

# IMPORTANT NOTICE FOR ALL REGULAR AND PRIVATE STUDENTS

Attendance is Compulsory as internal marks depend on participation in Departmental activities.

We are pleased to announce a panel discussion on 04 March 2024 at 12:00 pm on the **"Vishakha Guidelines & Creating a positive psychological environment for women in Workplace"** aimed at creating awareness and fostering dialogue on preventing and addressing workplace harassment.

## For Panel Discussion Preparation, You must Read about following:

1. Are you aware about Vishakha Guidelines?
2. What are the Problems/challenges Faced by women in Workplace?
3. What is its impact on mental health?
4. Being a Male member, what you can contribute for mutual respect of a lady at workplace.
5. What is the outlook of a society and family towards working women?
6. Any famous case study about woman facing challenges in their workplace.
7. Being an integral member of society, what would you suggest to make a working environment more comfortable and safer place?

The panel discussion is open to any other aspect or concern related to the topic for discussion. Students are free to voice their opinions ...we expect and welcome a spirited discussion on the burning issue...as mentioned attendance is compulsory for all...

  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal

  
HOD, Psychology.

To  
THE PRINCIPAL

DATE: 27/02/24

GOVT. HAMIDIA ARTS & COMMERCE COLLEGE, BHOPAL (M.P.)

SUBJECT: REQUEST FOR RUSA SEMINAR HALL

RESPECTED MADAM,

I KINDLY REQUEST YOU TO GRANT US PERMISSION TO USE THE RUSA SEMINAR HALL ON 04<sup>th</sup> / MARCH / 2024 AT 12:00 P.M. FOR A PANEL DISCUSSION ON "VISHAKHA GUIDELINES AND CREATING A POSITIVE PSYCHOLOGICAL ENVIRONMENT FOR WOMEN IN WORK PLACES", THE PANEL DISCUSSION IS BEING DONE TO COMMEMORATE INTERNATIONAL WOMEN WEEK; THE DISCUSSION AIMS AT CREATING A THINKING GENERATION OF MEN AWARE OF THE CHALLENGES FACED BY WOMEN IN WORK PLACE, ITS PSYCHOLOGICAL IMPACT AND WOULD INVITE SUGGESTION FROM THE PARTICIPANTS TO FURTHER IMPROVE THE WORKING CONDITIONS

GRATEFULLY

(Signature)

27/02/24

DR. SHAHIN KHANI  
HOD, PSYCHOLOGY

Permitted  
28.2.24  
प्राचार्य  
गोविन्द लाल शर्मा  
सहायक प्राचार्य, महिला कक्षाएं  
आचार्य, महिला कक्षाएं, भोपाल

## Questions for Panel Discussion

1. How aware is society about Vishakha Guidelines.
2. Can you throw light on supreme court verdict and why it is called as vishakha.
3. Would you like to share Problems/ Challenges about working condition of women in your specific workplaces.
4. Would you like to share any case study about women facing challenges in their workplace.
5. Do you think Women face prejudice, Discrimination and stereotypes at workplace and home.
6. What is the impact of these challenges on women's mental health, wellbeing and quality of life.
7. Despite maintaining a work-life balance, do the stressors of workplace, have a carry over effect on personal life, environment and society.
8. Are we still having glass ceiling effect in our system.
9. Are problems faced by working women is restricted to particular socioeconomic strata or they are well spread in all socioeconomic strata.
10. Can cultural values and morals have an effect on specific challenges in workplace for women
11. Is caste discrimination also prevalent like gender discrimination for women at workplace
12. What you feel is the outlook of society/families towards working women
13. Being a male and integral member of society, how can you contribute for women equality at workplace and mental health.

## पैनल चर्चा के लिए प्रश्न

1. विशाखा गाइडलाइन्स को लेकर समाज कितना जागरूक है.
2. क्या आप सर्वोच्च न्यायालय के फैसले पर प्रकाश डाल सकते हैं और इसे विशाखा क्यों कहा जाता है।
- 3.

  
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Govt. Mamidia Arts & Commerce  
College, Bhopal

क्या आप अपने विशिष्ट कार्यस्थलों में महिलाओं की कामकाजी स्थिति के बारे में समस्याएं/चुनौतियां साझा करना चाहेंगे।

4. क्या आप अपने कार्यस्थल में चुनौतियों का सामना करने वाली महिलाओं के बारे में कोई केस स्टडी साझा करना चाहेंगे? 5. क्या आपको लगता है कि महिलाओं को कार्यस्थल और घर पर पूर्वाग्रह, भेदभाव और रुढ़िवादिता का सामना करना पड़ता है?

6. इन चुनौतियों का महिलाओं के मानसिक स्वास्थ्य, खुशहाली और जीवन की गुणवत्ता पर क्या प्रभाव पड़ता है?

7. कार्य-जीवन संतुलन बनाए रखने के बावजूद, कार्यस्थल के तनाव का व्यक्तिगत जीवन, पर्यावरण और समाज पर प्रभाव पड़ता है।

8. क्या हमारे सिस्टम में अभी भी ग्लास सीलिंग का प्रभाव है। 9. क्या कामकाजी महिलाओं द्वारा सामना की जाने वाली समस्याएँ विशेष सामाजिक-आर्थिक स्तर तक ही सीमित हैं या वे सभी सामाजिक-आर्थिक स्तरों में फैली हुई हैं।

10. क्या सांस्कृतिक मूल्य और नैतिकता महिलाओं के लिए कार्यस्थल में विशिष्ट चुनौतियों पर प्रभाव डाल सकते हैं?

11. क्या कार्यस्थल पर महिलाओं के लिए लैंगिक भेदभाव की तरह जातिगत भेदभाव भी प्रचलित है?

12. आप जो महसूस करते हैं वह कामकाजी महिलाओं के प्रति समाज/परिवार का दृष्टिकोण है

13. एक पुरुष और समाज का अभिन्न सदस्य होने के नाते, आप कार्यस्थल पर महिलाओं की समानता और मानसिक स्वास्थ्य के लिए कैसे योगदान दे सकते हैं?

HOD, Psychology

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College, Bhopal

के बारे में कोई

# ANAL DISCUSSION

04/03/24

## VISHAKHA GUIDELINES & CREATING A POSITIVE PSYCHOLOGICAL Environment for women in workplace"

Abhay Vishwakarma	BA - 3 <sup>rd</sup>	<u>Abhay</u>
1) Aasiya Rigni	BA - 2 <sup>nd</sup>	<u>Asiya</u>
2) Anwari Panthi	BA - 2 <sup>nd</sup>	<u>Anwari</u>
3) Radhika Kagle	BA - 2 <sup>nd</sup>	<u>(2) Kagle</u>
4) Tarun Sharma	Ba 2 <sup>nd</sup>	<u>Tarun</u> 4/3/24
5) Vijaykushwaha	Ba. 2 <sup>nd</sup>	<u>Vijay</u> 4/03/24
6) Ashish Vishwakarma	Ba 2 <sup>nd</sup>	<u>Ashish</u> 04/03/24
7) Abhishek Karmami	MA 4 <sup>th</sup> Sem	<u>Karmami</u> 04/03/24
8) SHIKHAR MAYWAD	MA 4 <sup>th</sup> Sem	<u>Shikhar</u> 04/03/24
9) Deepesh Chouhan	B.A. 3 <sup>rd</sup>	<u>Deepesh</u>
10) Mahendra Singh	MA I Sem	<u>Mahendra</u>
11) Kashi Ram Loveanshi	MA 1 <sup>st</sup> Year	<u>Kashi</u>
12) Prashant	MA 1 <sup>st</sup> Year	<u>Prashant</u>
13) Rahul Raikwar	MA 1 <sup>st</sup> Sem	<u>Rahul</u>
14) Dr. Sandeep Singh	MA 1 <sup>st</sup> Year	<u>Sandeep</u>
15) Gaurav Sonane	MA 2 <sup>nd</sup> Year 2 <sup>nd</sup> Sem	<u>Gaurav</u>
16) Alok Kushwaha	MA - IV <sup>th</sup> Sem (2 <sup>nd</sup> Year)	<u>Alok</u>
17) Harsh Kalyani	M.A. - Ist Sem	<u>Harsh</u> 04/03/24

(Signature)

(Signature)  
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Govt. Hamidia Arts & Commerce  
College, Bhopal



## × In call messages



Messages can only be seen during the call by people in the call



You 12:01 PM

We are about to start panel discussion.



sufi abdul tehseen 12:19 PM

Farooq kindly mute ur mic.



Gaurav Mhase 29 min

सर नमस्कार,

एक सवाल था, यदि किसी ऑफिस में विशाखा या POSH कोमिती सही तरीके से कार्य नहीं करती है तो कहाँ सम्पर्क करें ताकि यह कोमिती सही से काम कर पाए।

बहुत शुक्रिया।



Gaurav Mhase 2 min

13 seconds

Send message

  
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## Report on Panel Discussion In Hybrid Mode on "Vishakha Guidelines and Creating a Positive Psychological Environment for Women in the Workplace"

Under the aegis of the Internal Quality Assurance Cell (IQAC), the Department of Psychology commemorated International Women's Week by organizing a panel discussion on the aforementioned topic on March 4, 2024, at the RUSA Hall, commencing at 12:00 p.m. The program aimed to foster awareness regarding Vishakha guidelines and the myriad challenges encountered by women across diverse professional settings.

The panel comprised four distinguished experts representing various domains:

- Lieutenant Colonel Piyush Paul
- Police Officer Mr. Rajan Ahirwar
- Legal Expert Mr. Manohar Kumar Gaur
- Corporate Field Expert Mr. Girish Kisnani

Spanning two and a half hours, the panel discussion was attended by 17 students in offline attendance and additional 9 participants joining via Google Meet in an online capacity.

Key Outcomes:

The discourse facilitated a rich exchange of compelling thoughts and ideas, engaging the attending students. Noteworthy topics included:

- Analysis of the Mary Sue Effect.
- Discussion of Gender Pay Gap phenomena.
- Deliberation on Corporate Social Responsibility.
- Explication of channels for registering complaints under Vishakha guidelines and the consequent punitive measures.
- Emphasis on fostering an inclusive identity diffusion to promote gender equality.
- Exploration of the cultural and socioeconomic implications of women in the workplace.
- Discourse on prevalent prejudices and discriminatory practices.
- Debate surrounding the Glass Ceiling Effect.

The inclusion of case studies prompted diverse perspectives from the panelists, generating insightful discussions albeit with occasional disagreements. Furthermore, After the session, open forum was provided for students to actively participate, leading to a healthy exchange of ideas, queries, and recommendations among both the panelists and attendees. Favorable feedback was garnered from the audience, reflecting the session's effectiveness in stimulating meaningful dialogue and fostering awareness on pertinent issues surrounding women in the workplace.

  
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HOD, Psychology

## REPORT (OUTCOME)

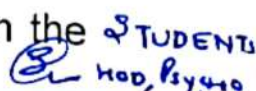


A panel discussion in hybrid mode was conducted by the Dept. of Psychology on 4th March 2024 celebrating International Women Week.

The topic of the discussion was "**Vishakha Guidelines and creating a positive psychological environment for women in workplace**".

The panelists included Lt. Col. Peeyush Paul, Police Officer Mr. Rajan Ahirwar, Legal expert Mr. Manohar Gaur and Corporate expert Mr. Girish Kishnani.

The session was found to be very enriching by students with a health debate and discussion culture being fostered in the dept.

The discussion was followed by enthusiastic questions from the <sup>STUDENTS</sup>  HOD, Psychology



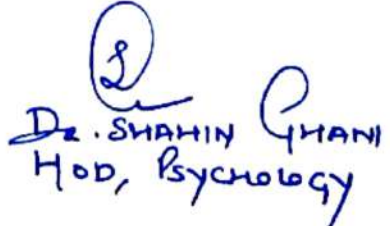
## REPORT (OUTCOME)

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The topic of the discussion was " Vishakha Guidelines and creating a positive psychological environment for women in workplace" .

The panelists included Lt.Col. Peeyush Paul, Police Officer Mr. Rajan Ahirwar, Legal expert Mr. Manohar Gaur and Corporate expert Mr. Girish Kishnani.

The session was found to be very enriching by students with a health debate and discussion culture being fostered in the dept. The discussion was followed by enthusiastic questions from the audiences towards the panel which were answered to their satisfaction.

  
Dr. SHAHIN GHANI  
HOD, Psychology

  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal



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DEPT. OF PSYCHOLOGY

*(under the aegis of IQAC)*

*presents a*

*Panel Discussion in hybrid mode on  
“Vishakha Guidelines and creating a  
positive psychological environment  
for women in workplace”.*

*Date: 04/03/2024*

*Venue: RUSA Hall,*

*Govt. Hamidia Arts and Commerce College,  
Bhopal (M.P.)*



  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal



Panel Discussion on "... ▶



gaurav



You're sharing vo...

⊗ Stop

8 others




*[Signature]*  
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College, Bhopal



वर्तमान में  
प्रतिष्ठान की  
संरचना  
सुधारा  
समाप्त कर रहे हैं

प्र. 1. प्रस्तावित  
संरचना का  
विवरण  
प्र. 2. प्रस्तावित संरचना का  
विवरण  
प्र. 3. प्रस्तावित संरचना का  
विवरण

 **GPS Map Camera**



**Bhopal, Madhya Pradesh, India**  
H. No.20 Masjid Hasan Bagh Hathikhana,  
near New Hamidia college, Budhwara,  
Bhopal, Madhya Pradesh 462001, India  
Lat 23.251333°  
Long 77.4047°  
04/03/24 12:33 PM GMT +05:30  
Note : Captured by GPS Map Camera



य उच्चतर शिक्षा अभियान  
समर्थित एवं उन्नयित  
संगोष्ठी कक्ष  
में  
आपका हार्दिक  
स्वागत! अभिनन्दन! वन्दन!

DEPT. OF PSYCHOLOGY  
*under the aegis of ICAC*  
presents a  
*Panel Discussion in hybrid mode on  
"Tishaktia Guidelines and creating a  
positive psychological environment  
for women in workplace"*  
Date: 04.03.2022  
Venue: M. S. Hall,  
Govt. Hamidia Arts and  
Commerce College, Bhopal

शासकीय हमीदिया कला एवं वाणिज्य महाविद्यालय, भोपाल (म.प्र.)

  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal



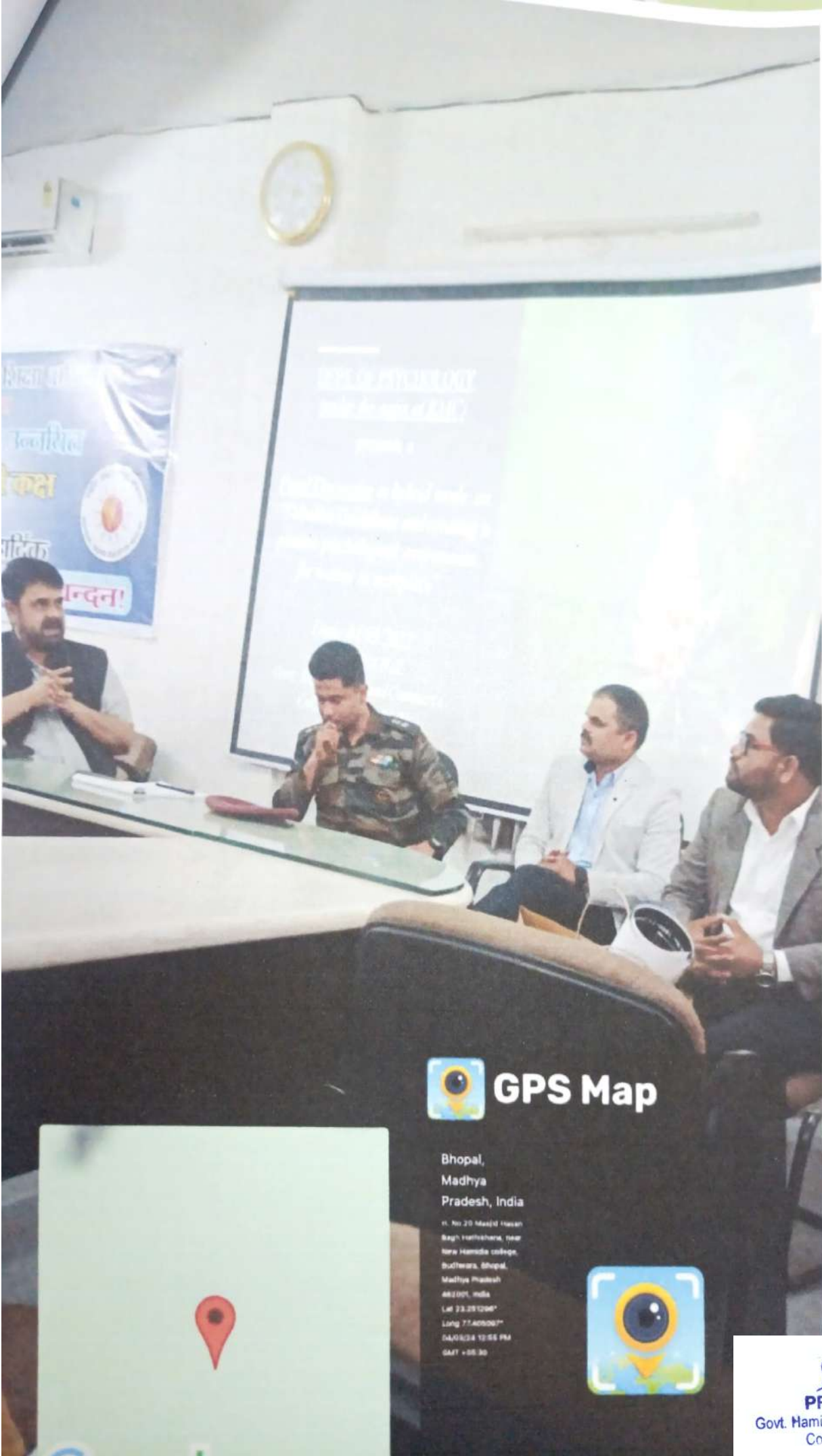


*elley*  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal



Sc

ner



शिक्षा  
व्यक्ति  
कक्षा  
संस्कृत  
गन्दन!

STEPS OF PHYSICALITY  
Under the name of RMC?

कक्षा (कक्षा) में शिक्षा के माध्यम से  
शिक्षण प्रणाली को सुदृढ़ बनाने के लिए  
आवश्यक है।

 **GPS Map**

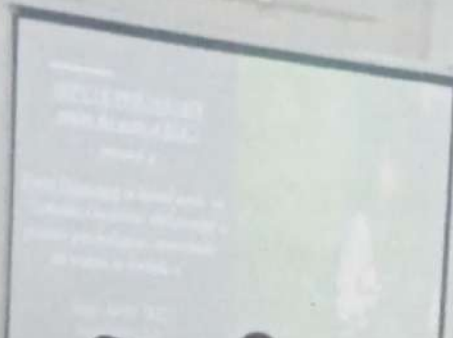


Bhopal,  
Madhya  
Pradesh, India

rt. No 20 Masjid Hasan  
Rajn. Khatikhara, near  
New Hamidia college,  
Budhara, Bhopal,  
Madhya Pradesh  
482001, India  
Lat 23.251296°  
Long 77.405067°  
DATE: 24 12:55 PM  
GMT +05:30



  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal



**GPS Map**

Bhopal,  
Madhya  
Pradesh, India

H. No.29 Masjid Hasan  
Bagh Khatikhana, near  
Sura Hamida college,  
Budhwar, Bhopal,  
Madhya Pradesh  
462001, India  
Lat 23.281312°  
Long 77.404795°  
04/03/24 01:05 PM  
GMT +05:30







  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal

**Govt Hamidia Arts and Commerce College, Bhopal**  
**Department of Psychology**  
**Feedback Form for Departmental Activities**

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: *Panel Discussion in hybrid mode on 'Vishaka Guidelines'*

Name of Activity: *Vishaka Guidelines*

Date: *04/03/24*

Location: *Bhopal Govt. Hamidia Art & Commerce College Bhopal*

Feedback:

1. Overall Experience:

Excellent <input checked="" type="checkbox"/>	Good	Average	Below Average
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2. Relevance to Course/  
Curriculum:

Highly Relevant <input checked="" type="checkbox"/>	Somewhat Relevant	Neutral	Not Relevant
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3. Organization

Very Well Organized <input checked="" type="checkbox"/>	Well Organized	Adequately Organized	Poorly Organized
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4. Quality of Content/ Presentation:

Very Informative/Engaging <input checked="" type="checkbox"/>	Informative/Engaging	Average	Uninspiring
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5. Speaker(s) (if applicable):

Knowledgeable and Engaging <input checked="" type="checkbox"/>	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
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6. Opportunities for Improvement:

(Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments:

(Feel free to share any other thoughts or feedback.)

*good information about woman*

Optional Information (If you wish to provide):

Name:

*Kash Ram Lovewanshi*

Class and contact details:

*Class:- MA, 2<sup>nd</sup> sem. (Psychology)*

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.

*Kashif*  
Signature of Student

*[Signature]*  
**PRINCIPAL**  
Govt. Hamidia Arts & Commerce  
College, Bhopal

Govt Hamidia Arts and Commerce College, Bhopal  
 Department of Psychology  
 Feedback Form for Departmental Activities

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details:

Panel Discussion about women safety in work place

Name of Activity:

Date:

Location:

Govt. A.C.C. Hamidia College Bhopal

Feedback:

1. Overall Experience:

Excellent ✓	Good	Average	Below Average
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2. Relevance to Course/  
Curriculum:

Highly Relevant ✓	Somewhat Relevant	Neutral	Not Relevant
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3. Organization

Very Well Organized	Well Organized ✓	Adequately Organized	Poorly Organized
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4. Quality of Content/ Presentation:

Very Informative/Engaging ✓	Informative/Engaging	Average	Uninspiring
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5. Speaker(s) (if applicable):

Knowledgeable and Engaging ✓	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
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6. Opportunities for Improvement: - -

(Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments:

we need more discussion like this

(Feel free to share any other thoughts or feedback.)

Optional Information (If you wish to provide):

Name:

Class and contact details:

M.A 2 year (Psychology) 7000093839

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.

*[Signature]*  
Signature of Student

*[Signature]*  
PRINCIPAL  
Govt. Hamidia Arts & Commerce  
College, Bhopal

**Govt Hamidia Arts and Commerce College, Bhopal**  
**Department of Psychology**  
**Feedback Form for Departmental Activities**

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: *Vishakha Guidelines and creating positive psychological Environment*

Name of Activity:

Date:

Location:

Feedback:

*04/03/24*

*Bhopal*

1. Overall Experience:

Excellent <input checked="" type="checkbox"/>	Good	Average	Below Average
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2. Relevance to Course/  
Curriculum:

Highly Relevant <input checked="" type="checkbox"/>	Somewhat Relevant	Neutral	Not Relevant
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3. Organization

Very Well Organized <input checked="" type="checkbox"/>	Well Organized	Adequately Organized	Poorly Organized
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4. Quality of Content/ Presentation:

Very Informative/Engaging <input checked="" type="checkbox"/>	Informative/Engaging	Average	Uninspiring
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5. Speaker(s) (if applicable):

Knowledgeable and Engaging <input checked="" type="checkbox"/>	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
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6. Opportunities for Improvement: *Need to awarness for social environmen*  
 (Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments: *Very Good information.*  
 (Feel free to share any other thoughts or feedback.)

Optional Information (If you wish to provide):

Name: *Rahul Raikwar*

Class and contact details: *MA (Psychology)*

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.

*Rahul*  
*04/03/24*  
 Signature of Student

*Principal*  
**PRINCIPAL**  
 Govt. Hamidia Arts & Commerce  
 College, Bhopal

Govt Hamidia Arts and Commerce College, Bhopal  
 Department of Psychology  
 Feedback Form for Departmental Activities

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: Panel Discussion in hybrid mode on "Vishakha  
 Name of Activity: Guidelines and creating a positive psychological envt.  
 Date: 04/03/24 for women in work place.  
 Location: Govt. Hamidiya Arts & Commerce College.

Feedback:

1. Overall Experience: 

Excellent ✓	Good	Average	Below Average
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2. Relevance to Course/ Curriculum: 

Highly Relevant ✓	Somewhat Relevant	Neutral	Not Relevant
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3. Organization 

Very Well Organized ✓	Well Organized	Adequately Organized	Poorly Organized
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4. Quality of Content/ Presentation: 

Very Informative/Engaging	Informative/Engaging ✓	Average	Uninspiring
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5. Speaker(s) (if applicable): 

Knowledgeable and Engaging ✓	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
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6. Opportunities for Improvement:  
 (Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments:  
 (Feel free to share any other thoughts or feedback.)

Optional Information (If you wish to provide):

Name: Haresh Kalyani  
 Class and contact details: M.A. Ist Sem. 9826736987

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.

  
 Signature of Student

  
 PRINCIPAL  
 Govt. Hamidia Arts & Commerce  
 College, Bhopal