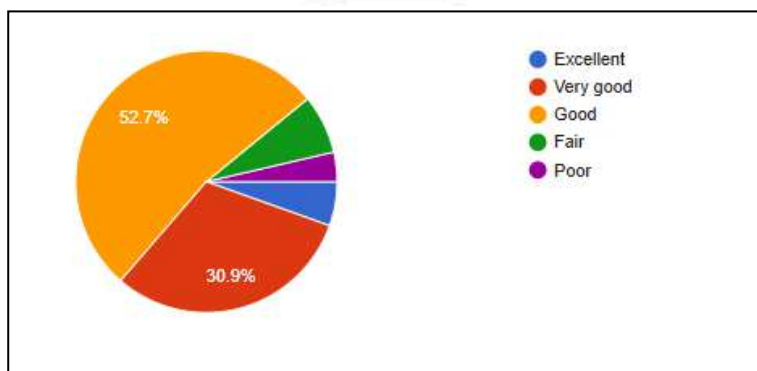
- If "YES" , whether any complaint lodged?



- If "YES", was it resolved?



How about your overall experience with this college?



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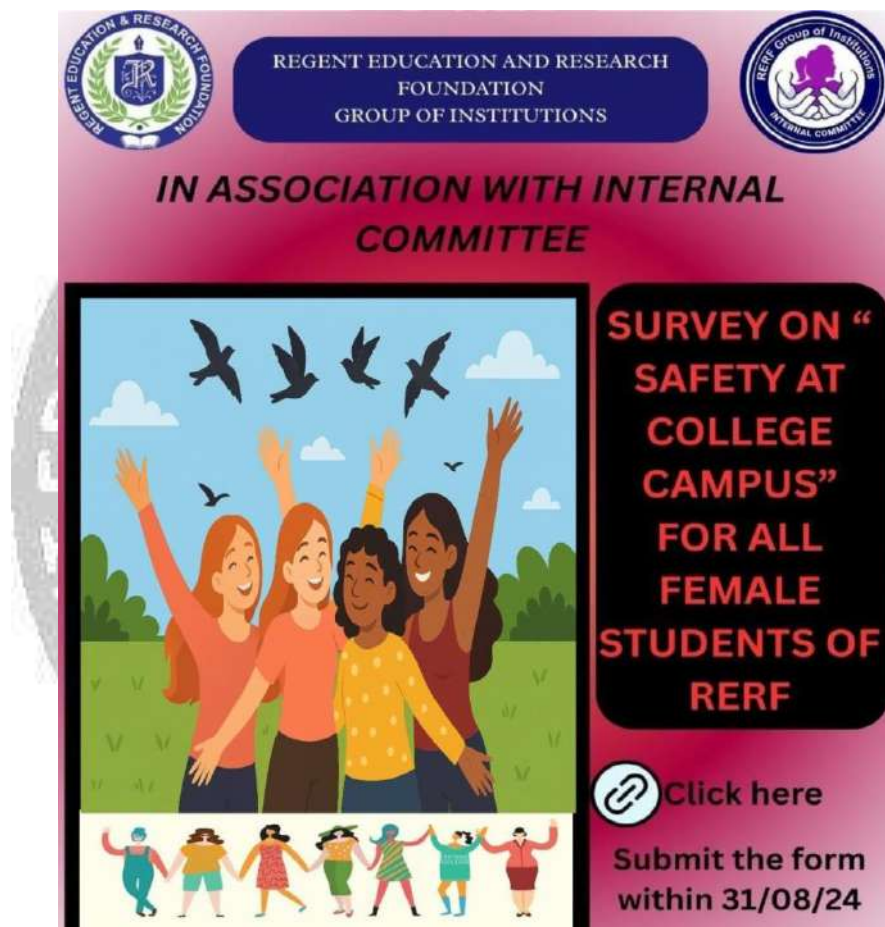


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The survey results indicate that the organization has established a solid foundation for workplace safety, as evidenced by high levels of satisfaction with safety measures and training. However, there is room for improvement in ensuring that all female students are fully aware of safety policies and feel confident in the importance placed on safety by all levels of management.

FLYER:



LABANI NANDI
CONVENER, IC
RERFGI

Principal
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The Internal Committee (IC) of Regent Education and Research Foundation Group of Institutions organized a Student Counselling Session on 29th April 2025 at the Seminar Hall. The purpose of the counselling session was to create awareness among students about the importance of mental health, emotional well-being, and psychological support in academic and personal life. It provided students with valuable insights into managing stress, building resilience, overcoming personal and academic challenges, and maintaining a balanced lifestyle.

This initiative reflects the institution's continuous effort to ensure a supportive learning environment where students can openly discuss their concerns, seek guidance, and develop positive coping strategies. Through interactive discussions, the session encouraged students to recognize the role of counselling in enhancing self-awareness, confidence, and overall growth.

The organizing committee Detail

ORGANIZING COMMITTEE: INTERNAL COMMITTEE		
Profession	Name	Designation
Chairperson	Dr. Nibedita Mukharjea	Professor
Convener	Ms. Labani Nandi	Assistant Professor
Member	Ms. Ishika Ghosh	Assistant Professor
Member	Ms. Shreyashi Sengupta	Assistant Professor
Member	Ms. Madhabi Ghosh	Assistant Professor
Member	Ms. Payel Chakraborty	Assistant Professor
Member	Ms. Munmoon Chaki	Assistant Professor
Member	Mr. Aninda Das	Assistant Professor
Member	Mr. Mrinmoy Das	Assistant Professor
Member	Mr. Raju Kumer Shaw	Non-Teaching Member
Member	Ms. Trina Bhattacharya	Non-Teaching Member
Member	Ms. Koheli Adhikary	Student
Member	Mr. Aman Jha	Student
Member	Ms. Teasha Biswas	Student
Member	Ms. Suvra Sarkar	External Member

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Program schedule

Institute name	Date	Time
RERF	29.04.2025	3:30pm – 4:30pm

Speaker Details:



Ms. Deblina Chatterjee is a qualified Counselling Psychologist with expertise in Clinical and Counselling Psychology. She has experience in working with students, young adults, and individuals from diverse backgrounds, guiding them in areas such as stress management, emotional well-being, interpersonal relationships, academic challenges, and personal growth. Her counselling approach is student-friendly, empathetic, and focused on helping individuals build resilience, self-awareness, and coping strategies for leading a balanced and fulfilling life.

Through her active engagement in seminars, workshops, and individual counselling, she has contributed significantly towards promoting mental health awareness and creating safe spaces for students to share their concerns without hesitation.

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Flyer:



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STUDENT COUNSELLING
SESSION
IN ASSOCIATION WITH INTERNAL COMMITTEE



Deblina Chatterjee
Counselling Psychologist
M.Sc in Psychology (with specialization in
Clinical and Counselling Psychology)

TIME: 2:30pm-3:30pm
DATE: 29th APRIL 2025
VENUE: SEMINAR HALL



Scan the Code

AWARENESS PROGRAM ON CONSUMER PROTECTION
ACT 2019
IN ASSOCIATION WITH IC AND NSS
TIME: 3:30pm-4:30pm
DATE: 29th APRIL 2025
VENUE: SEMINAR HALL

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Certificate:



Labani Nandi
Convener, Internal Committee,
RERF Group of Institutions

Principal
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REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

SL NO.	NAME	SIGNATURE
1	Tanmay Bose	Tanmay Bose
2	Suman Kundu	Suman Kundu
3	Deep Mitra	Deep Mitra
4	Riya Das	Riya Das
5	Rohit Singh	R. Singh
6	Sabnam Khatun	S. Khatun
7	Biswanath Malakar	Biswanath Malakar
8	Rai Chakraborty	Raichakraborty
9	Pradip Sarkar	Pradip Sarkar
10	Rahul Roja	Rahul Roja
11	Debarun Biswas	Debarun Biswas
12	Puja Rani Maji	Puja Rani Maji
13	Prabaha Gayen	P. Gayen
14	Akash Pramanick	Akash Pramanick
15	Misha Dutta	Misha Dutta
16	Subhajit Dinda	Subhajit Dinda
17	Rick Mandal	Rick Mandal
18	Sanju Sau	Sanju Sau
19	Prity Bagchi	Prity Bagchi
20	Arpan Roy	Arpan Roy

Campus : Regent Education & Research Foundation Group of Institutions

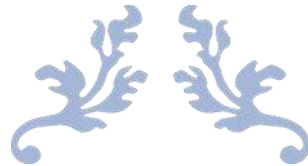
E-mail : rerfkolkata@gmail.com, Website : www.rerfin

Campus Address:

Bara Kanthalia, Barrackpore
P.O: Sewli Telinipara, P.S.: Titagarh
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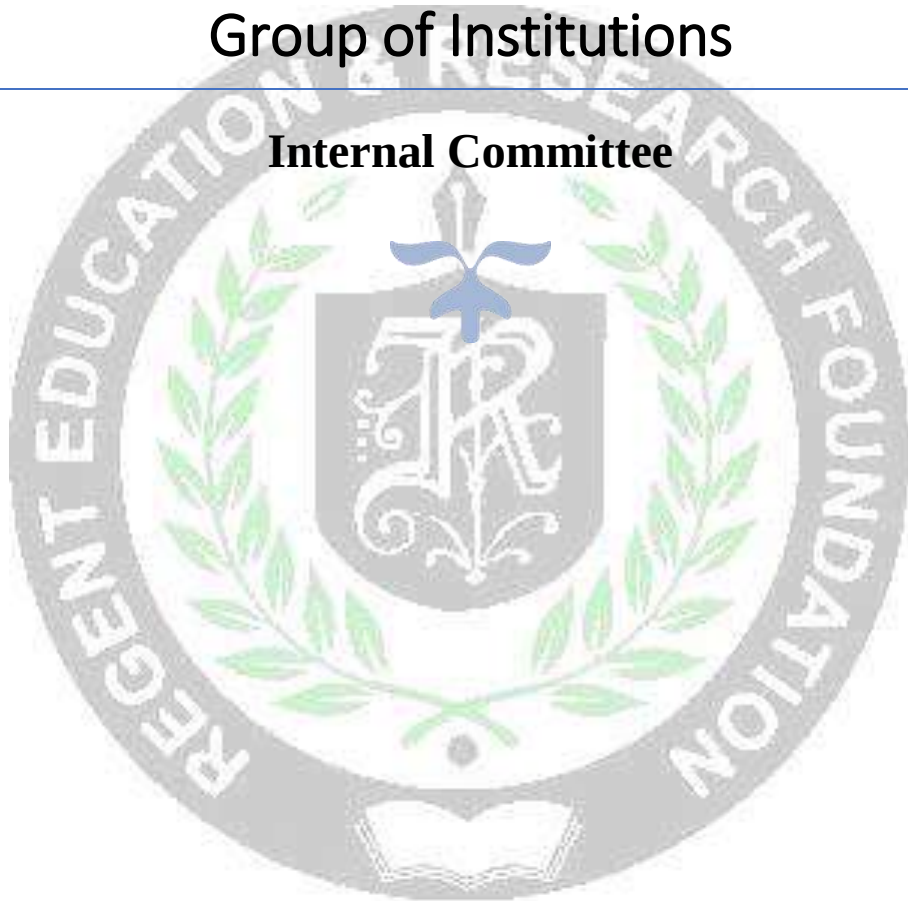
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Regent Education and Research foundation Group of Institutions

Internal Committee

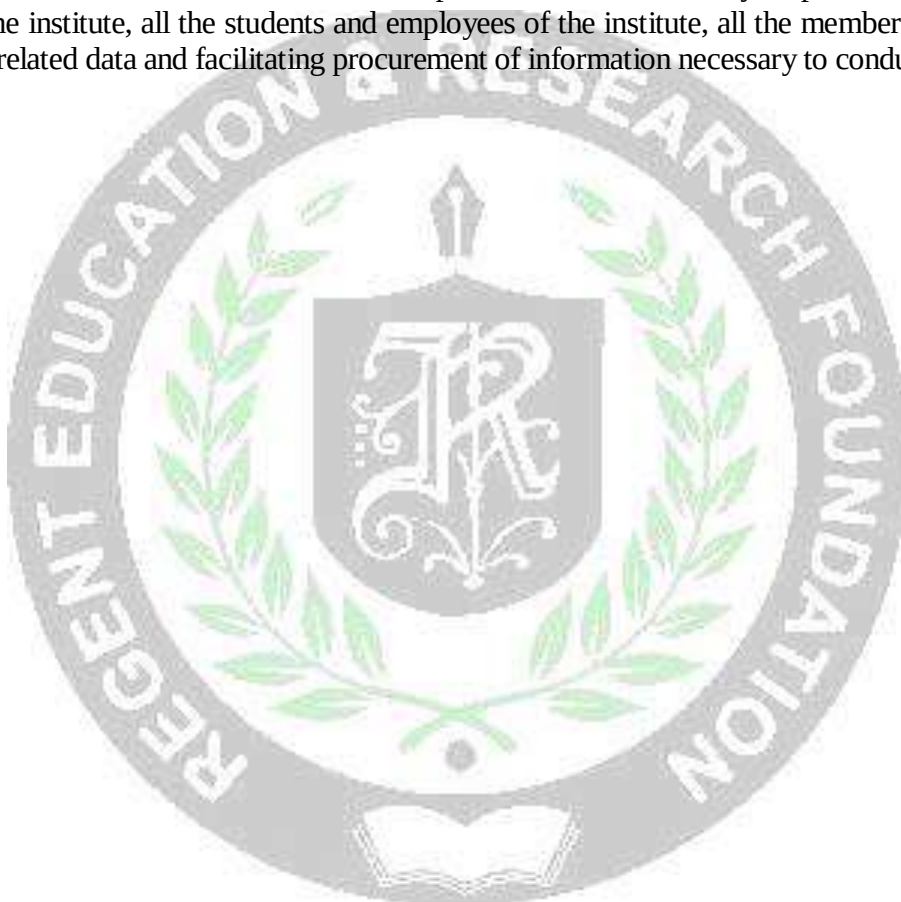


GENDER AUDIT REPORT



ACKNOWLEDGEMENT

Regent Education and Research Foundation Group of Institutions, hereby expresses its gratitude to the Management of the institute, all the students and employees of the institute, all the members of IC for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit.



A handwritten signature in black ink, appearing to read 'Labani Nandi', is positioned above the name of the IC Convener.

LABANI NANDI
IC CONVENER

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OBJECTIVES

A Gender Audit Report typically aims to evaluate and improve the gender responsiveness of an organization, policy, program, or project. Article 15 of the Indian Constitution is an important provision that deals with the prohibition of discrimination. **Article 15(1)** states that “**The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them**” and **Article 15(3)** states “**Nothing in this article shall prevent the State from making any special provision for women and children.**” These provisions collectively ensure that discrimination on the grounds of gender is prohibited and allow for affirmative action to support disadvantaged groups. Following are the objectives of this report:

Assessment of Gender Integration: Evaluate how well gender considerations are integrated into the organization’s policies, programs, and practices and identify gaps in gender equality and opportunities for improvement.

Promote Gender Awareness: Increase awareness and understanding of gender issues among staff and stakeholders. Foster a culture that values gender equality.

Enhance Gender Mainstreaming: Strengthen the integration of gender perspectives in planning, implementation, monitoring, and evaluation processes and ensure gender-sensitive budgeting and resource allocation.

Identify Best Practices and Challenges: Document successful strategies and practices that promote gender equality. Highlight challenges and barriers to achieving gender equality.

Develop Recommendations: Provide actionable recommendations to address identified gaps and improve gender responsiveness. Suggest capacity-building activities and training to enhance gender competence.

Support Policy and Program Development: Inform the development and revision of policies and programs to ensure they are gender-sensitive. Align organizational practices with national and international gender equality commitments.

Monitoring and Evaluation: Establish baseline data and indicators for monitoring progress on gender equality. Create mechanisms for regular follow-up and evaluation of gender-related initiatives.

Enhance Accountability: Strengthen accountability mechanisms for gender equality within the organization. Ensure that leadership and management are committed to and responsible for promoting gender equality.

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Principal's outlook on gender equity & equality:

We believe that gender equity is the equitable allocation of resources, opportunities, and responsibilities among people, irrespective of their gender. Treating every person equally regardless of gender in terms of rights, opportunity, and respect is the foundation of gender equality. We work hard to ensure that girls and boys have equal access to resources and educational opportunities as well as that they are not the targets of gender-based discrimination. We work hard to ensure that recreational, co-curricular, and academic activities are free of gender bias and stereotypes while maintaining an inclusive atmosphere for all students. Through our administrative initiatives and policies, we support the establishment of an inclusive and varied environment where everyone has the chance to fulfill their full potential, regardless of background, identity, or circumstances. Sensitization efforts against domestic violence, job harassment, and sexual assault are typical. Gender equity and equality in the workplace refers to giving men and women the same benefits and compensation, equal access to working spaces, equal-possibilities for growth, and a harassment- and discrimination-free work environment. There haven't been any reports of harassment from staff or faculty yet. We attempt to achieve equity and equality by putting the ideas and practices into practice through the Women's Cell, Internal Complaints Committee, Grievance Redressal Cell, Students Welfare Committee, SC-ST-Backward Class and Minority Cell and Anti-Ragging Committee by putting various government plans into action, among other things. Gender equity and equality are important principles for creating a fair and unbiased society where all individuals will have equal opportunity to reach their full potential, regardless of their gender. We strictly strive for a gender-neutral institution with equal opportunities for all.

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METHODOLOGY

The methodology of a gender audit report involves a systematic process to evaluate and improve gender equality within an organization.

1. Preparation and Planning: Clearly outline the objectives of the gender audit by defining the scope, including the departments, programs, policies, and practices to be audited. Create a framework or checklist based on international standards, national policies, and best practices in gender equality.

2. Data Collection: Analyse organizational documents such as policies, reports, program plans, and budgets for gender sensitivity. Develop and distribute gender-specific surveys and questionnaires to staffs to gather quantitative and qualitative data. Conduct individual interviews and focus group discussions with various stakeholders to gain deeper insights into gender dynamics and issues. Observe organizational practices, meetings, and activities to assess gender inclusivity and behaviour.

3. Data Analysis: Qualitative Analysis, Quantitative Analysis and Gap Analysis to Compare findings against the gender audit framework and best practices to identify gaps and areas for improvement.

4. Reporting: Compile the findings, analysis, and recommendations into a comprehensive gender audit report including case studies, examples, and quotes to illustrate key points. **Feedback and Validation,** incorporate feedback and finalize the report. Ensure the report is clear, concise, and accessible to all stakeholders.

5. Action Planning: Provide specific, actionable recommendations to address identified gaps and improve gender responsiveness. Assign responsibilities, timelines, and resources for implementing the action plan.

6. Follow-up and Monitoring: Regularly review and update the action plan as needed. Promote a culture of continuous learning and improvement in gender equality practices. Encourage regular gender audits and reviews to sustain progress.

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**ANNUAL SURVEY ON GENDER AUDIT FOR ALL STAKE HOLDERS
(EMPLOYEES, STUDENTS ETC.) OF RERFGI**

For Faculty:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from the faculties on their experiences and perceptions related to gender issues.

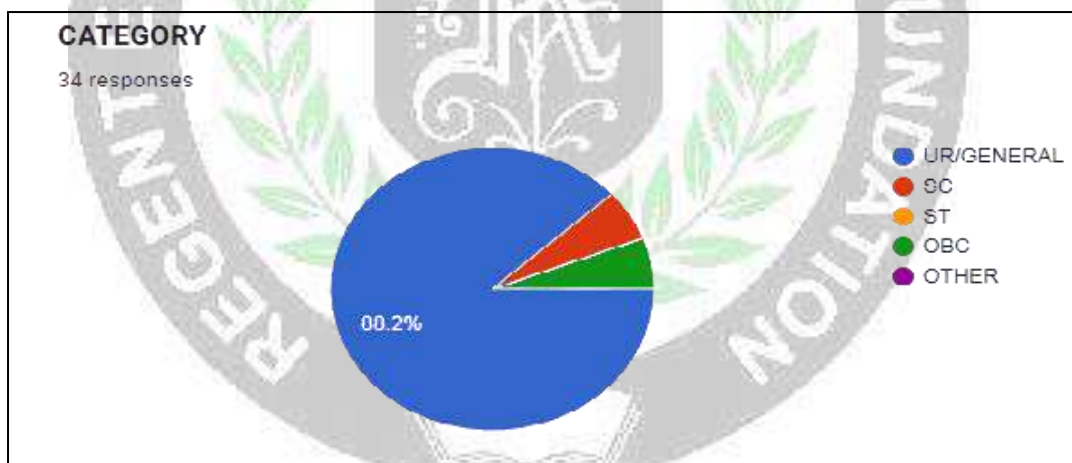
Survey Period: 18.04.2025 to 25.04.2025

Google form link for Survey on Gender Audit: <https://forms.gle/zSwmh1W55LRED5BC7>

RESULTS

Demographics

- **Total Respondents: 34**



Key Findings

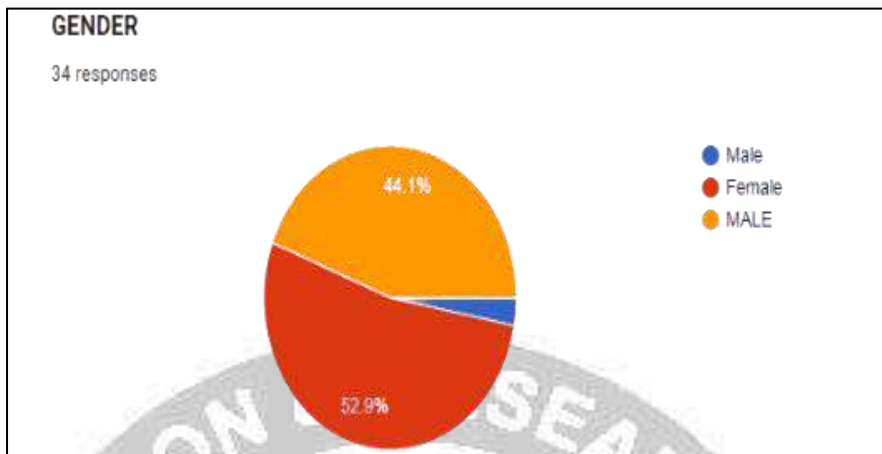
Learning and Evaluation Data Analysis: The graphical representation exhibits the gender classification of male and female strength of faculty recruited to the college over the last years.

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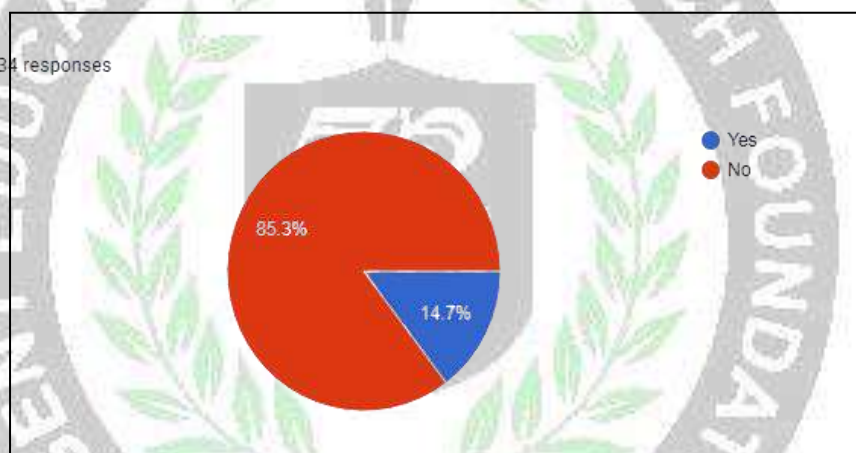
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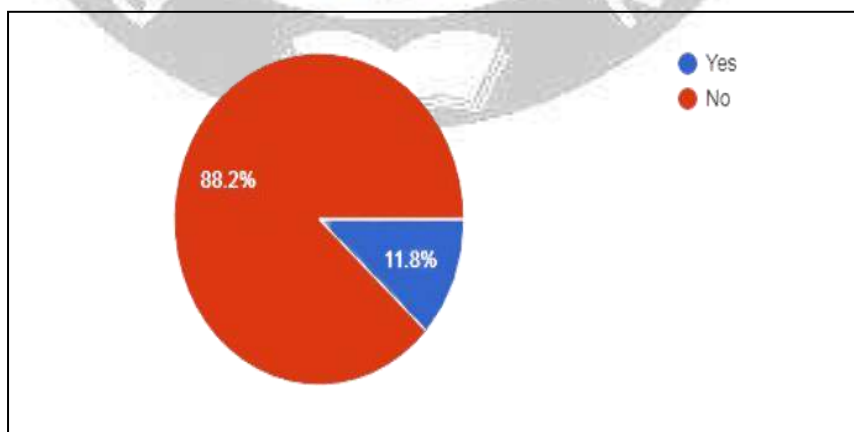
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Do you believe there is gender inequality among Faculty?



Do you think girls or boys face more gender inequality in educational system?



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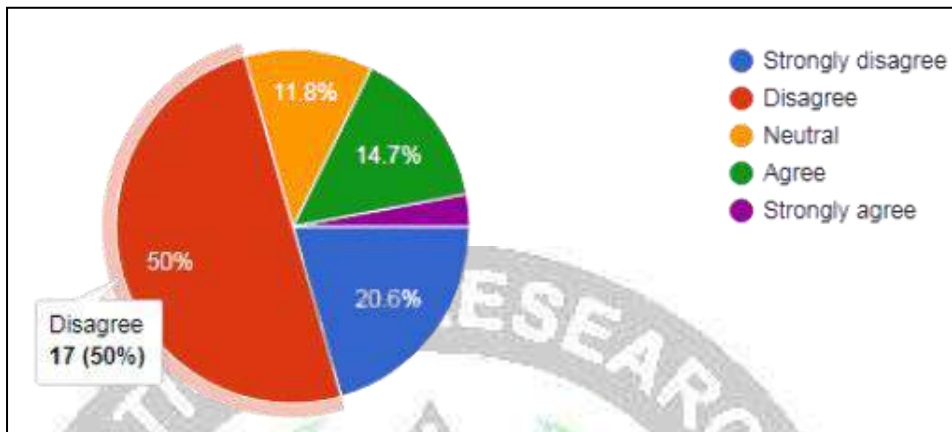
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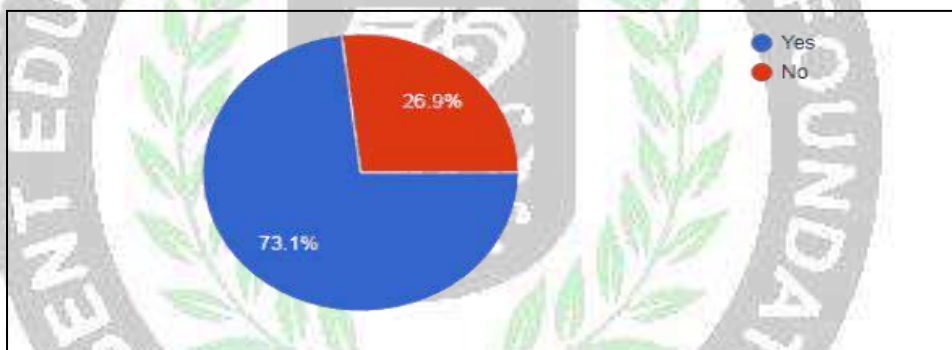
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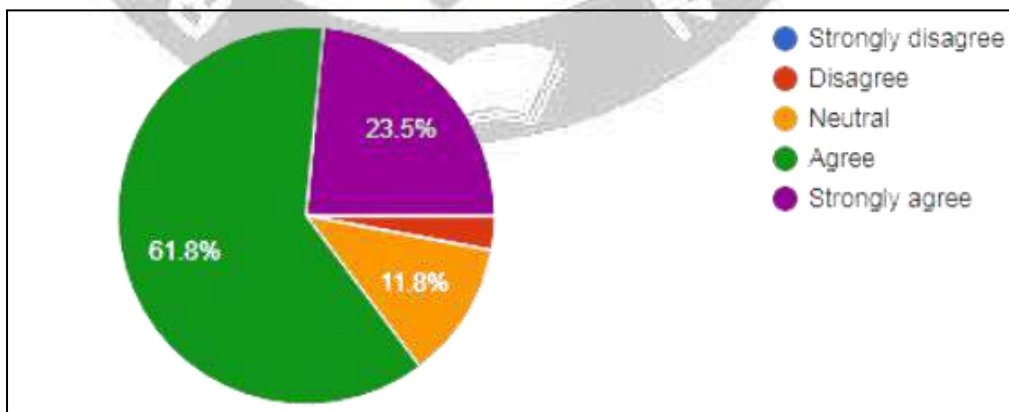
Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys?



Adequate facilities are available inside the toilet keeping in mind the need of the girl students.
Adequate disposal bins are available in the toilet (ONLY FOR GIRL STUDENTS)

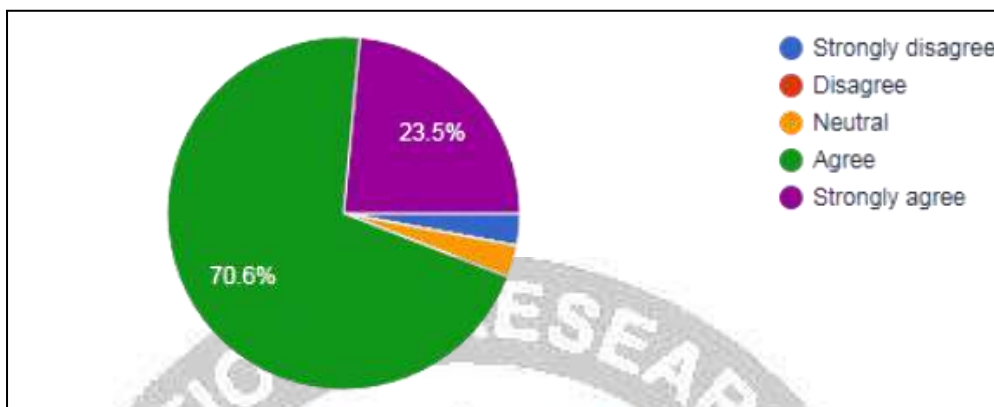


Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.

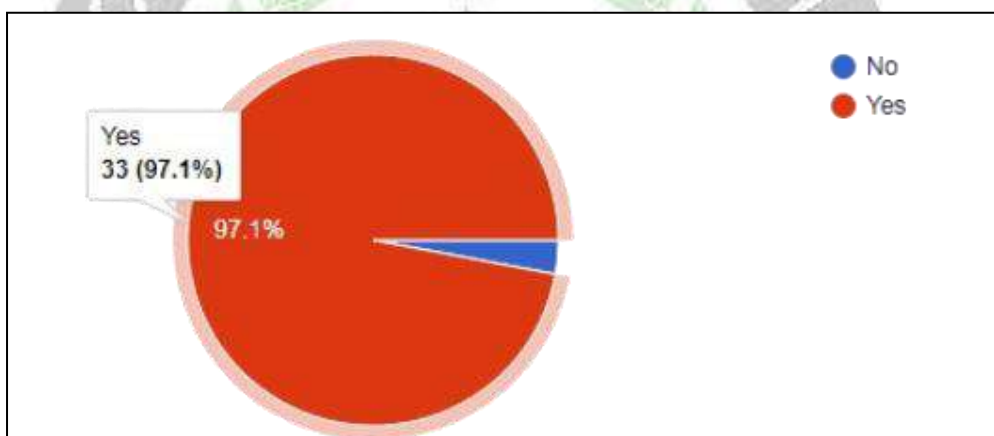




Adequate safety & security arrangements have been made in the campus and common areas during day.



Are you aware about Internal Committee (IC) that deals with sexual harassment issues in your College?



For Students:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from students on their experiences and perceptions related to gender issues.

Survey Period: 8.04.2025 to 25.04.2025

Google form link for the survey: <https://forms.gle/MJ3uEn8CCT8LUcP58>

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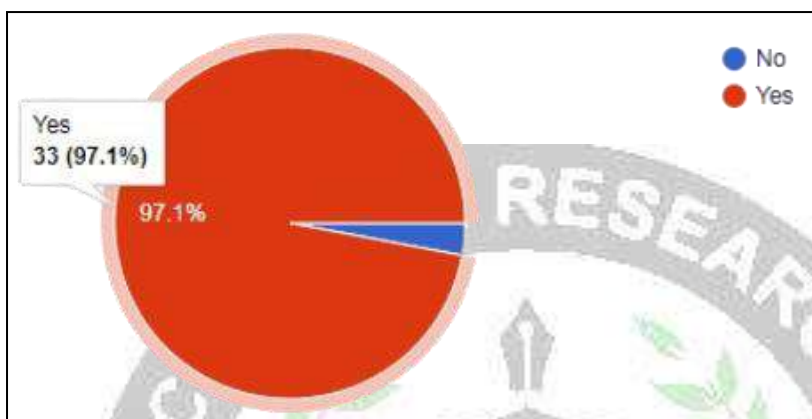
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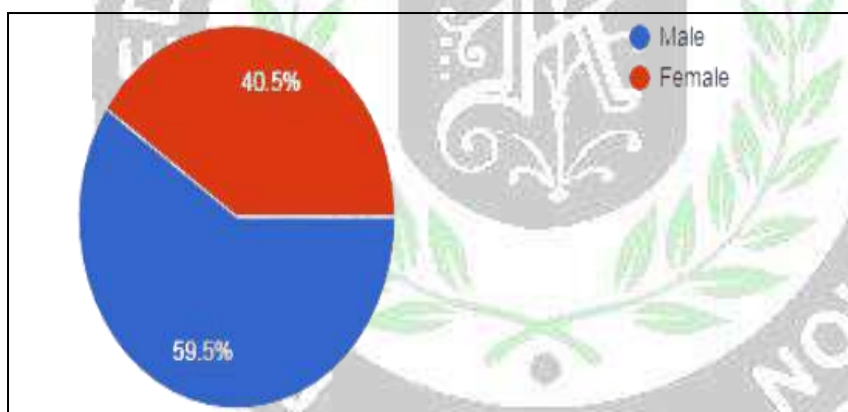
RESULTS

Demographics

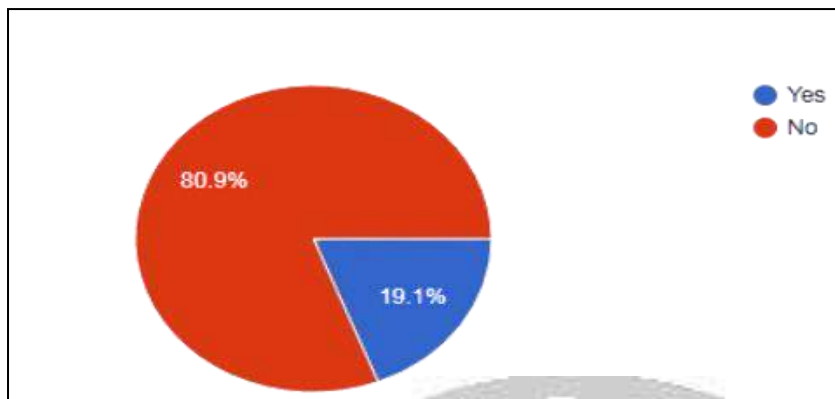
- Total Respondents: 130



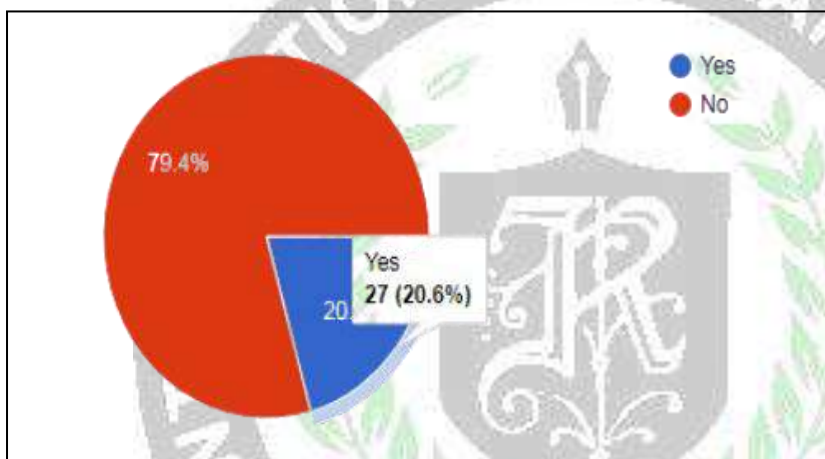
Key Findings



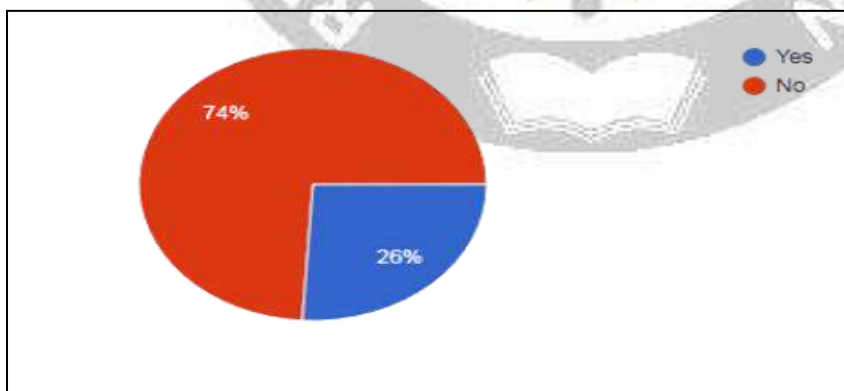
Do you believe there is gender inequality among students?



Do you think girls or boys face more gender inequality in educational system?



Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys?



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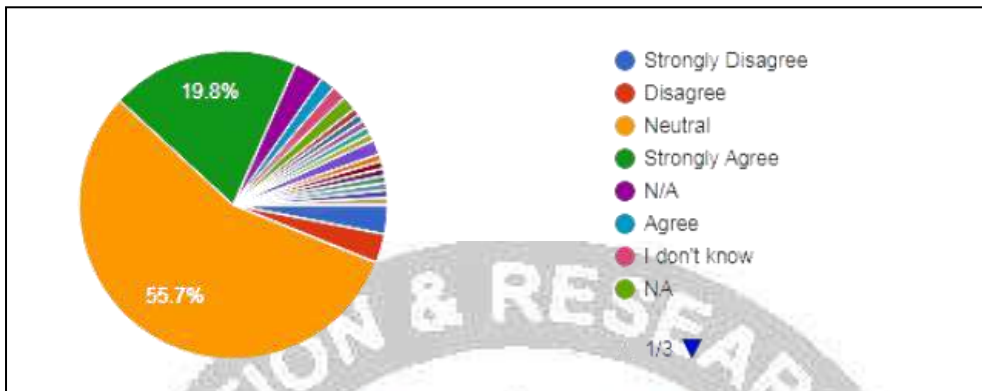
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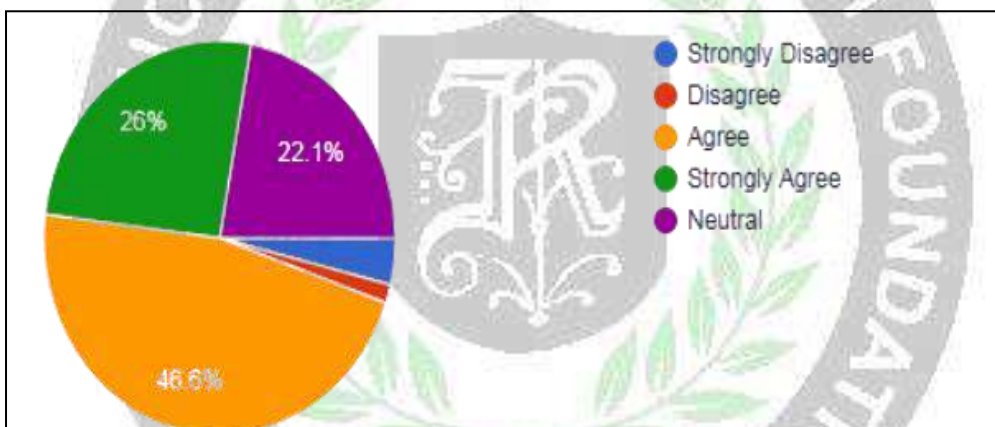
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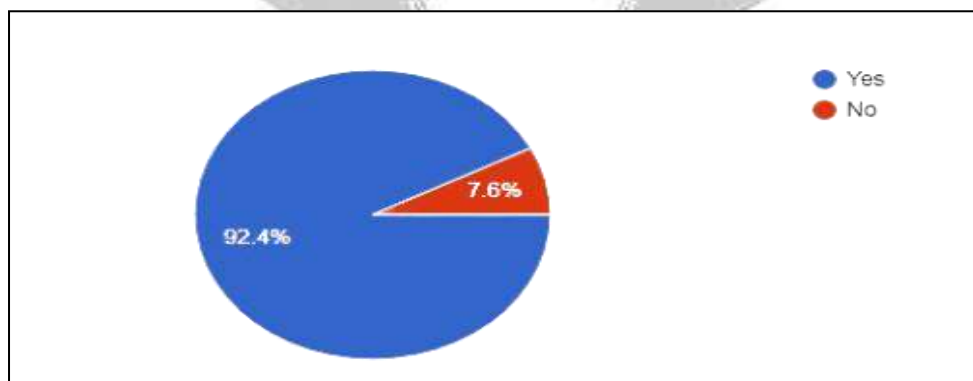
Adequate facilities are available inside the toilet keeping in mind the need of the girl students.
Adequate disposal bins are available in the toilet (ONLY FOR GIRL STUDENTS)



Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.

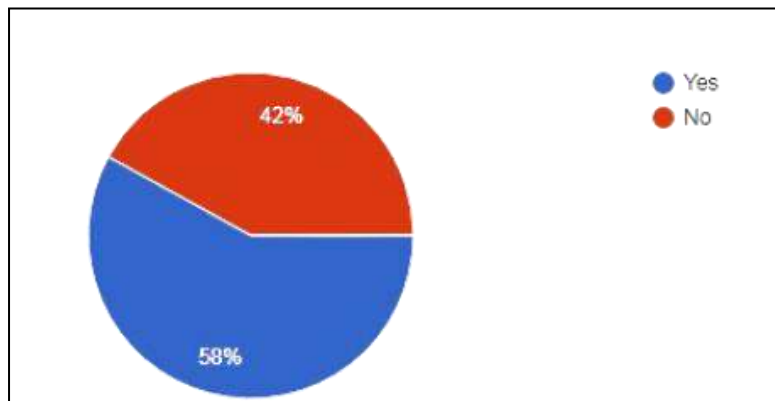


There is equal opportunity for all genders to study & participate different activities in the college premises.





Are you aware about Internal Committee (IC) that deals with sexual harassment issues in your College



For Alumni Students:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from students on their experiences and perceptions related to gender issues.

Survey Period: 8.04.2025 to 25.04.2025

Google form link for the survey: <https://forms.gle/ro7bbM3tCvFKeXzc9>

RESULTS

Demographics

- Total Respondents: 63

Key Findings

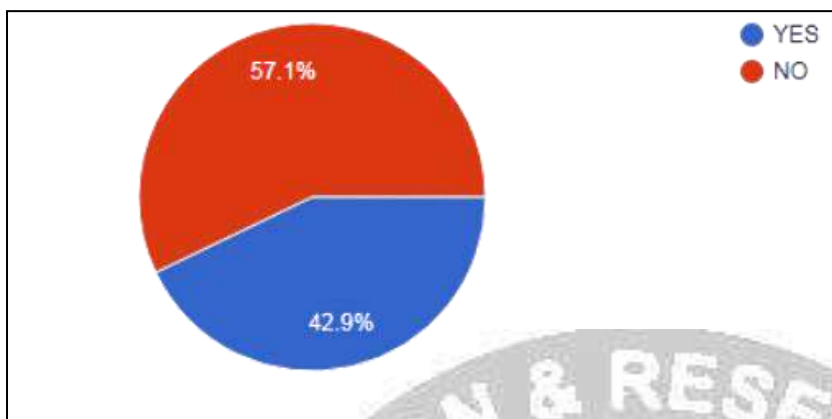
Do you believe there is gender inequality among students?

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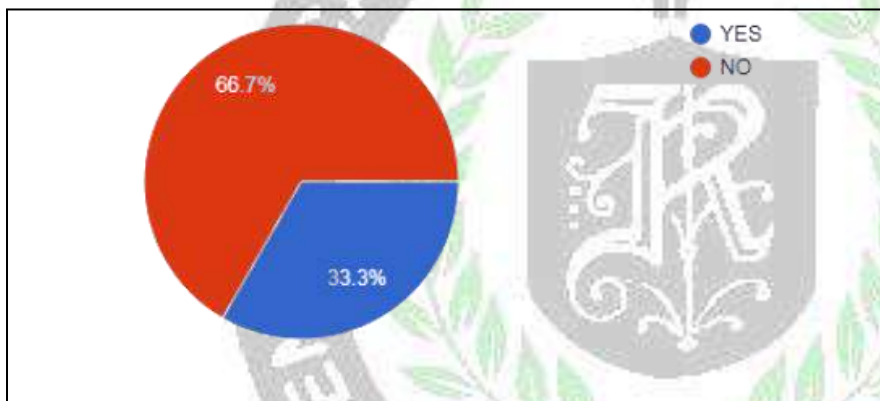
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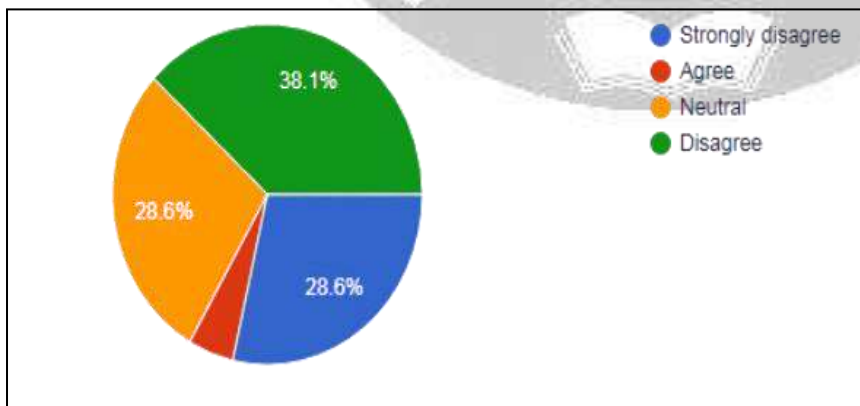
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Do you think girls or boys face more gender inequality in educational system?



Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys?

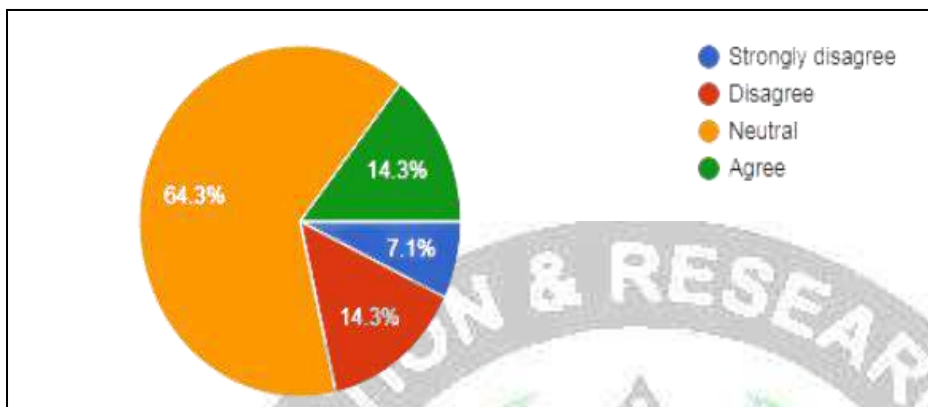




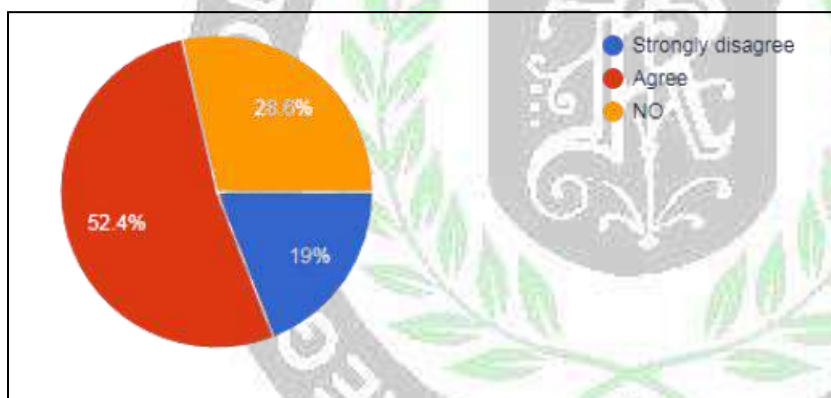
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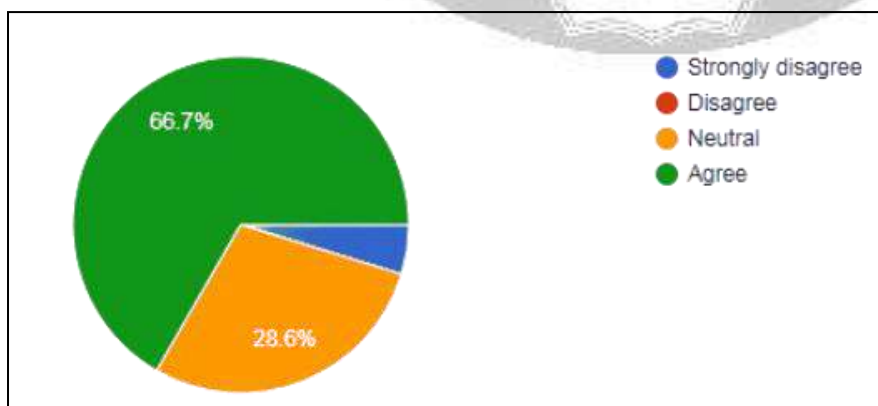
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Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.



Adequate safety & security arrangements have been made in the campus and common areas during day.



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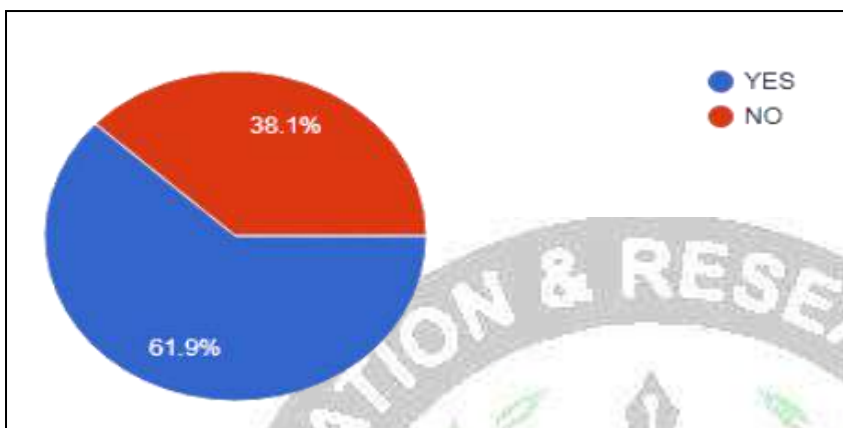
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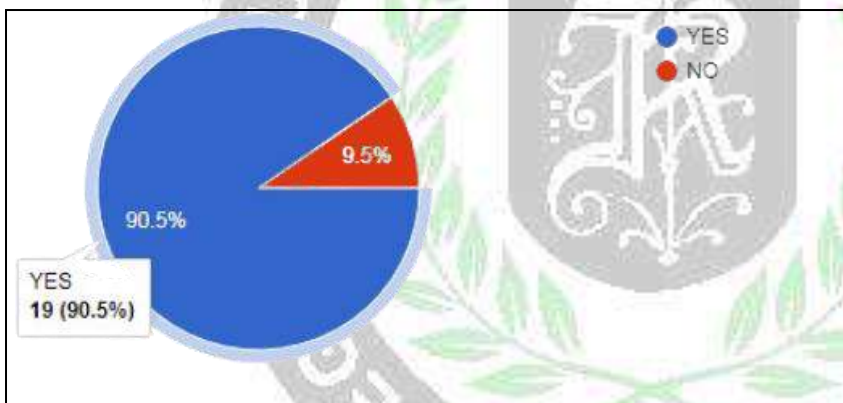
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Are you aware about Internal Committee (IC) & Grievance and Redressal Cell i that deals with sexual harassment issues in our College



There is equal opportunity to all genders for free and fair expression of ideas.



Survey on "Safety at College Campus" for all Female Students of RERFGI

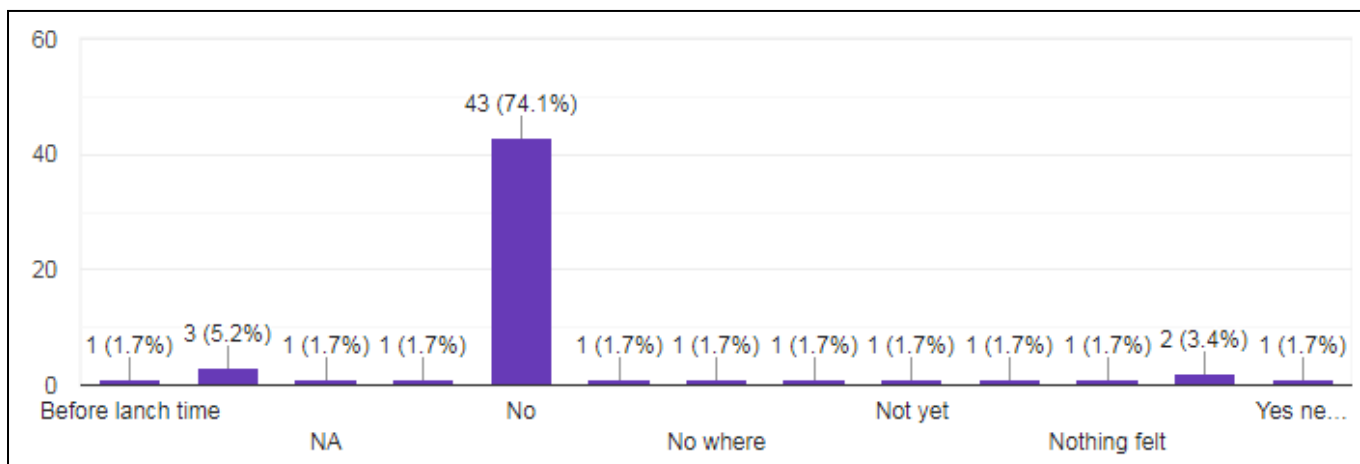
Any areas or times on campus that feels unsafe to you?

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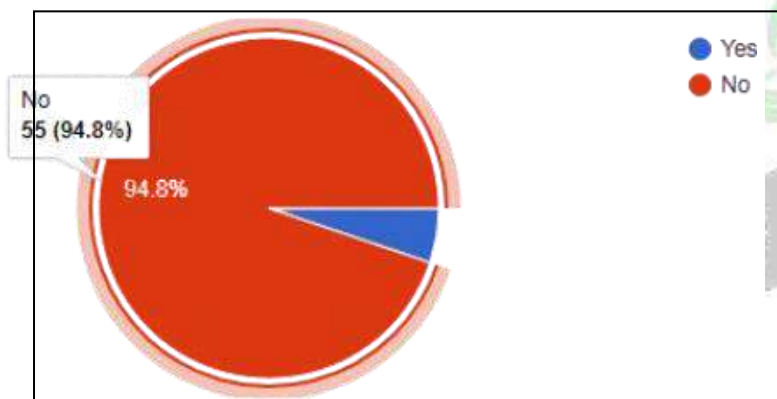
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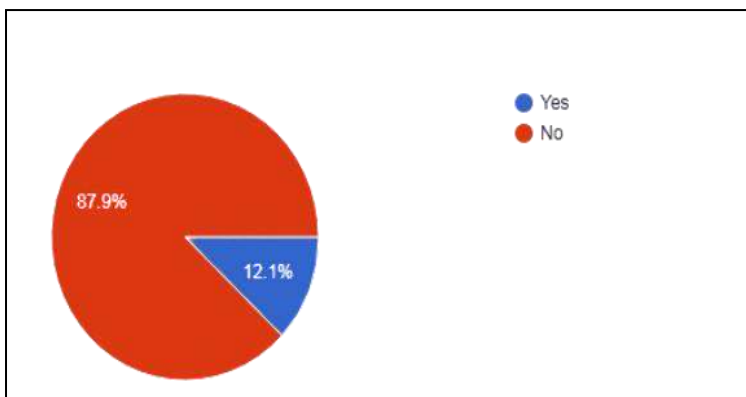
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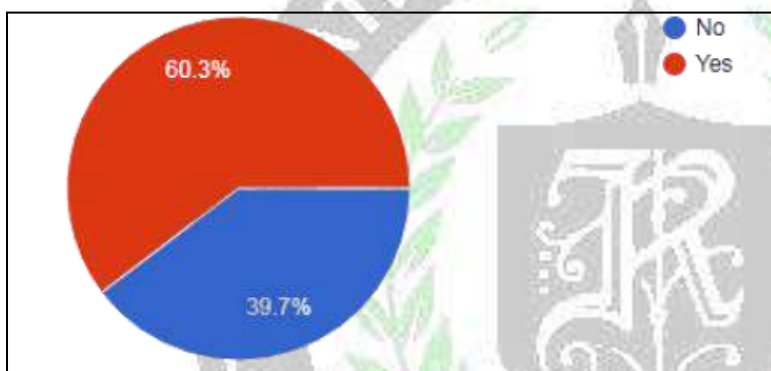
Have you ever been in a situation on campus where you felt frightened or anxious?



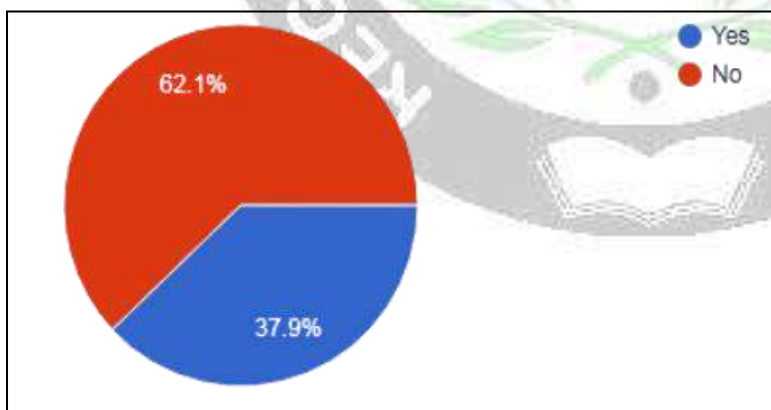
Have you ever had concerns about the behavior of others on campus (students, faculty, staff, others)



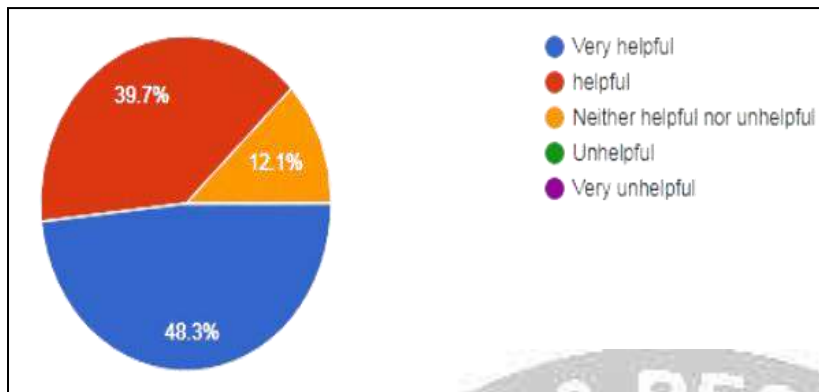
Are you aware of the campus emergency procedures?



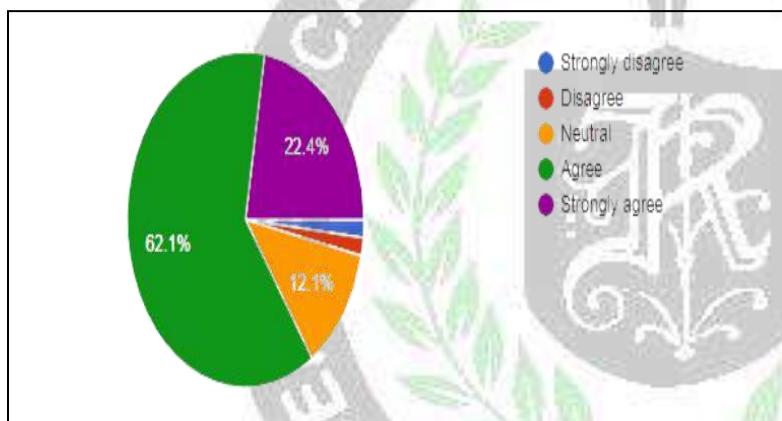
Do you know how to evacuate the building in case of a fire?



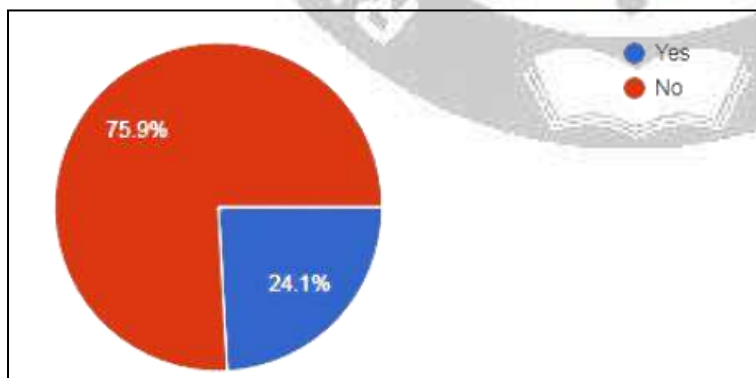
Do you think faculty and supporting staff at the college are helpful?



Adequate safety & security arrangements have been made in the campus and common areas during day.



Do you know how to use the distress bell on campus?

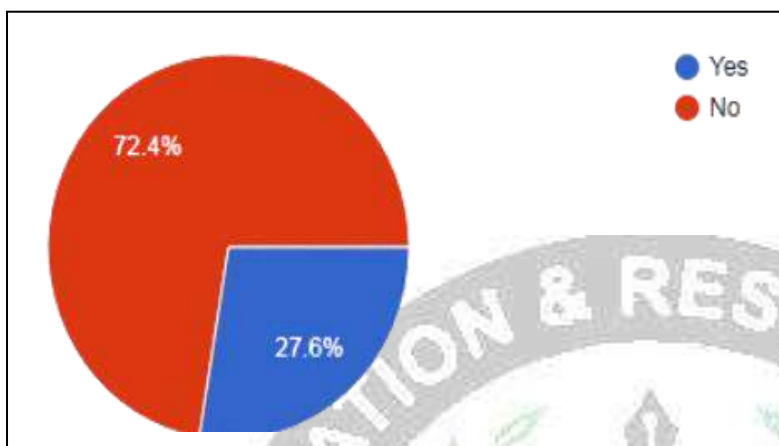
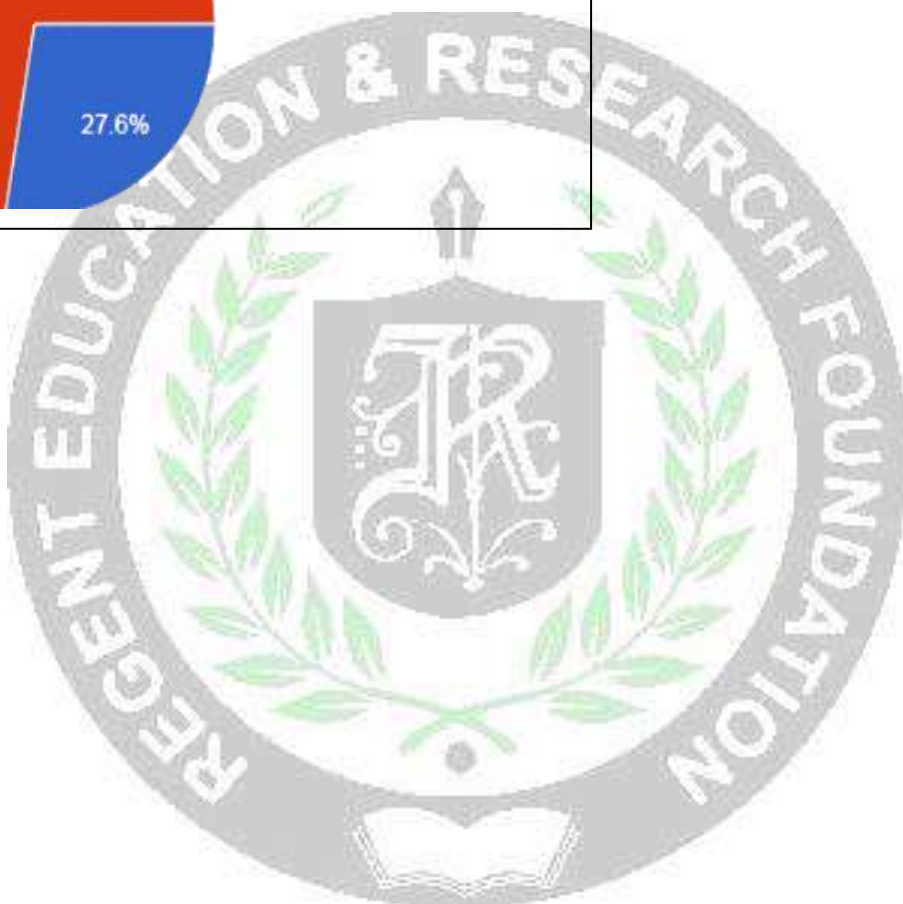




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Are you aware about Internal Committee (IC) that deals with any harassment issues (sexual, gender discrimination etc.) in your College



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FINDINGS AND OBSERVATION

A gender audit is a tool used to assess and evaluate the level of gender equality within an organization, program, or policy. The findings and observations from a gender audit typically encompass several key areas:

Representation and Participation: Analysis of gender distribution across various levels of the organization, from entry-level positions to senior management. Examination of the proportion of women and men in decision-making and leadership roles. Assessment of the extent to which women and men are involved in organizational decision-making processes.

Policies and Practices: Evaluation of recruitment, hiring, and promotion practices to identify any gender biases. Review of policies related to maternity and paternity leave, sexual harassment, flexible working arrangements, and other gender-sensitive issues. Analysis of salary structures to identify any gender pay gaps.

Work Environment: Assessment of the organizational culture in terms of gender sensitivity and inclusiveness. Availability and effectiveness of gender sensitivity training and professional development opportunities. Evaluation of facilities such as childcare services, nursing rooms, and safe transport options for women.

Program and Service Delivery: Assessment of how well programs and services meet the specific needs of women and men. Collection of feedback from beneficiaries to understand their perspectives on gender equality within the program or service.

Impact and Outcomes: Measurement of the outcomes of policies, programs, and practices on different genders. Assessment of progress made towards achieving gender equality goals and objectives.

Observations from a Gender Audit: The observations from a gender audit often highlight strengths, weaknesses, opportunities, and threats (SWOT) in relation to gender equality within the organization. Common observations might include

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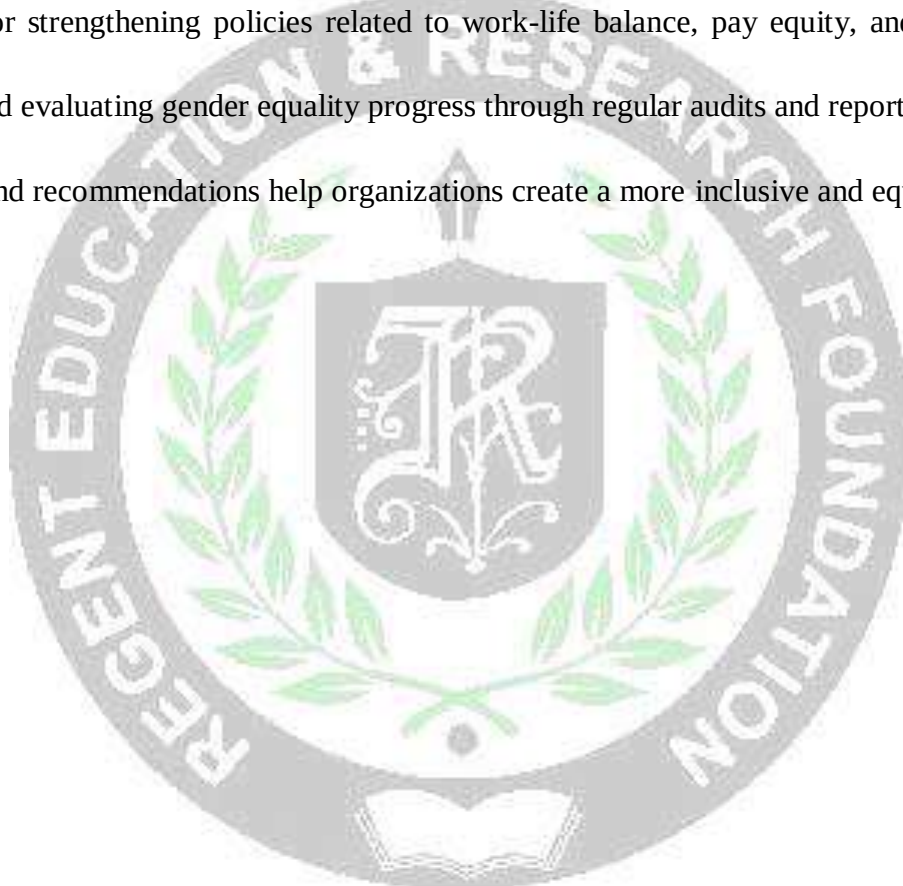


RECOMMENDATIONS

Based on the findings and observations, gender audits typically include recommendations for improving gender equality. These may involve:

1. Implementing targeted recruitment and promotion strategies to increase gender diversity.
2. Conducting regular gender sensitivity training for all staff.
3. Establishing or strengthening policies related to work-life balance, pay equity, and preventing sexual harassment.
4. Monitoring and evaluating gender equality progress through regular audits and reporting.

These findings and recommendations help organizations create a more inclusive and equitable environment for all genders.



LABANI NANDI
IC CONVENER

Principal
Regent Education & Research Foundation
Bara Kanthalia, P.O.-Sewli Telinipara
Barrackpore, Kolkata-700121

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REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

Workshop on Self Defence Program for Female Students of RERFGI

The Internal Committee of Regent Education and Research Foundation Group of Institutions organized a **Self-defence program** on **every Thursday** for the **female students** of RERF. The inauguration program started with the lighting of the lamp followed by a warm welcome address, given by IC Chairperson, Dr. Nibedita Mukherjee. The program was hosted by Ms. Payel Chakraborty and Ms. Ishika Ghosh.

The organizing committee Detail

ORGANIZING COMMITTEE		
Profession	Name	Designation
Chairperson	Dr. Nibedita Mukharjea	Professor
Convener	Ms. Labani Nandi	Assistant Professor
Member	Ms. Ishika Ghosh	Assistant Professor
Member	Ms. Shreyashi Sengupta	Assistant Professor
Member	Ms. Madhabi Ghosh	Assistant Professor
Member	Ms. Payel Chakraborty	Assistant Professor
Member	Ms. Munmoon Chaki	Assistant Professor
Member	Mr. Aninda Das	Assistant Professor
Member	Mr. Mrinmoy Das	Assistant Professor

Program schedule

Institute name	Date	Time
RERF	Session 2024-2025, Every Thursday	11:40am-1:20pm

Venue: Yoga room, RERF.

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REGENT EDUCATION & RESEARCH FOUNDATION

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Flyer:



**REGENT EDUCATION AND RESEARCH
FOUNDATION GROUP OF INSTITUTION**

IN ASSOCIATION WITH INTERNAL COMMITTEE

THROUGH OUT SESSION (2024-25)
"SELF DEFENCE PROGRAM FOR ALL STUDENTS"



Sensei-UDAY SIKDAR
2nd DAN BLACK BELT (TSKAI)
Coach of SSDA/TSKAI
Referee, judge, examination(TSKAI)
12th time national medalist
2011 - 2025
4th time international medalist
2014, 2015, 2017, 2024

DATE : Thursday
TIME : 11:40AM to 1:20PM
VENUE : YOGA ROOM (RERF)

Campus: Regent Education & Research Foundation Group of Institutions

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REGENT EDUCATION & RESEARCH FOUNDATION

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Trainers Detail

Sensei Uday Sikdar:

Sensei Uday Sikdar is a highly accomplished martial artist and instructor, holding a 2nd Dan Black Belt and serving as the Technical Director for West Bengal and India. He is a certified Referee, Judge, and Examiner, and has achieved great success in international competitions, winning a Gold Medal in Kumite (fighting event) against representatives from 7 countries and a Bronze Medal in the Khel Karate League (KKL). Additionally, Sensei Sikdar is an authorized trainer for school and college levels, approved by the government. His extensive expertise and achievements make him a highly respected and sought-after instructor in the field of martial arts.



The Self-defence program has been successfully completed, with students expressing satisfaction and gratitude for the knowledge and skills acquired. At the conclusion of the program, participants were awarded certificates by the IC Cell, acknowledging their completion of the training. The program's outcome has been overwhelmingly positive, with students feeling more confident and empowered in their ability to defend themselves.

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Participant's name

Name	Institutes name	Dept.
Amit Ghanti	RERF	CE
Subha Das	RERF	CE
Tulip Chakraborty	RERF	CE
Pulak Roy	RERF	CE
Priti Das	RERF	CE
Teasha Biswas	RERF	CE
Annayabrata Ghosh	RERF	ECE
Suman Ganguly	RERF	ECE
Sajal Mondal	RERF	ECE
Prity Bagchi	RERF	MCA
Puja Koley	RERF	MCA
Antara Debnath	RERF	MCA
Pradip Sarkar	RERF	ECE
Shibam Sarkar	RERF	EEE
Biswanath Malakar	RERF	CE
Arpan Roy	RERF	EE
Shibam Sarkar	RERF	EEE
Suman Das	RERF	ECE
Debarun Biswas	RERF	ECE
Rohit Singh	RERF	CSE
Sujay Das	RERF	CSE
Niladri Bose	RIST	EE
Sumantra Majumder	RIST	EE

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Some Pictures:



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Certificate:



LABANI NANDI
IC CONVENER

Principal
Regent Education & Research Foundation
Bara Kanthalia, P.O.-Sewli Telinipara
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REGENT EDUCATION & RESEARCH FOUNDATION

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SELF DEFENCE PROGRAM FOR ALL FEMALE STAFF

The Internal Committee of Regent Education and Research Foundation Group of Institutions organized a three days workshop on “**Self Defence Program For All Female Staff**” on **3rd to 5th July, 2024**. The program was held in the Yoga room of RERFGI. All Female Faculty members were cordially invited in this program.

About the Program:

In today's world, ensuring personal safety is of utmost importance, especially for women. The **Self-Defence Program for Female Staff** is a proactive initiative aimed at empowering the women of our college community with essential skills to protect themselves in threatening situations. This training is designed not only to teach practical Self-Defence techniques but also to boost confidence, enhance situational awareness, and encourage a strong sense of personal security.

The program focuses on simple yet effective defensive moves that can be used by anyone, regardless of age or physical fitness. Participants will learn how to stay alert, recognize danger, and respond appropriately. Led by certified Self-Defence trainers. The sessions will include practical demonstrations, interactive drills and real-life scenario practice.

ORGANIZING COMMITTEE		
Profession	Name	Designation
Chairperson	Dr. Nibedita Mukherjea	Assistant Professor, RERF-BSH
Convener	Ms. Labani Nandi	Assistant Professor, RERF- CE
Member	Ms. Ishika Ghosh	Assistant Professor, RERF-CE
Member	Ms. Payel Chakraborty	Technical Assistant, RERF- CE
Member	Ms. Rajalakshmi Chandrasekhar	Assistant Professor, RERF- EEE
Member	Ms. Pragati Ghosh	Assistant Professor, RERF-CSE
Member	Ms. Sreyashi Sengupta	Assistant Professor , RERF-EEE
Member	Mr. Aninda Das	Assistant Professor, RERF-ME
Member	Ms. Antara Bose	Assistant Professor, RERF-MBA

In the Inauguration Program, a warm welcome address was given by Ms. Labani Nandi, Convenor of IC cell, RERFGI.

Venue: RERF, Yoga Room, Barrackpore

Number of students' participants: 20

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REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

Trainers Detail



Sensei Uday Sikdar:

Sensei Uday Sikdar is a highly accomplished martial artist and instructor, holding a 2nd Dan Black Belt and serving as the Technical Director for West Bengal and India. He is a certified Referee, Judge, and Examiner, and has achieved great success in international competitions, winning a Gold Medal in Kumite (fighting event) against representatives from 7 countries and a Bronze Medal in the Khel Karate League (KKL). Additionally, Sensei Sikdar is an authorized trainer for school and college levels, approved by the government.



Sensei Sangita Saha

Sensei Sangita Saha is a dedicated martial artist and instructor, holding a 1st Dan Black Belt and serving as an Executive Member of West Bengal and India. She is an upcoming Referee, Judge, and Examiner, and has achieved notable success in competitions, winning a Silver Medal in Kumite (fighting) at the Khelo India School Games Selection and reaching the Quarter-Finals in the Khel Karate League (KKL). Additionally, Sensei Saha is a government-authorized trainer for school and college levels, making her a valuable asset to the martial arts community. Her expertise and achievements make her a respected instructor and a role model for her students.

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FLYER:-

**REGENT EDUCATION AND RESEARCH
FOUNDATION GROUP OF INSTITUTIONS**

IN ASSOCIATION WITH INTERNAL COMMITTEE

**3DAYS WORKSHOP ON
"SELF DEFENCE PROGRAM FOR ALL FEMALE STAFF"**



SENSEI- UDAY SIKDAR



SENSEI- SANGITA SAHA



DATE: 03.07.24 to 05.07.24
TIME: 2:00PM to 4:00PM
VENUE: YOGA ROOM(RERF)

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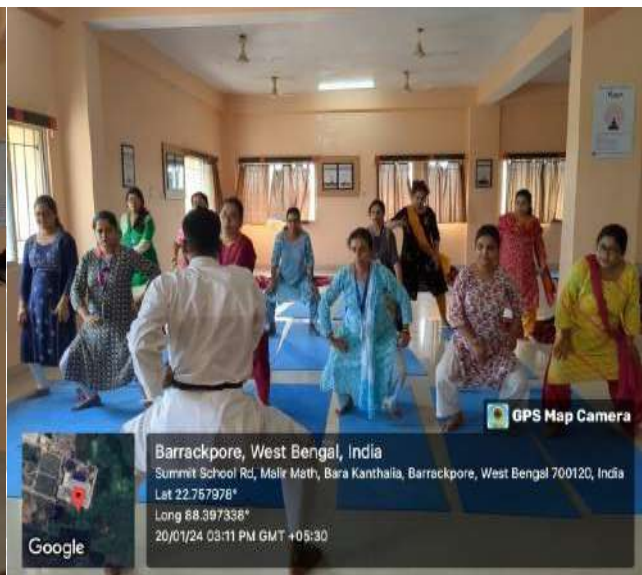
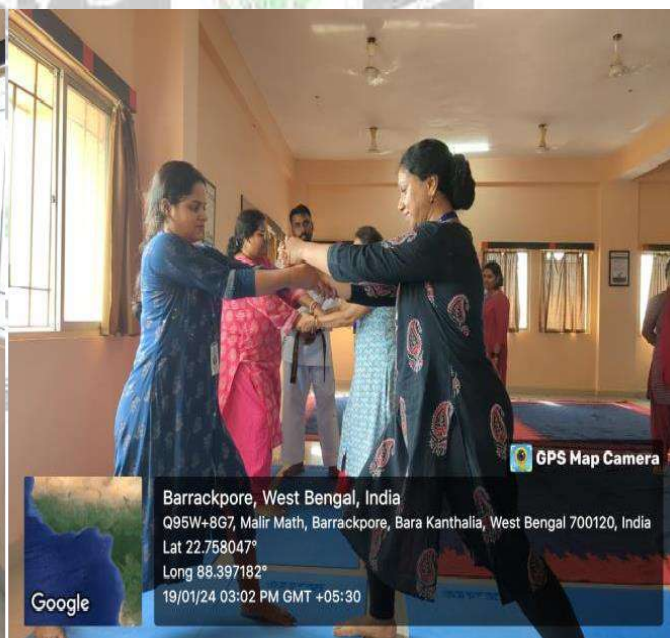
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Event Photos:-



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REGENT EDUCATION & RESEARCH FOUNDATION Group of Institutions

Certificate of Participation



Labani Nandi
Convener,
Internal Committee,
RERF Group of Institutions

Principal
Regent Education & Research Foundation
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REGENT EDUCATION & RESEARCH FOUNDATION

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Internal Committee Attendance Sheet

SL NO.	NAME	DEPARTMENT	SIGNATURE
01	ISHIKA GHOSH	CE	<i>[Signature]</i>
02	LABANI NANDI	CE	<i>[Signature]</i>
03	PIYALI SINHA	CE	<i>[Signature]</i>
04	Nabamita Basu	CE	<i>NB.</i>
05	Atasi Mitra	CE	<i>AMitra</i>
06	Utsa Sengupta	CE	<i>U. Sengupta</i>
07	Ipsita Bose	BSEIT	<i>I Bose</i>
08	Shreya Chakraborty	BBA	<i>[Signature]</i>
09	Madhavi Ghosh	MCA	<i>MG</i>
10	Riddika Basu	MCA	<i>RB</i>
11	Ashmita Guha Phoudhury	EE	<i>A. Guha</i>
12	Amrita Chakraborty	BSTH	<i>A. Chakraborty</i>
13	Shreyasi Sengupta	EE	<i>S.S.</i>
14	Antara Bose	MBA	<i>Antara Bose</i>
15	Aparna Das	BSTH	<i>Aparna Das</i>
16	Pasamita Dutta	BSTH	<i>P. Dutta</i>
17	Barnita Pal	CES	<i>B. Pal</i>
18	Dr. Arindita Saha	EE	<i>A. Saha</i>
19	Nabamita Basu	CE	<i>Nabamita Basu</i>
20	Poyel Chakraborty	CE	<i>P. Chakraborty</i>

15/07/24

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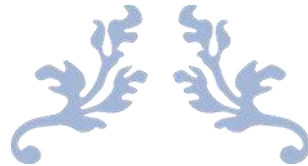
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Principal

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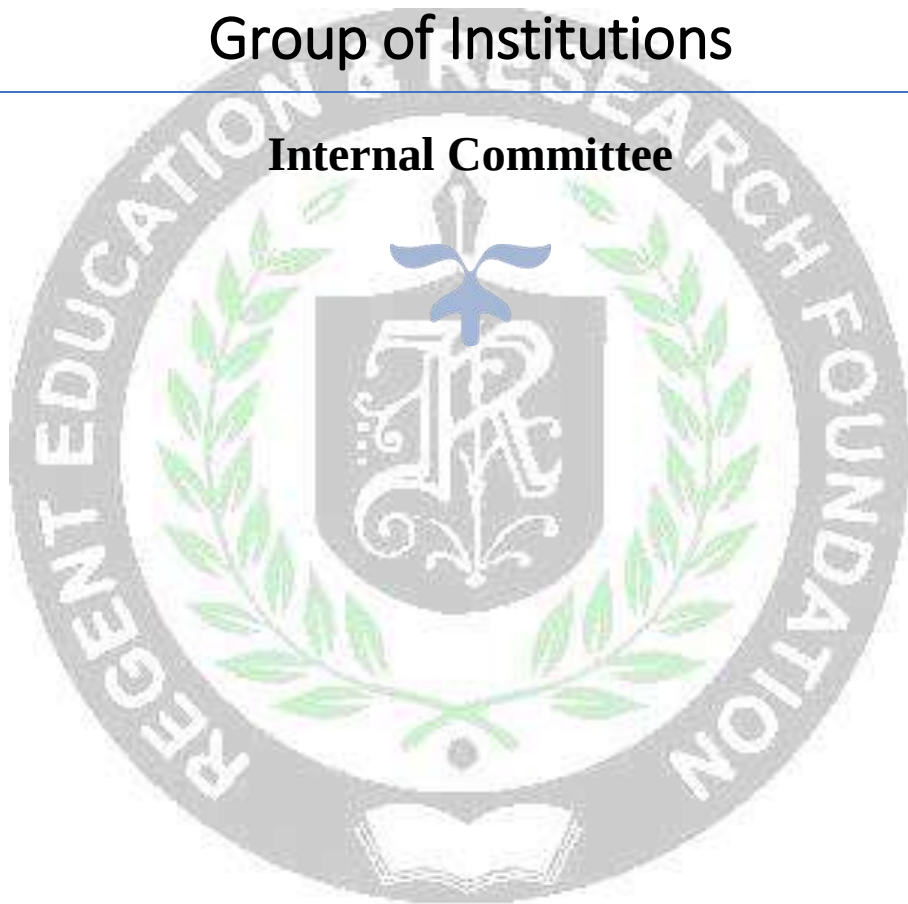
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Regent Education and Research foundation Group of Institutions

Internal Committee

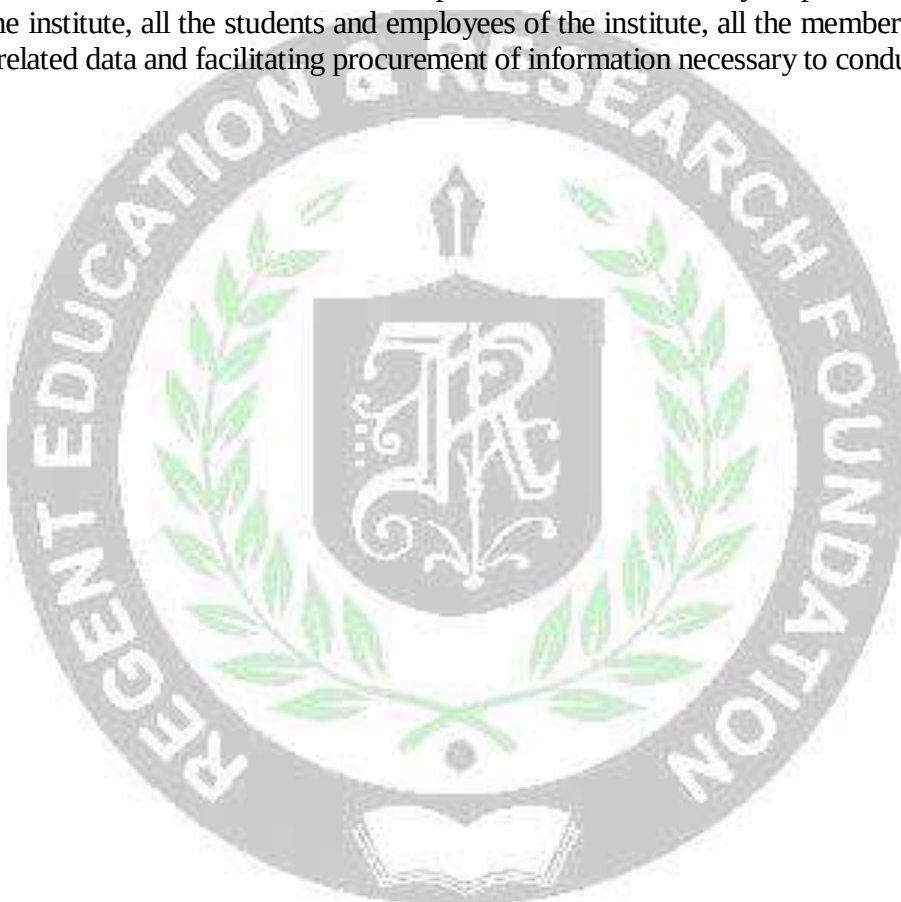


GENDER AUDIT REPORT



ACKNOWLEDGEMENT

Regent Education and Research Foundation Group of Institutions, hereby expresses its gratitude to the Management of the institute, all the students and employees of the institute, all the members of IC for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit.



A handwritten signature in black ink, appearing to read 'Labani Nandi', is positioned above the name of the IC Convener.

LABANI NANDI
IC CONVENER

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OBJECTIVES

A Gender Audit Report typically aims to evaluate and improve the gender responsiveness of an organization, policy, program, or project. Article 15 of the Indian Constitution is an important provision that deals with the prohibition of discrimination. **Article 15(1)** states that “**The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them**” and **Article 15(3)** states “**Nothing in this article shall prevent the State from making any special provision for women and children.**” These provisions collectively ensure that discrimination on the grounds of gender is prohibited and allow for affirmative action to support disadvantaged groups. Following are the objectives of this report:

Assessment of Gender Integration: Evaluate how well gender considerations are integrated into the organization’s policies, programs, and practices and identify gaps in gender equality and opportunities for improvement.

Promote Gender Awareness: Increase awareness and understanding of gender issues among staff and stakeholders. Foster a culture that values gender equality.

Enhance Gender Mainstreaming: Strengthen the integration of gender perspectives in planning, implementation, monitoring, and evaluation processes and ensure gender-sensitive budgeting and resource allocation.

Identify Best Practices and Challenges: Document successful strategies and practices that promote gender equality. Highlight challenges and barriers to achieving gender equality.

Develop Recommendations: Provide actionable recommendations to address identified gaps and improve gender responsiveness. Suggest capacity-building activities and training to enhance gender competence.

Support Policy and Program Development: Inform the development and revision of policies and programs to ensure they are gender-sensitive. Align organizational practices with national and international gender equality commitments.

Monitoring and Evaluation: Establish baseline data and indicators for monitoring progress on gender equality. Create mechanisms for regular follow-up and evaluation of gender-related initiatives.

Enhance Accountability: Strengthen accountability mechanisms for gender equality within the organization. Ensure that leadership and management are committed to and responsible for promoting gender equality.

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Principal's outlook on gender equity & equality:

We believe that gender equity is the equitable allocation of resources, opportunities, and responsibilities among people, irrespective of their gender. Treating every person equally regardless of gender in terms of rights, opportunity, and respect is the foundation of gender equality. We work hard to ensure that girls and boys have equal access to resources and educational opportunities as well as that they are not the targets of gender-based discrimination. We work hard to ensure that recreational, co-curricular, and academic activities are free of gender bias and stereotypes while maintaining an inclusive atmosphere for all students. Through our administrative initiatives and policies, we support the establishment of an inclusive and varied environment where everyone has the chance to fulfill their full potential, regardless of background, identity, or circumstances. Sensitization efforts against domestic violence, job harassment, and sexual assault are typical. Gender equity and equality in the workplace refers to giving men and women the same benefits and compensation, equal access to working spaces, equal possibilities for growth, and a harassment- and discrimination-free work environment. There haven't been any reports of harassment from staff or faculty yet. We attempt to achieve equity and equality by putting the ideas and practices into practice through the Women's Cell, Internal Complaints Committee, Grievance Redressal Cell, Students Welfare Committee, SC-ST-Backward Class and Minority Cell and Anti-Ragging Committee by putting various government plans into action, among other things. Gender equity and equality are important principles for creating a fair and unbiased society where all individuals will have equal opportunity to reach their full potential, regardless of their gender. We strictly strive for a gender-neutral institution with equal opportunities for all.

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METHODOLOGY

The methodology of a gender audit report involves a systematic process to evaluate and improve gender equality within an organization.

1. Preparation and Planning: Clearly outline the objectives of the gender audit by defining the scope, including the departments, programs, policies, and practices to be audited. Create a framework or checklist based on international standards, national policies, and best practices in gender equality.

2. Data Collection: Analyse organizational documents such as policies, reports, program plans, and budgets for gender sensitivity. Develop and distribute gender-specific surveys and questionnaires to staffs to gather quantitative and qualitative data. Conduct individual interviews and focus group discussions with various stakeholders to gain deeper insights into gender dynamics and issues. Observe organizational practices, meetings, and activities to assess gender inclusivity and behaviour.

3. Data Analysis: Qualitative Analysis, Quantitative Analysis and Gap Analysis to Compare findings against the gender audit framework and best practices to identify gaps and areas for improvement.

4. Reporting: Compile the findings, analysis, and recommendations into a comprehensive gender audit report including case studies, examples, and quotes to illustrate key points. **Feedback and Validation,** incorporate feedback and finalize the report. Ensure the report is clear, concise, and accessible to all stakeholders.

5. Action Planning: Provide specific, actionable recommendations to address identified gaps and improve gender responsiveness. Assign responsibilities, timelines, and resources for implementing the action plan.

6. Follow-up and Monitoring: Regularly review and update the action plan as needed. Promote a culture of continuous learning and improvement in gender equality practices. Encourage regular gender audits and reviews to sustain progress.

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**ANNUAL SURVEY ON GENDER AUDIT FOR ALL STAKE HOLDERS
(EMPLOYEES, STUDENTS ETC.) OF RERFGI**

For Faculty:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from the faculties on their experiences and perceptions related to gender issues.

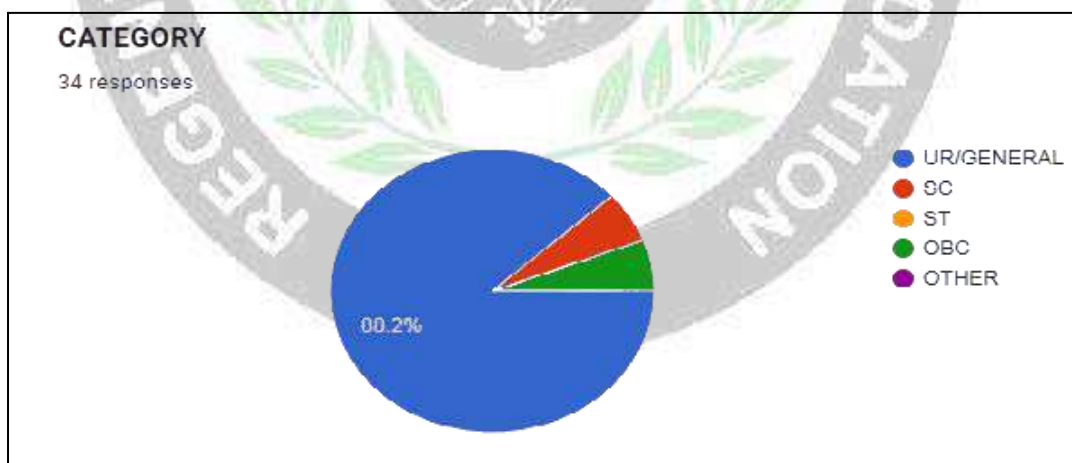
Survey Period: 18.04.2025 to 25.04.2025

Google form link for Survey on Gender Audit: <https://forms.gle/zSwmh1W55LRED5BC7>

RESULTS

Demographics

- **Total Respondents: 34**



Key Findings

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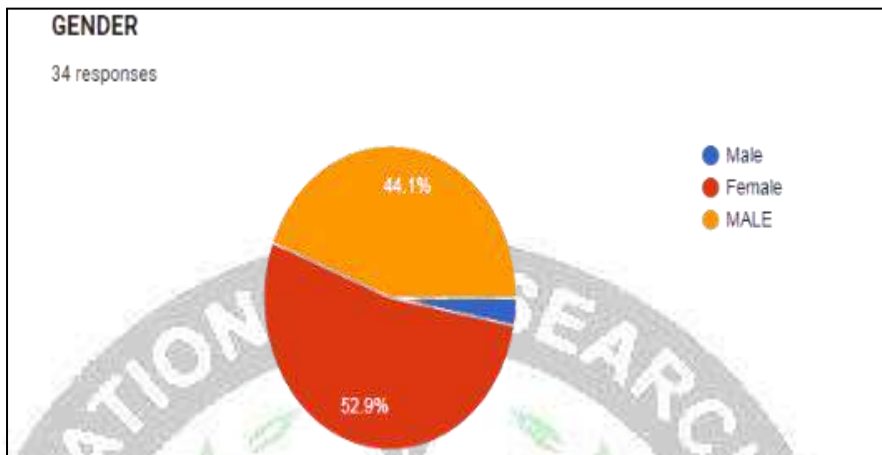
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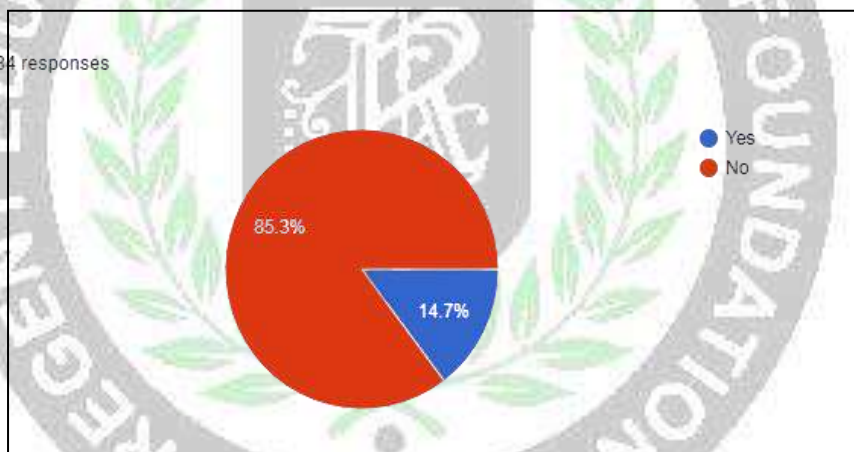
11/3, Biresh Guha Street
7th Floor, Kolkata - 700 017
Tel.: 033-3221-3013



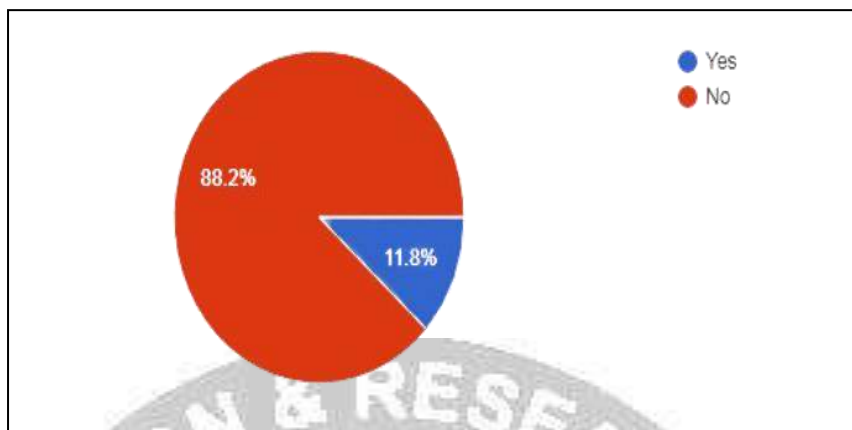
Learning and Evaluation Data Analysis: The graphical representation exhibits the gender classification of male and female strength of faculty recruited to the college over the last years.



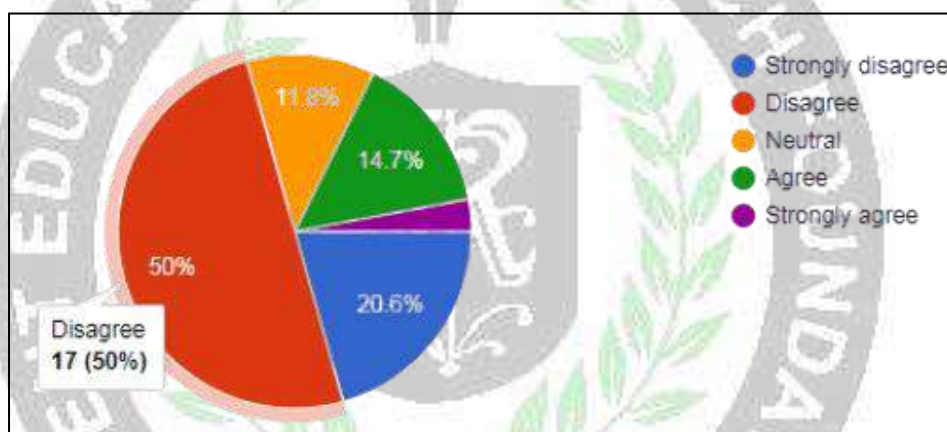
Do you believe there is gender inequality among Faculty?



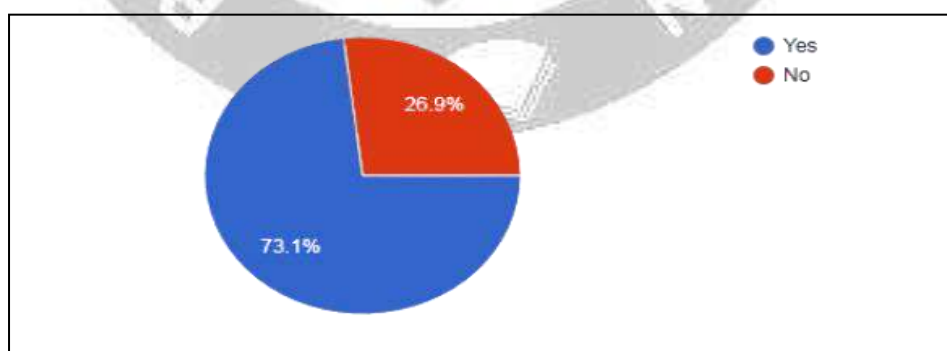
Do you think girls or boys face more gender inequality in educational system?



Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys?



Adequate facilities are available inside the toilet keeping in mind the need of the girl students.
Adequate disposal bins are available in the toilet (ONLY FOR GIRL STUDENTS)

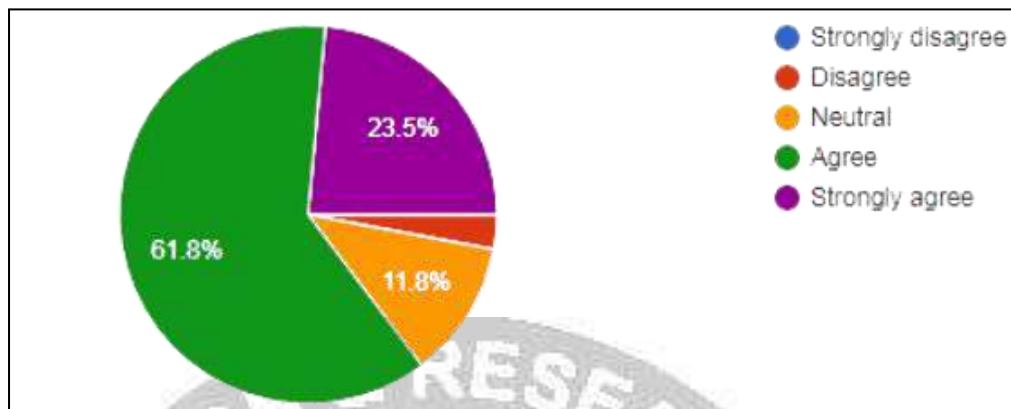


Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.

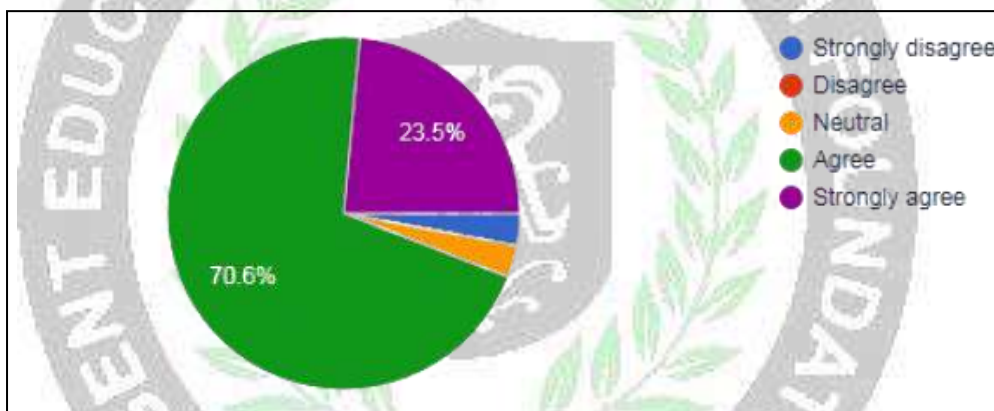


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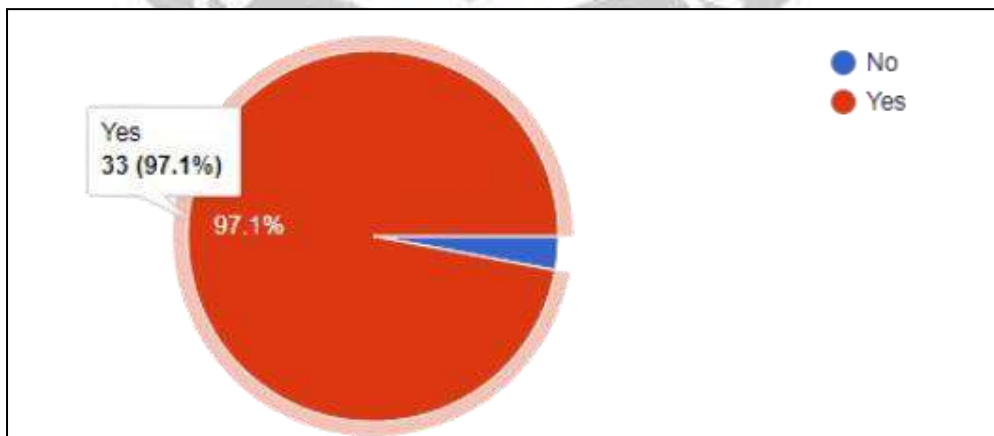
Group of Institutions



Adequate safety & security arrangements have been made in the campus and common areas during day.



Are you aware about Internal Committee (IC) that deals with sexual harassment issues in your College?





For Students:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from students on their experiences and perceptions related to gender issues.

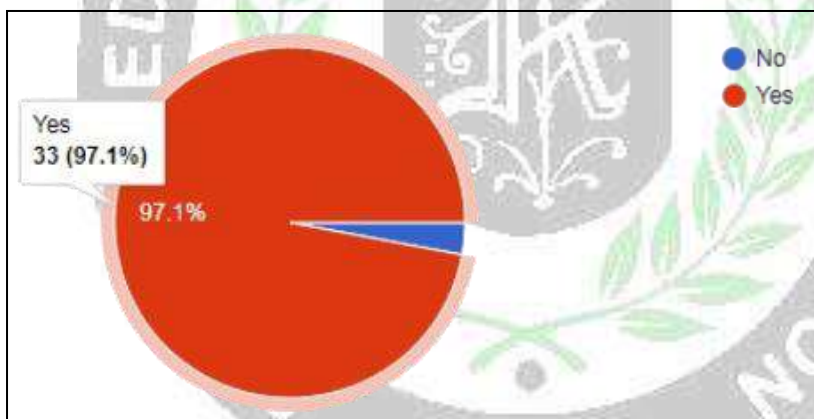
Survey Period: 8.04.2025 to 25.04.2025

Google form link for the survey: <https://forms.gle/MJ3uEn8CCT8LUcP58>

RESULTS

Demographics

- Total Respondents: 130



Key Findings

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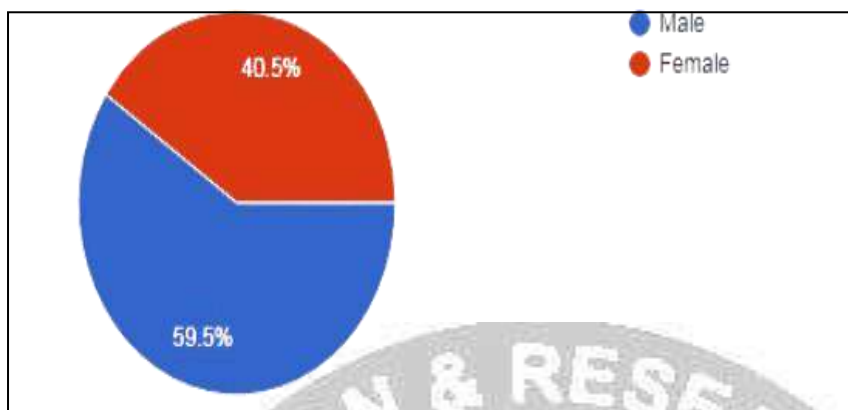
Regd. Office Address:

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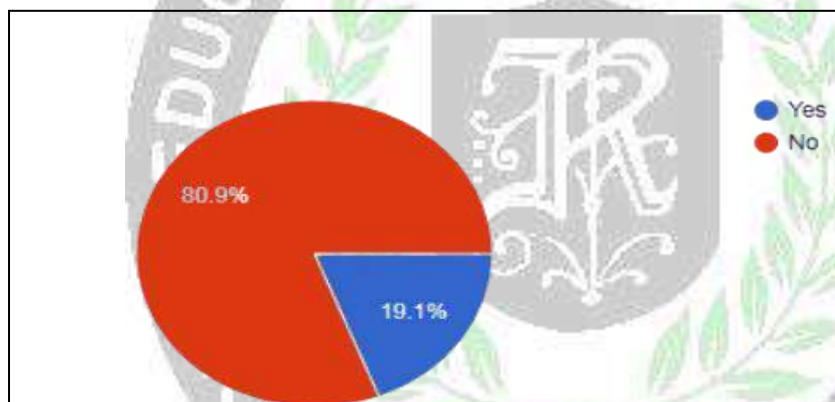


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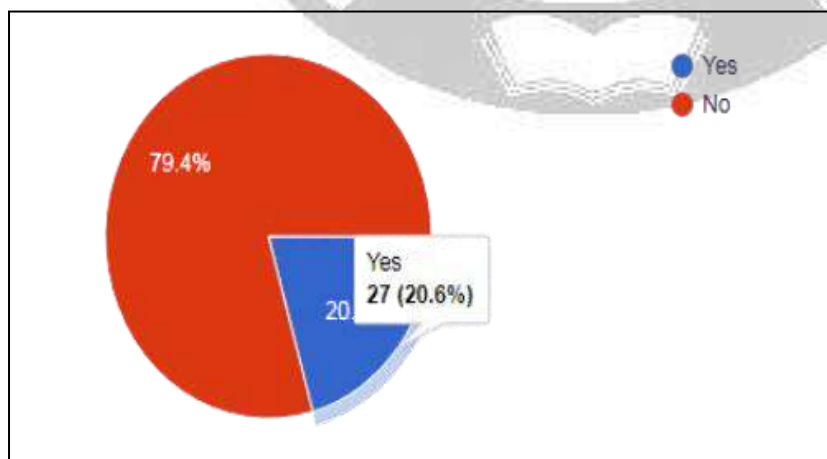
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Do you believe there is gender inequality among students?



Do you think girls or boys face more gender inequality in educational system?



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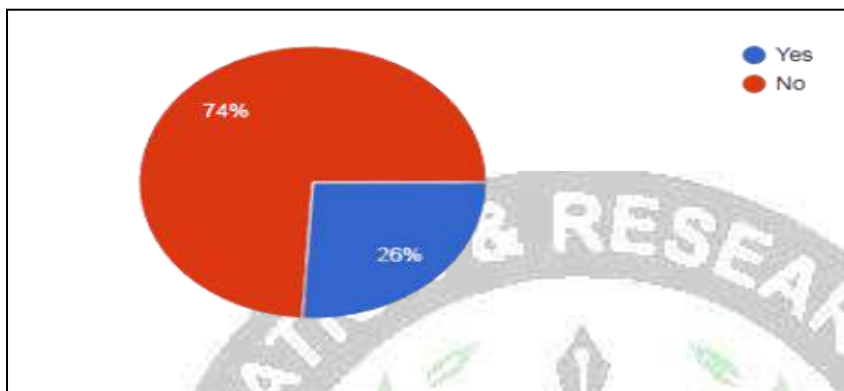
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Tel.: 033-3008-5442/432/431, Fax: 033-3008-5442

Regd. Office Address:

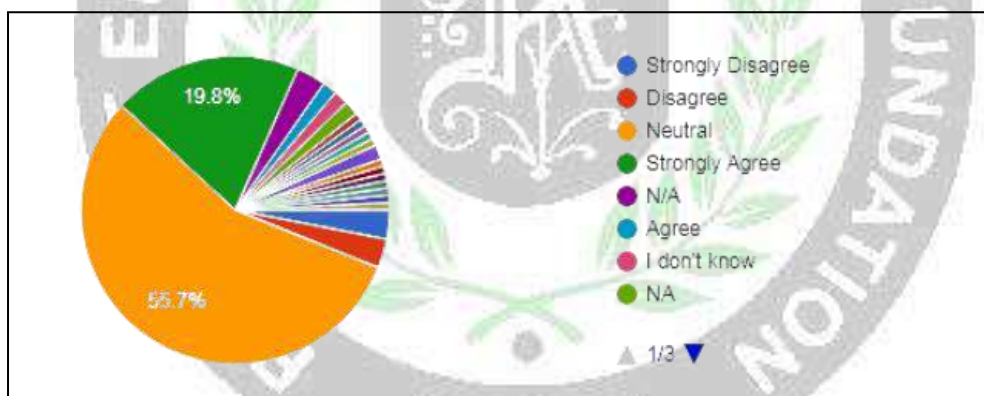
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Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys?



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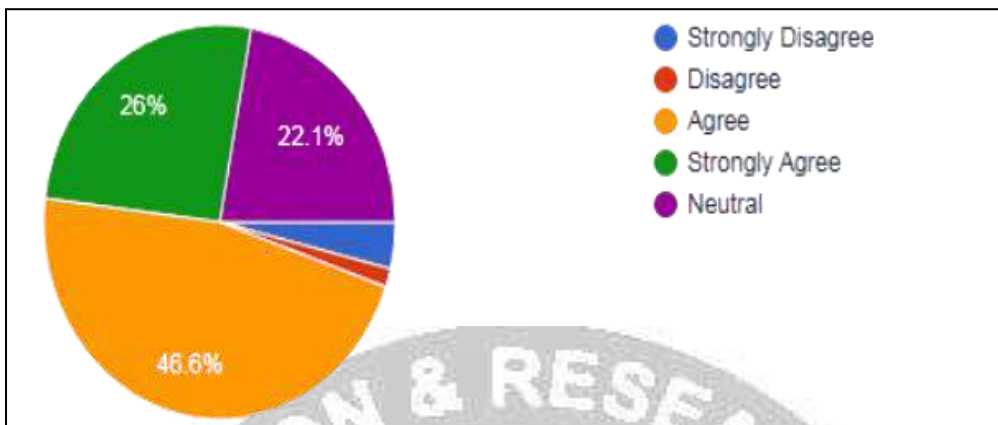


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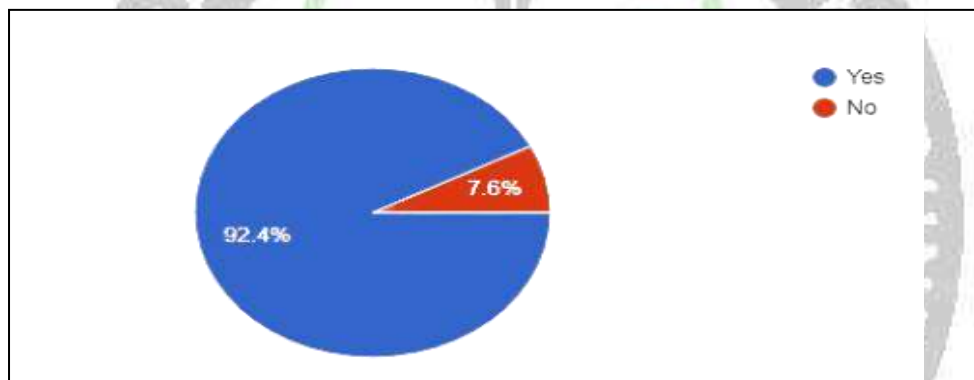


REGENT EDUCATION & RESEARCH FOUNDATION

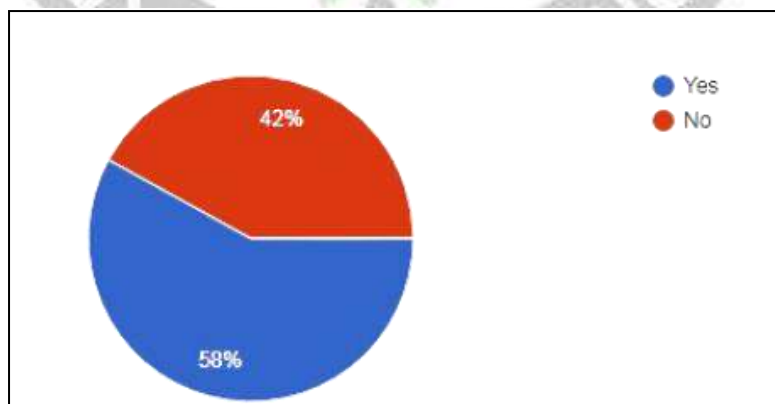
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There is equal opportunity for all genders to study & participate different activities in the college premises.



Are you aware about Internal Committee (IC) that deals with sexual harassment issues in your College



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For Alumni Students:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from students on their experiences and perceptions related to gender issues.

Survey Period: 8.04.2025 to 25.04.2025

Google form link for the survey: <https://forms.gle/ro7bbM3tCvFKeXzc9>

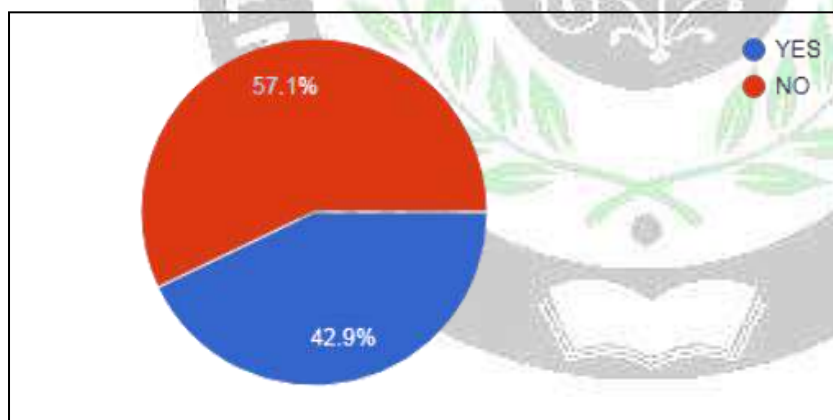
RESULTS

Demographics

- Total Respondents: 63

Key Findings

Do you believe there is gender inequality among students?



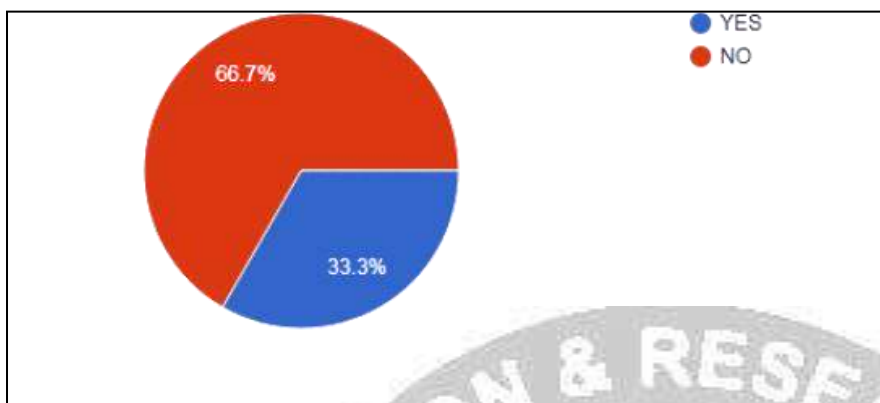
Do you think girls or boys face more gender inequality in educational system?

Campus Address:

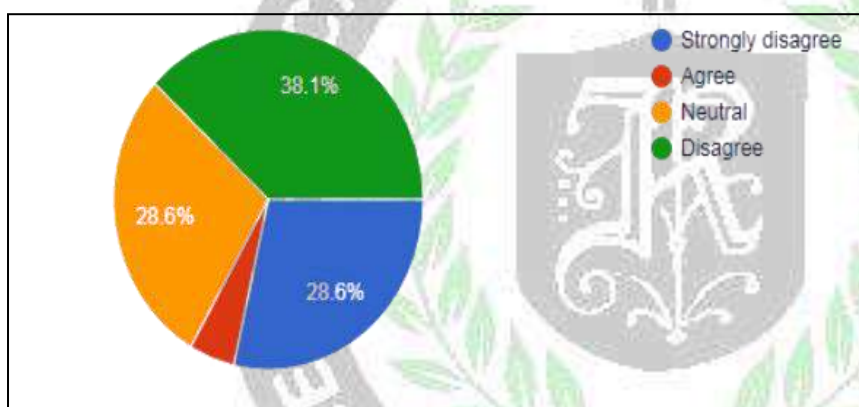
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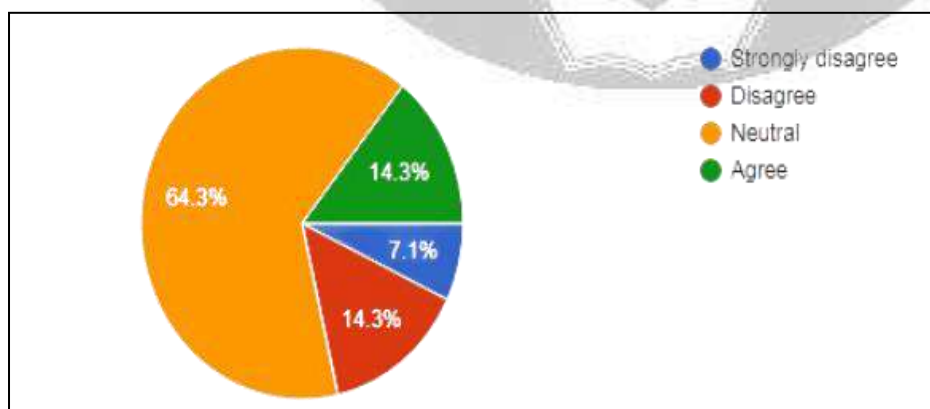
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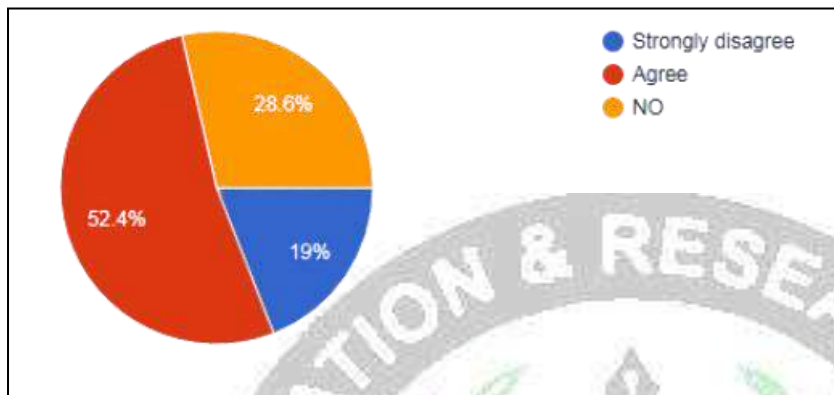
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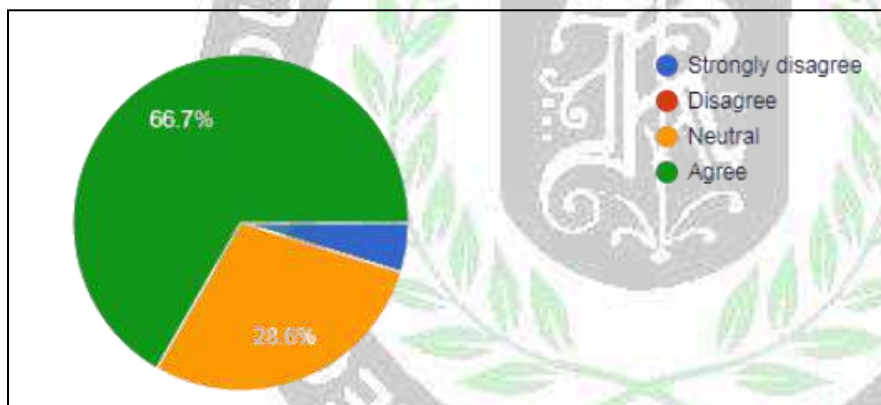
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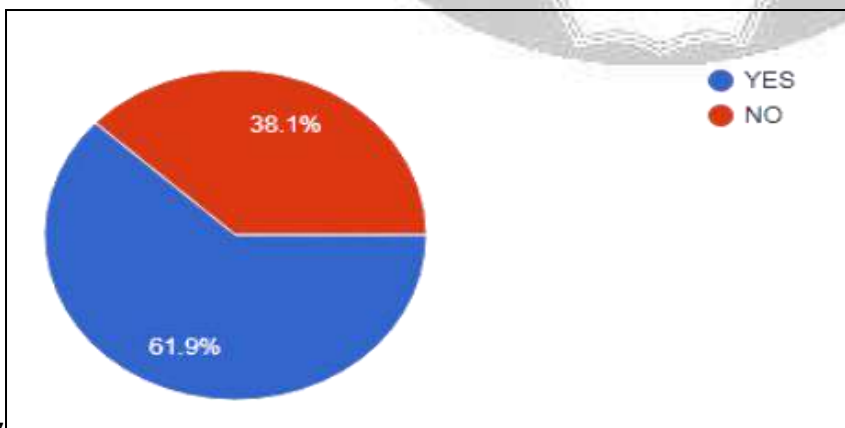
Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.



Adequate safety & security arrangements have been made in the campus and common areas during day.



Are you aware about Internal Committee (IC) & Grievance and Redressal Cell i that deals with sexual harassment issues in our College



17

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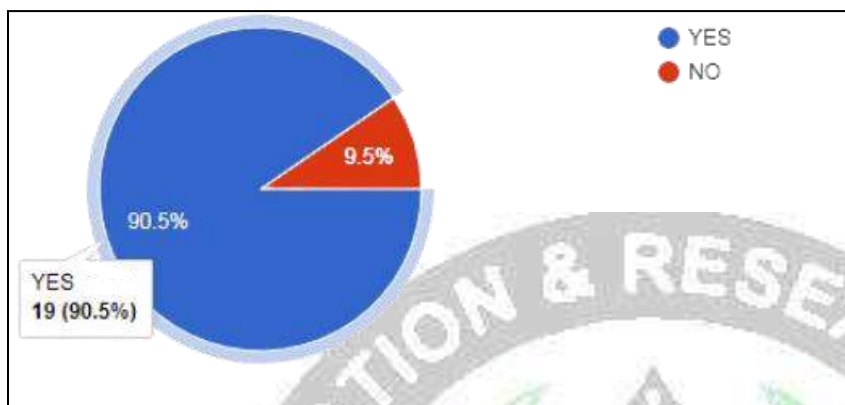
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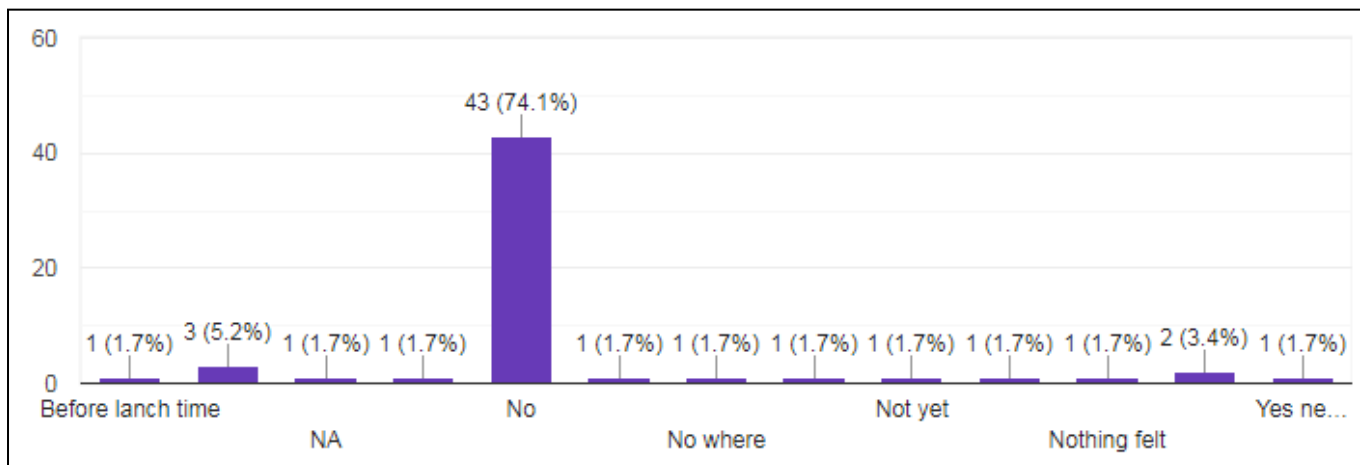


There is equal opportunity to all genders for free and fair expression of ideas.



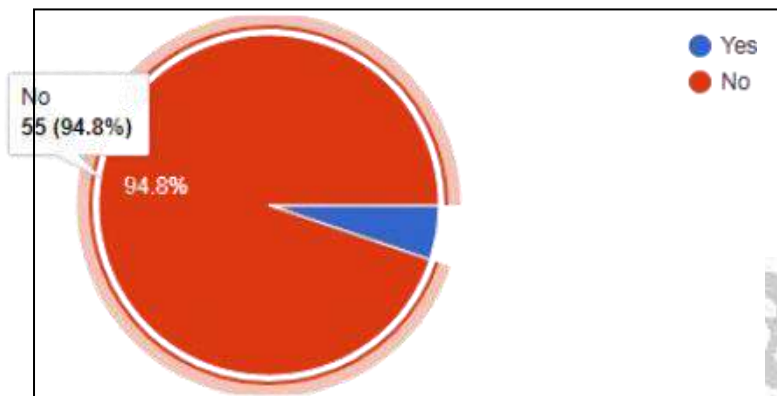
Survey on "Safety at College Campus" for all Female Students of RERFGI

Any areas or times on campus that feels unsafe to you?

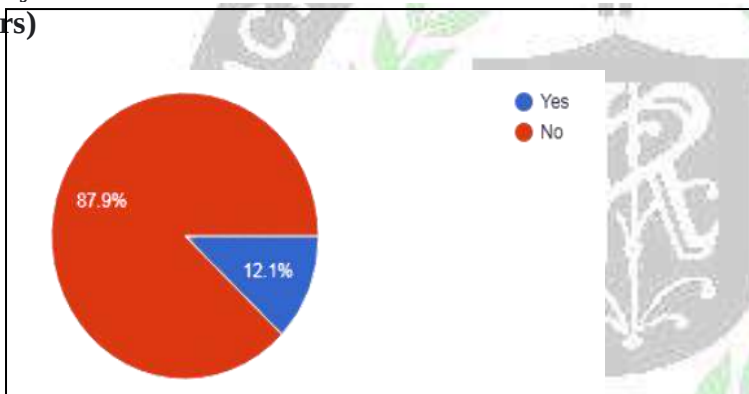




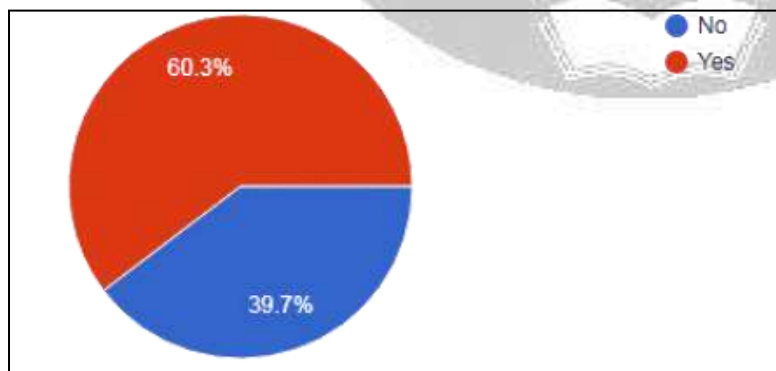
Have you ever been in a situation on campus where you felt frightened or anxious?



Have you ever had concerns about the behavior of others on campus (students, faculty, staff, others)?

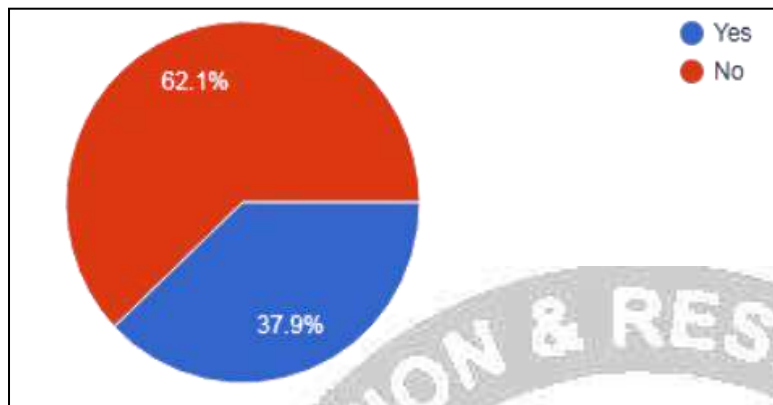


Are you aware of the campus emergency procedures?

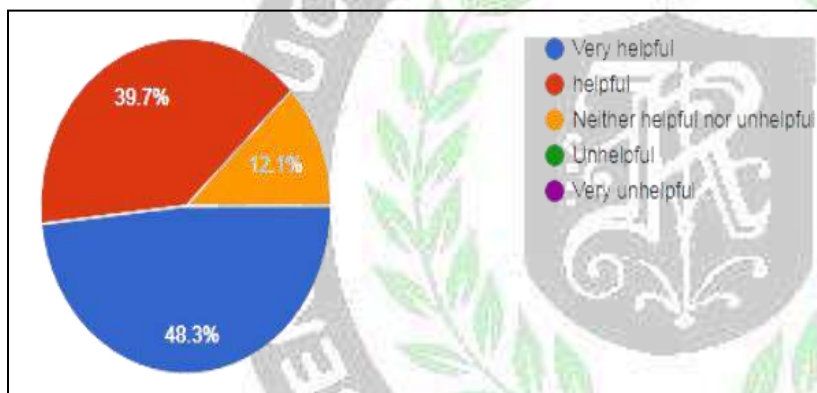




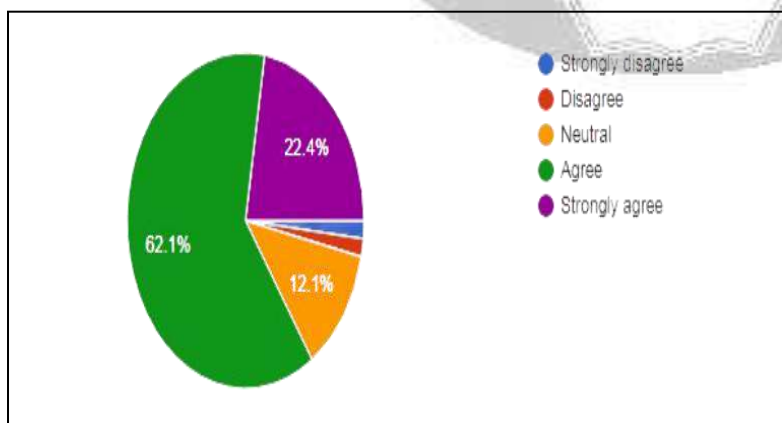
Do you know how to evacuate the building in case of a fire?



Do you think faculty and supporting staff at the college are helpful?



Adequate safety & security arrangements have been made in the campus and common areas during day.



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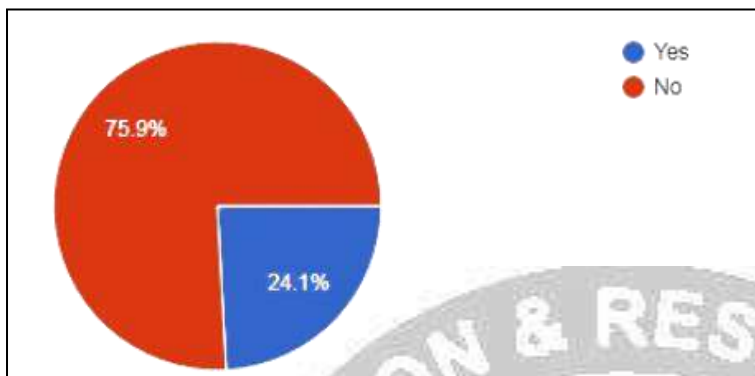
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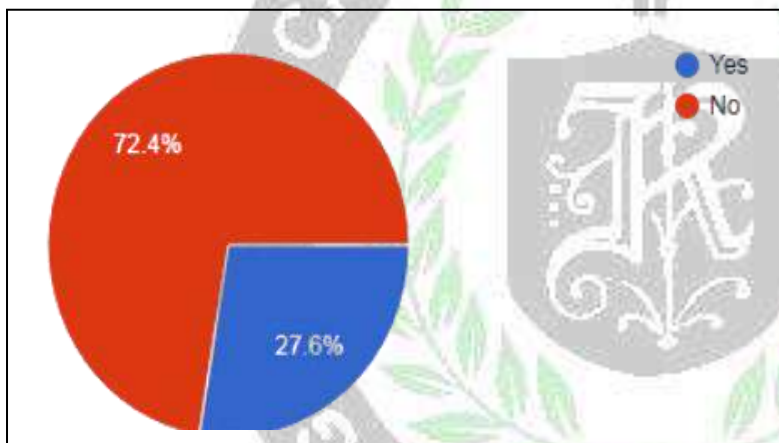
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Do you know how to use the distress bell on campus?



Are you aware about Internal Committee (IC) that deals with any harassment issues (sexual, gender discrimination etc.) in your College



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FINDINGS AND OBSERVATION

A gender audit is a tool used to assess and evaluate the level of gender equality within an organization, program, or policy. The findings and observations from a gender audit typically encompass several key areas:

Representation and Participation: Analysis of gender distribution across various levels of the organization, from entry-level positions to senior management. Examination of the proportion of women and men in decision-making and leadership roles. Assessment of the extent to which women and men are involved in organizational decision-making processes.

Policies and Practices: Evaluation of recruitment, hiring, and promotion practices to identify any gender biases. Review of policies related to maternity and paternity leave, sexual harassment, flexible working arrangements, and other gender-sensitive issues. Analysis of salary structures to identify any gender pay gaps.

Work Environment: Assessment of the organizational culture in terms of gender sensitivity and inclusiveness. Availability and effectiveness of gender sensitivity training and professional development opportunities. Evaluation of facilities such as childcare services, nursing rooms, and safe transport options for women.

Program and Service Delivery: Assessment of how well programs and services meet the specific needs of women and men. Collection of feedback from beneficiaries to understand their perspectives on gender equality within the program or service.

Impact and Outcomes: Measurement of the outcomes of policies, programs, and practices on different genders. Assessment of progress made towards achieving gender equality goals and objectives.

Observations from a Gender Audit: The observations from a gender audit often highlight strengths, weaknesses, opportunities, and threats (SWOT) in relation to gender equality within the organization. Common observations might include

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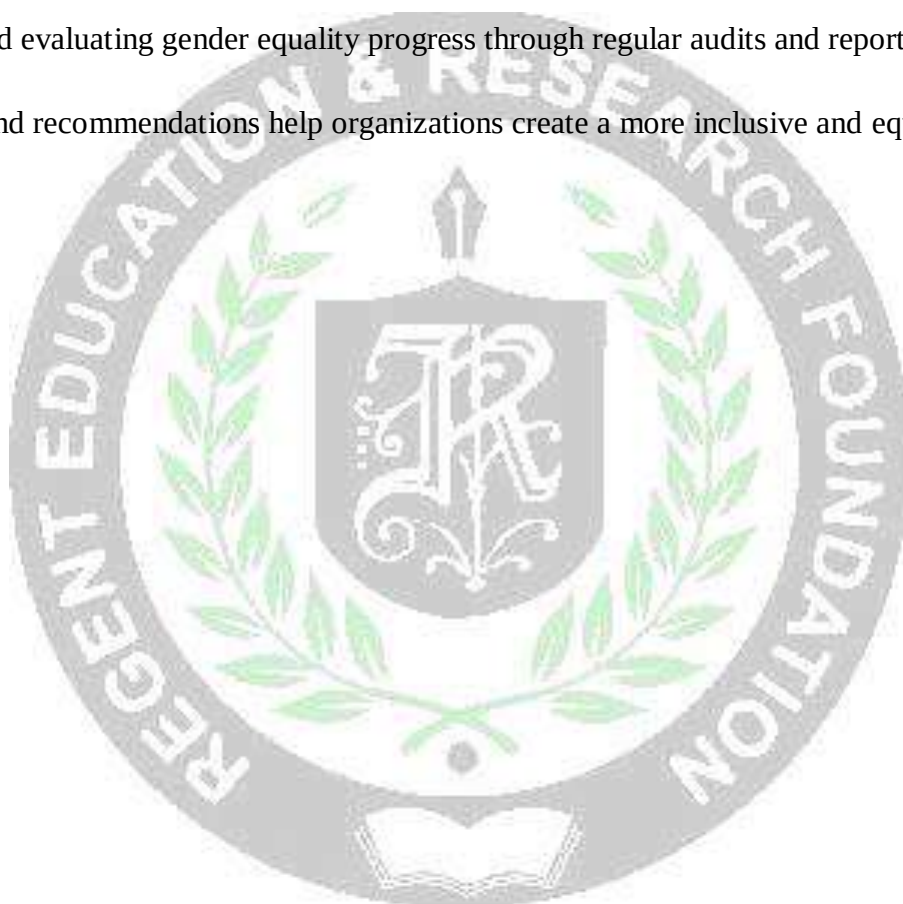


RECOMMENDATIONS

Based on the findings and observations, gender audits typically include recommendations for improving gender equality. These may involve:

1. Implementing targeted recruitment and promotion strategies to increase gender diversity.
2. Conducting regular gender sensitivity training for all staff.
3. Establishing or strengthening policies related to work-life balance, pay equity, and preventing sexual harassment.
4. Monitoring and evaluating gender equality progress through regular audits and reporting.

These findings and recommendations help organizations create a more inclusive and equitable environment for all genders.



A handwritten signature in black ink, appearing to read 'Labani Nandi', is positioned above the name.

LABANI NANDI
IC CONVENER

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REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

Internal Complaint Committee

Session 2024-2025

Redressal of grievance/complaints

An Internal Complaint Committee, comprising of following members is constituted at college, for Redressal of grievance/complaints made with regard to sexual harassment of women at work place.

1. Dr. Nibedita Mukherjea-Convener
2. Ms. Labani Nandi - Member
3. Ms. Suvra Sarkar - External Expert
4. Ms. Payel Chakraborty - Member
5. Ms. Ishika Ghosh - Member
6. Ms. Shreyashi Sengupta – Member
7. Ms. Madhobi Ghosh – Member
8. Ms. Munmoon Chaki - Member
9. Ms. Sudeshna Dey- Member
10. Mr. Mrinmoy Das- Member
11. Mr. Aninda Das- Member
12. Mr. Raju Kumer Shaw - Non Teaching Member
13. Ms. Trina Bhattacharya - Non Teaching Member

Regarding matter of grievance complaint, it was found by the members that not a single grievance has been brought to the notice of the committee and not any responses received from the complaint box during the session, thus Redressal is NIL for Session 2024-2025.

Labani Nandi
Convener, Internal Committee
RERF Group of Institutions

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Members Present:

SL.NO.	NAME OF THE MEMBER	DEPARTMENT	SIGNATURE
1	Dr. Nibedita Mukherjea	Chairperson	
2	Ms. Labani Nandi	Convener	
3	Ms. Suvra Sarkar	External Expert	
4	Ms. Ishika Ghosh	Member	
5	Ms. Payel Chakraborty	Member	
6	Ms. Shreyashi Sengupta	Member	
7	Ms. Madhobi Ghosh	Member	
8	Ms. Munmoon Chaki	Member	
9	Ms. Sudeshna Dey	Member	
10	Mr. Mrinmoy Das	Member	
11	Mr. Aninda Das	Member	
12	Mr. Raju Kumar Shaw	Non Teaching Member	
13	Ms. Trina Bhattacharya	Non Teaching Member	

Labani Nandi
Convener, Internal Committee
RERF Group of Institutions

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Awariness Program on Women Empowerment

The Internal Committee (IC) of Regent Education and Research Foundation Group of Institutions has organized a Seminar on the topic “**Women Empowerment**” on 27th September, 2024, presented by Prajapita Brahma Kumaris Ishwariya VishwaVidyalaya.

Women empowerment is the process of enabling women to gain control over their lives, make independent choices, and participate equally in social, economic, and political spheres. It involves providing women with access to education, healthcare, employment, and decision-making opportunities, ensuring they have the same rights and freedoms as men.

Empowering women is not just a matter of justice and equality; it is also essential for sustainable development. When women are educated, financially independent, and politically active, societies thrive economically, socially, and culturally. Despite progress, many women worldwide still face discrimination, limited opportunities, and systemic barriers. Addressing these challenges requires collective efforts—from governments and organizations to communities and individuals—to create an inclusive world where women can achieve their full potential. 27 students participated in the seminar.

The organizing committee Detail

ORGANIZING COMMITTEE		
Profession	Name	Designation
Chairperson	Dr. Nibedita Mukharjea	Professor
Convener	Ms. Labani Nandi	Assistant Professor
Member	Ms. Ishika Ghosh	Assistant Professor
Member	Ms. Shreyashi Sengupta	Assistant Professor
Member	Ms. Madhabi Ghosh	Assistant Professor
Member	Ms. Payel Chakraborty	Assistant Professor
Member	Ms. Munmoon Chaki	Assistant Professor
Member	Mr. Aninda Das	Assistant Professor
Member	Mr. Mrinmoy Das	Assistant Professor
Member	Mr. Raju Kumer Shaw	Non-Teaching Member
Member	Ms. Trina Bhattacharya	Non-Teaching Member
Member	Ms. Koheli Adhikary	Student
Member	Mr. Aman Jha	Student
Member	Ms. Teasha Biswas	Student
Member	Ms. Suvra Sarkar	External Member

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Program schedule

Institute name	Date	Time
RERF	27.09.2024	2pm

Speaker Details



Brahma Kumari khushboo has been associated with the Brahma Kumaris since childhood, deeply rooted in the organization's spiritual values and teachings. A B.Sc. graduate, she dedicated her life to spiritual service in 2012. Since then, she has been actively conducting sessions on a wide range of topics including stress management, happiness, anger control and sleep management, among others. Her impactful sessions have reached various prestigious institutions such as the Swami Vivekananda Police Training Academy, BSF, MAKAUT, IISER, HAL, jute factories and many more, where she continues to inspire and guide individuals toward inner peace and holistic well-being.

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REGENT EDUCATION & RESEARCH FOUNDATION

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Flyer:

Regent Education & Research Foundation
Group of Institutions

Internal Committee Organizing Seminar on:

Women Empowerment

Presented by :
Prajapita Brahma Kumaris Ishwariya Vishwa Vidyalaya



Date - **27th September, 2024** | Time - **2:00 pm**
Venue - **Seminar Hall**

Campus :Regent Education & Research Foundation Group of Institutions

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Certificate:



Labani Nandi
Convener, Internal Committee,
RERF Group of Institutions

Campus :Regent Education & Research Foundation Group of Institutions

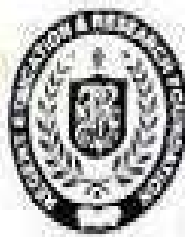
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REGENT EDUCATION & RESEARCH FOUNDATION Group of Institutions

Internal Committee Attendance Sheet

One Day Seminar on- 27.09.2024

SL NO.	NAME	DEPARTMENT	SIGNATURE
1	Amit Ghosh	CE	Amit
2	Subho Das	CE	Subho
3	PUJA KOLEY	MCA	Pujakoley
4	Suman Ganguly	ECE	Suman
5	Anupam Ray	CE	A. Ray
6	Biswanath Mallick	CE	B.M.
7	Amrita Debma	MCA	A. Debma
8	Tulip Chakraborty	CE	T. Chakraborty
9	Pulak Ray	CE	Pulak Ray
10	Ananyabrata Ghosh	ECE	A. Ghosh
11	Deep Sam	CE	Deep Sam
12	Sufkanu Huda	ECE	S. Huda
13	Anup Kumar Yadav	CE	A.K. Yadav
14	Teasha Biswas	CE	Teasha Biswas
15	Ritoban Das	CE	Ras
16	Pradip Kumar Sarker	ECE	P.K. Sarker
17	Shikhar Sarker	ECE	S. Sarker
18	Pratik Joshi	CE	Pratik Joshi
19	Sajal Mandal	CE	Sajal Mandal
20	Sayanika Sarker	CE	S. Sarker

27/09/25

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