

**ROTARY CLUB OF KOLKATA BENEVOLENCE
DISTRICT 3291; CLUB NO.222538**

Mudita

Vol 4 Issue 4: November 2021



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DISTRICT GOVERNOR: Rtn Prabir Chatterjee
PRESIDENT: Rtn Kaushik Sen
SECRETARY: Rtn Chetan Murarka
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JOINT EDITOR: Rtn Nishtha Agarwal**

Happy diwali

From the Editor's desk

November has approached and there is a nip in the air, the days are shorter and a lull after a month long period of festivities and bonhomie before the New Year festivities begin again .

Just a month and a half for the year 2021 to phase out to begin a new year with hope and joy again. I would like to write a little note to myself just to remind me of all the ups and downs, goals and unexpected surprises of the past few months. The truth is some years are better than the others and that is okay. To see it on paper helps me to focus more on what I need to do and where I can lighten up a little.

To be honest some years were not the way I wanted them to be, but then the end of the year letter is to inspire, love and to reach higher and work harder. Some years surpassed everything and made you feel fantastic. Dear readers, do not hold back - write down all the things you want to enter your world, and in the next, manifest it and make it your reality. The countdown has already begun, so start writing and tell yourself and the near and dear ones - include them in your plans and realize the same.

Each year's regrets are envelopes in which messages of hope are found for the coming new year.

Sincerely
Dr Chitra Sen



From the President's desk

It gives me immense pleasure to share my Views in this Newsletter. October being Festive Month, we had a mix of Events in October, including Service Projects and Fellowship Events. We launched our Ambitious Project - Jagaran, at The Senator, on 1st October. The event was graced by our respected District Governor, Rtn Prabir Chatterjee, and other dignitaries from District 3291, and Rotaract Clubs and RCCs. We had a lovely Dandia Night on 9th October, at Roof Top View, wherein we had participation from other Rotary Club Members, apart from Members and Guests of Rotary Club of Kolkata Benevolence. We also did a Donation by Activity under our Project Asha, sponsored by our member Rtn Sachin Sonpal, in Red Light Area near Kalighat on 26th October. Also we had a Members Meeting on 29th October at Roof Top View. Overall I would like to say that Rotary Club of Benevolence is focused on community service alongwith strong fellowship and bonding activities among members. Also we would like to work extensively in the area of Basic Literacy and Financial Literacy in the coming days

Regards
Kaushik Sen





SI	EVENT / PROJECT NAME	EVENT / PROJECT DATE	EVENT / PROJECT DETAILS
1	COVID 19 FOOD DRIVE	LAUNCHED ON 2ND MAY	52 PEOPLE - 475 MEALS Served
2	YOGA AND PRANAYAM SESSION	16TH MAY	Online Zoom Session conducted by Rtn ABHIMANYU BISHNU and Rtn PUJA JHUNJHUNWALA
3	SAATVIK AAHAR VIHAAR VICHAR	22ND MAY	Online Zoom Session conducted by SANJAY GOVIND ANAND and BIJOYA MUKHERJEE
4	ZUMBA WORKSHOP	30TH MAY	Online Zoom Session conducted by NILU KEDIA
5	ASHA	29TH MAY	Food Donation near Kalighat Temple
6	NEW AGE PARENTING	29TH MAY	Online Zoom Session conducted by MANVITHA MASGODE and BINA YADAV
7	YOGA WORKSHOP	14TH to 19TH JUNE	Online Zoom Sessions conducted by YOG RATNA YUVIKA DHAR ARORA
8	AAHAR	9TH JUNE	Ration Distribution at Pyara Bagan Basti near Lovelock Place
9	MENTAL WELLNESS	12TH JUNE	Online Zoom Session conducted by NEELU JAIN, ANGI RA CHAKRAVORTY DASGUPTA and TANYA CHADHA
10	AAHAR	15TH JUNE	ROTI Distribution in association with APNI ROTI near AMRI
11	VIRTUAL MELODY	20TH JUNE	ONLINE CULTURAL PROGRAM. ARTISTS - PAULAMI NIYOGI, MAHUYA BANERJEE, SIRIN SARKAR, KAUSHIK ROY CHOWDHURY, SUBHALAXMI DEY, BISWADEEP CHAKRABORTY, ARPITA GHOSAL, MANOJ PATRA
12	YOGA DAY	21ST JUNE	Morning - FREE Online Zoom YOGA SESSION
13	BULAND	21ST JUNE	Evening - Address on Online Zoom by MAJOR VIKRAM DEV DOGRA in presence of DG SUDIP MUKHERJEE and PDG DEBASISH MITRA
14	ASHA	27th JUNE	Donation Activity at HOPE HOME SONARPUR (Girls Orphanage)
15	SAHAYATA	4TH JULY	RATION Donation to YAAS VICTIMS at HINGALGANJ
16	KONNECT	24TH JULY	Fellowship Meet at SOUL - SKY LOUNGE
17	ASHA	25TH JULY	Donation Activity at ARUNIMA HOSPICE (Shelter Home)
18	CHARTER PRESENTATION CEREMONY	10TH AUGUST	Conducted at ITC SONAR, KOLKATA, in presence of IPDG SUDIP MUKHERJEE, DG PRABIR CHATTERJEE and DGE AJAY LAW
19	ASHA	29TH AUGUST	Donation Activity at MULVUNY HOUSE (Old Age Home)
20	BLOOD DONATION CAMP	4TH SEPTEMBER	Conducted at HOME LAND MALL
21	KONNECT	11TH SEPTEMBER	Fellowship Meet at SOUL - SKY LOUNGE
22	UNNATI	19TH SEPTEMBER	Donation Activity and Women Empowerment Session at RIHAD SUNDARBAN ACADEMY
23	ASHA	26TH SEPTEMBER	Donation Activity at IPER (Institute of Physical & Educational Research) and Session on KEEP INDIA POLIO FREE by Dr. BIJLI MALIK, Dr. TANAY MAITI and Ms. BORNALI BISWAS
24	JAGARAN	1ST OCTOBER	Session on Financial Literacy at THE SENATOR in presence of DG Prabir Chatterjee
25	KONNECT	9TH OCTOBER	DANDIA NIGHT followed by Fellowship Meet at ROOF TOP VIEW - LEE ROAD
26	ASHA	26TH OCTOBER	Donation Activity at NEW LIGHT FOUNDATION (In Red Light Area at Kalighat)
27	KONNECT	29TH OCTOBER	Members Introductions followed by Fellowship Meet at ROOF TOP VIEW - LEE ROAD

PROJECTS ACCOMPLISHED IN OCTOBER 2021

1st OCTOBER – JAGARAN – Session on Financial Literacy

9th OCTOBER – KONNECT – Dandia Night

26th OCTOBER – ASHA – Donation Drive at New Light Foundation

29th OCTOBER – KONNECT – Member Introductions with Fellowship Meet

PROJECTS ACCOMPLISHED IN OCTOBER 2021



Know your RIGHTS, Ladies !

– against Sexual Harassment at workplace

- By Rtn Usha Rajbhar



Sexual Harassment breaches the fundamental rights of a woman to equality under Articles 14 and 15 of the Constitution of India, her right to life and to live with dignity under Article 21 of the Constitution and also her right to practice any profession, which encompasses her right to a safe environment free from sexual harassment.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (the “POSH Act”) in India extends protection from sexual harassment to women at workplace and warrants a fair inquiry and reasonable justice to the aggrieved person.

Definition

Workplace sexual harassment takes many forms. It can flow from a co-worker, a supervisor, or a customer or a client, and encompass unwanted touching, inappropriate comments or jokes, or someone promising you a promotion in exchange for sexual favours. Sexual harassment “does not” have to be sexual alone. It can appear to be teasing, intimidating or making of derogatory comments based on stereotypes (e.g., about how certain people “are” or should act), or bullying someone or a group of people based on their sex/gender identity/ race or ethnicity.

Examples of behavior that could be harassment, but are not limited to:

- making vulgar, disrespectful, or explicit jokes about sex or sexual acts
- making undesired requests for sexual favors or dates
- making unsuitable comments about someone’s body or appearance
- staring, eyeing, or making signals of a sexual nature
- saying inferior things about or poking fun at someone or all people of a certain gender or sexual orientation (i.e. “women are...”)
- using gender-based or sexual attitude-based slurs (swear words)
- chit-chatting about someone’s personal relationships or sex life
- unsuitable/unwanted touching of any body part, clothing, face, or hair, including hugging, kissing, or assault
- obstructing someone’s movement
- sharing emails or messages of a sexual nature
- displaying or sending vulgar pictures or pornography
- virtual harassment - Personal comments on the person’s social media handles, inappropriate emojis and messages, stalking (both physical and virtual), threatening about performance ratings, insisting on video calls well after office hours, inappropriate or sexist jokes to lighten the mood, not maintaining a dress code during video conferences and calls, undefined work hours, etc

For something to be considered sexual harassment, it matters what the person who is being harassed feels; It does not matter if the person who is doing the harassment thinks it's OKAY, harmless, not sexual, or welcomed.

It's still a harassment if the behavior is something that the complainant does not want or finds offensive/unwelcomed.

Sometimes, you might smile at a joke that you find derogatory, or accept a hug because you're caught unaware in the moment, or because you're afraid the person will react adversely if you don't go along with their act. All of the above count as harassment and you should instantly say "stop" or do something else to let the person know that what they're saying/doing is inappropriate.

Do not be afraid of speaking up or saying "no" thinking it will impact your job because under the POSH Act, it's ILLEGAL for someone at work to make you face repercussions for reporting or speaking out against sexual harassment, or for participating in an investigation or legal action related to sexual harassment.

Examples of retaliation at the workplace include being fired or demoted, receiving a pay cut or a reduction in your hours or benefits, being allocated a different shift, location, position, receiving new duties, or being asked to take leave without pay. Retaliation can also be ultra-fine, build up, or get worse over time like being barred by co-workers, no longer being invited to meetings, or being left off of communications you were formerly a part of.

As per the POSH Act, "If you report sexual harassment, your employer CANNOT ignore it!" If they do, you can take legal action... and complete confidentiality needs to be maintained by the employer while handling the matter... If they spill the beans, they will be punished under the Act.

Further with the launch of 'SHe-Box' (Sexual Harassment Electronic Box) in 2017 by the Ministry of WCD, female employees, now, have another online channel to raise complaints of sexual harassment on a quick time basis.

Remedies provided under the POSH Act to the complainant

1. Compensation for lost wages/salaries, if the sexual harassment led to a loss of work or income.
2. Compensation for emotional distress and physical pain or suffering, which could include anguish, stress, anxiety, pain and suffering, loss of sleep, damage to your reputation, and loss of enjoyment of life resulting from harassment.
3. Reinstatement: If you were fired because of complaining about the sexual harassment, you can potentially get your job back.
4. Punitive damages: If you show that the employer acted with hostility or showed "reckless indifference" to your rights, you may be able to get the employer to pay punitive damages, which are meant to penalize especially bad employers and give a warning message to the other employers.

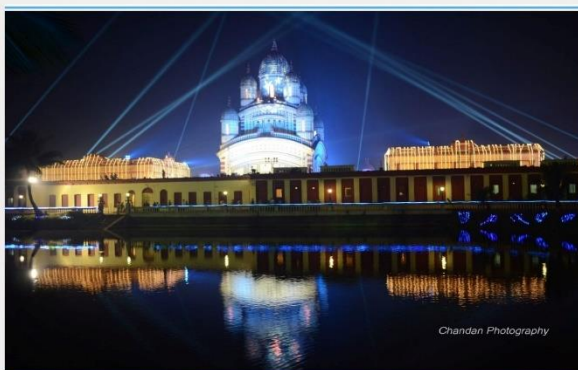
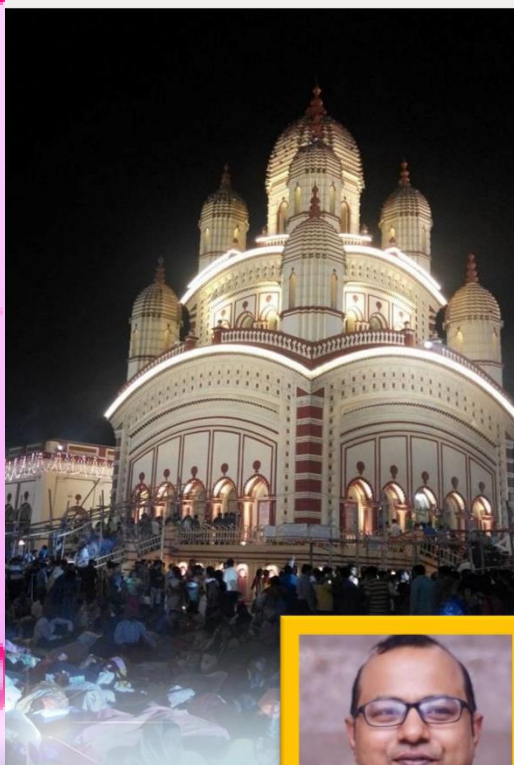
Conclusion

From the days of repudiating the very existence of sexual harassment incidents to the current scenario where entities want to follow the best practices beyond the mandated POSH Act, it has been a worthwhile change.

Yet, in many ways the expedition towards women's safety at workplace has just begun.

The actual need is to educate women about what actually constitutes sexual harassment as they might have been facing the same, but are unaware of them or ignoring them on purpose because of the unnecessary stigma fixed to them if they complain about it.

“Create the Awareness to Erase the Cause !”



**Mystic Lights of Life –
By Rtn Chandan Podder**

