

Report of Women's Cell activities during January to December 2016

1. Orientation for all incoming PhD students organised in January 2016.
2. Sensitization workshop for security staff organised in January 2016; conducted by Prof. Shewli Kumar of Tata Institute of Social Sciences (TISS).
3. Women's Day function was organised on 9th March 2016.

More than 400 students, staff and faculty members celebrated International Women's Day on 9th of March 2016 in IIT Bombay. The program was a combination of informative session by distinguished speakers and cultural program by the students. As part of the informative sessions, a lecture by Ms. Snehal Velkar, Akshara Center on "Challenges in making public transport safe for women"; was organised. The other session was by IIT Bombay Alumnus and founder of the company 'Flyrobe' Ms. Shreya Mishra, who spoke about her journey as a woman entrepreneur in today's startup ecosystem - stressing that being a woman was always an asset in her journey.

Prof. Devang V. Khakhar, Director, IIT Bombay was the chief guest for the evening. In his message he emphasized that though number of women students, faculty and staff in IIT Bombay have increased over the years, there is still room for improvement. Following this he unveiled Women's Cell Logo designed by IDC student Varun Mewada, which was selected by a pan campus competition. The student performances saw themed Bharatanatyam performance and an amazing bollywood dance along with several music performances. To salute the work of women staff in campus, several staff members were presented with a token of appreciation by the chief guest on behalf of Women's Cell. The event ended with a mesmerising song performance 'Let it Go' by a student.

4. Gender sensitization workshop for staff members organised by training and placement cell along with Women's Cell. The organization ComVerve conducted the workshop which was attended by about 120 staff members.
5. Talk on sexual harassment by Prof. Shewli Kumar (from TISS) was conducted in Hostel 15 and Hostel 10.

Complainant	Defendant	Timeline	Complaint	Action taken
M. Des, 1 st year, IDC	Project Staff IDC	Complaint received on 13 th April 2016.	Physical and verbal abuse leading to public humiliation, fights, threats to kill himself if she does not talk to him	Convener and co-convener spoke to defendant on 13/4 – he accepted his mistake, gave a written undertaking that he will keep no contact with the complainant. Since his tenure is over, he has left IITB
Ph. D. Student, Civil Engg.	PhD student, Civil Engg	Complaint on 18-2-2016, Committee met on 1 st , 4 th and 11 th Match, Registrar's letter on 19 th April 2016.	Obscene conversation and showing pornography on computer.	Complaints committee recommended that an undertaking be taken by the legal cell IITB from the defendant that he will not try to contact the complainant in any way and will not go near her hostel or her lab in the department.
undergraduate 3 rd year, Aero	undergraduate, 2 nd year,	Complaint received by Women's Cell in February 2016, referred to Dean (SA) on 23-2-106.	Worked together in Mood Indigo but after that the defendant kept trying to contact her despite her clearly telling him not to. Then someone changed the security settings of her Gmail account to his contact number	Complaint referred to DAC since it became a case of misuse of IT resources.

Project Staff, IDC	Security Section	Complaint on 12 th March 2016. , Registrar letter on 15 th April 2016	Call her at work when drunk and abuse	Since they are husband and wife and divorce proceedings were ongoing at the time of complaint, Women's Cell requested the Registrar to issue a note to defendant directing him to not bother the complainant in either in person or by phone.
RA	Son of a staff member and one more person	Complaint received by Dean (SA) on 22 nd March	Abusive behaviour	A police complaint had been lodged by complainant and the registrar has issued an order forbidding the entry of the two defendants into campus.