



GENDER CELL AND INTERNAL COMPLAINTS COMMITTEE

ANNUAL REPORT 2019-2020



New office, new staff and creation of online modules:

New Office

The Gender Cell Office, IIT Bombay, was officially inaugurated on October 3rd, 2019 by Prof. Subhasis Chaudhuri, Director of the Institute. The office is located on the 3rd Floor of the Main Building. The event was attended by members of the Gender Cell and several students. The inauguration ceremony included a brief presentation on the activities and workshops conducted by Gender Cell in the year 2018-2019. A discussion on the future plans was also held with the Director. In addition, the winners of GenArt- a painting competition held by Gender Cell were felicitated by the Director and given prizes.

New staff

The Gender Cell hired Ms Kavya Chandel as a project staff member in January 2020 for the creation of the online modules on gender sensitisation. Kavya has a Bachelor's in Social Sciences from TISS, Hyderabad and a Master's in Media and Cultural Studies from TISS, Mumbai. Kavya comes with a specialized interdisciplinary background in gender issues, media & communication, and documentary film-making.

Funds

All funds remaining in the Gender Cell's main account were carried over from the previous year. The balance (as of 10th February 2020) in the main account of Gender Cell under different heads is as follows: Rs. 36, 677 in consumables, Rs. 9476 in equipment, Rs. 24,700 in furniture and Rs. 3,161 in other expenses (OTC).

In addition, the Gender Cell received Rs. 10 lakhs from the MANCH initiative of the Deutsche Bank, which has been transferred into a training account (5 lakhs) and a donation account (5 lakhs). The funds in the donation account (5 lakhs) have been subdivided into contingency (2 lakhs) and human resources (3 lakhs) heads. The usage of the MANCH funds were as follows:

01

Training

Training (5 lakhs): A part of the funds in the training account was used to conduct several face-to-face orientation sessions for the first-year students and to train the new batch of PoSH champions in 2019. The balance (as of 10th February 2020) in the training account is Rs. 3,25,693, which is being used for in-house development of an online training module.

02

Human Resources

Human Resources (3 lakhs): The funds under the associated head have been transferred to IRCC and are being used to pay the salary of a project staff involved in developing the content for the online training module.

03

Contingency

Contingency (2 lakhs): The funds remaining under the contingency head in the donation account will be used to organize various gender sensitization events (such as, plays, talks, GenAdda sessions, etc.) throughout the year.

जेंडर सेल GENDER CELL

The activities of the Gender Cell during the year are outlined below:

Training

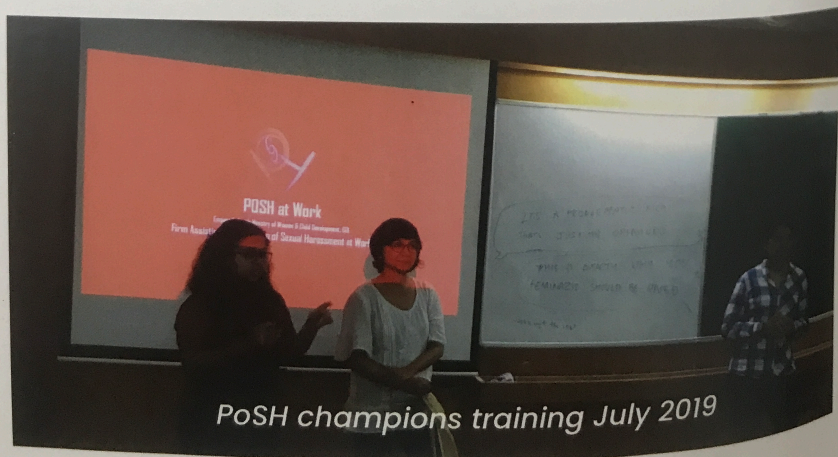
The Gender Cell conducted a series of training programs on gender issues in the workplace for various members of the Institute: 1st year incoming UG & PG students, student mentors from ISMP, ISCP & IRSCP programs, students holding positions of responsibility for Mood Indigo and Techfest events, ICC members, all staff members from IRCC.



July 17-18, 2019

Training for selected student PoSH Champions:

A 2-day workshop was conducted on July 17th and 18th, 2019 to train selected IIT Bombay students on prevention of sexual harassment (PoSH). The workshop was conducted by PoSH@Work team. The goal of the workshop was to help students understand the purpose and applicability of the Sexual Harassment of Women in the Workplace (SHWW) Act 2013, and the IIT Bombay policy on the prevention, prohibition and redress of sexual harassment in the workplace. Qualified students then took on the role of PoSH Champions in the Institute, as part of which they support aggrieved students and facilitate interaction with Gender Cell. The first day of the workshop contained group activities such as role play to understand sexual harassment and its different forms. This was followed by a presentation explaining details of the law's history and the redress mechanisms as per the IIT Bombay policy. Queries of the students were addressed the next day which was followed by a pen paper assessment and viva. 28 students qualified, and they were certified as PoSH Champions.



July 23, 2019

ISMP, ISCP and IRSCP mentors

Dec 7, 2019

Mood Indigo & Techfest organizing team

Awareness sessions for students holding positions of responsibility

Awareness sessions on gender related issues were conducted for students holding positions of responsibility in the Institute. At the beginning of the academic year, this session was conducted for student mentors who interact with first year UG and PG students through the respective mentor programs. A similar session was conducted for organizing team members of Mood Indigo and TechFest before the event. These sessions covered the functions of the Gender Cell, basics of the IIT Bombay Policy, and what the student mentors and organizers should do in case sexual harassment issues arose.

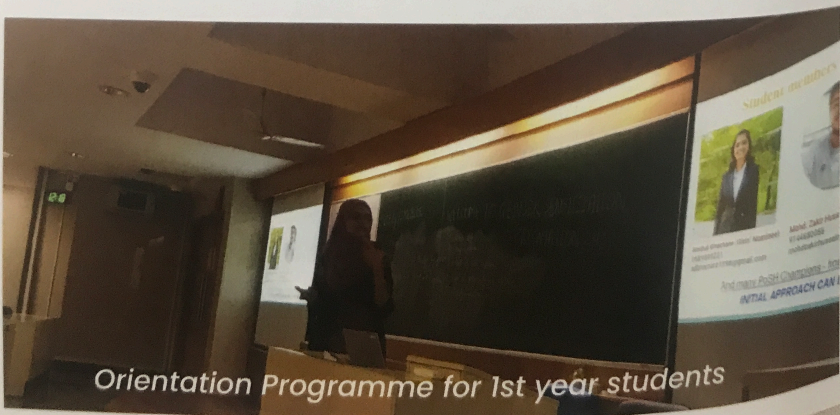




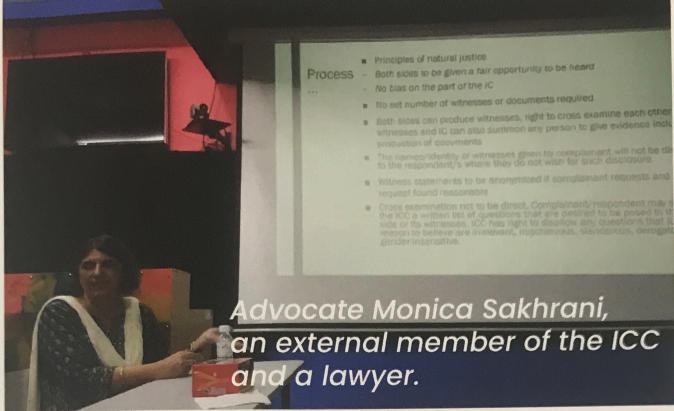
July 25-26, 2019

Orientation workshops for all 1st year UG & PG students

A 2-day workshop on gender sensitization was conducted on 25th and 26th July for all PG and UG new entrants respectively. These 3000 students were divided in 36 batches. The workshops were facilitated by certified PoSH Champions, and logistics support was provided by the Institute student mentor programs: ISMP, ISCP and IRSCP. The purpose of workshop was to spread awareness about sexual harassment, its forms and the existing support system in campus for help. Different activities were conducted by PoSH champions during the sessions to make it more interactive. Online Feedback from the students was also taken for future improvements.



Orientation Programme for 1st year students

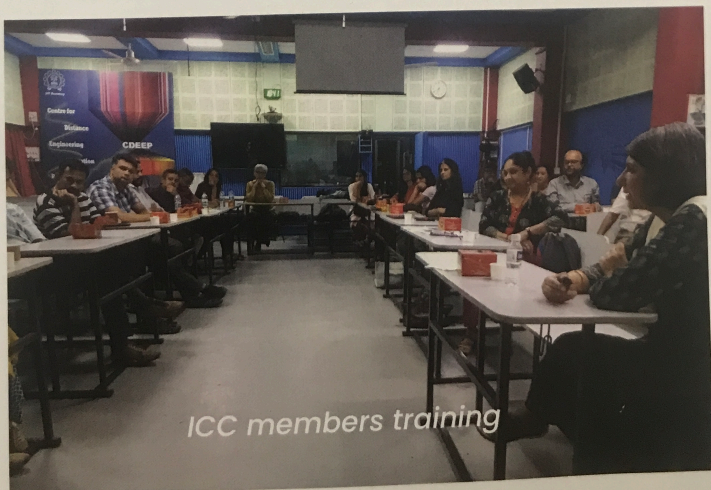


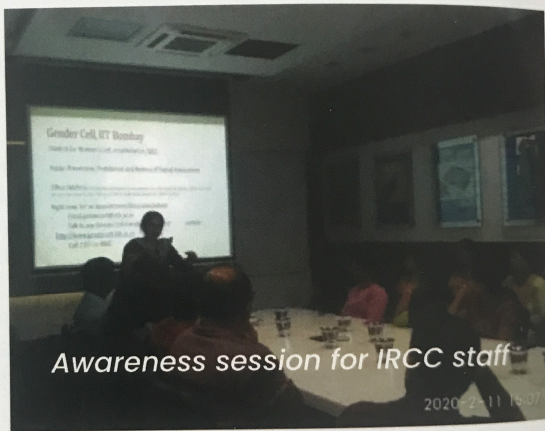
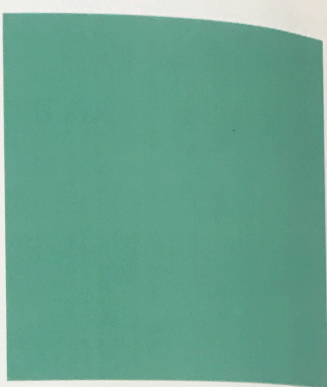
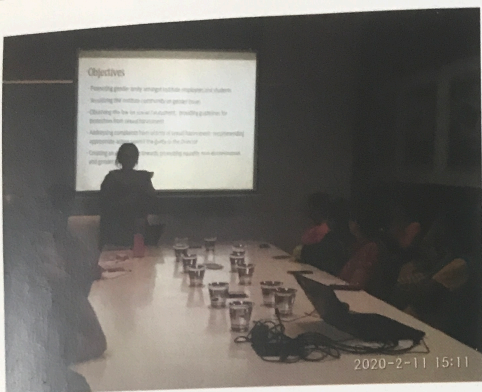
*Advocate Monica Sakhrani,
an external member of the ICC
and a lawyer.*

July 31, 2019

Training for ICC members

A training session was conducted on 31st July for members of the Internal Complaints Committee (ICC) of IIT Bombay. The resource person was Advocate Monica Sakhrani, an external member of the ICC and a lawyer. Topics discussed included the IIT Bombay policy on the prevention, prohibition and redress of Sexual Harassment of Women in the Workplace (SHWW), the SHWW Act 2013 on which the policy is based and the steps involved in an ICC inquiry. 20 participants attended the training including faculty members, staff and students.





Feb. 11, 2020

Awareness session for IRCC staff members

An awareness session on gender sensitization was conducted for all staff members of IRCC. About 60 participants attended. The session included the roles and objectives of Gender Cell and a discussion on what is sexual harassment, how to identify it and its impact. Details of the mechanisms in the Institute to address sexual harassment and IIT Bombay's policy on prevention, prohibition and redress of sexual harassment were discussed. This was the first in a series of sessions on gender sensitization that Gender Cell has planned for Institute staff members.

Reflection spot

A PhD student, Alpha, defended her thesis. The PI of the lab Prof Omega took everyone to Hotel XYZ to celebrate. At the celebration, another PhD student Beta made physical advances to an MSc student Gamma.

Gamma went to Prof Omega and told her what happened. Prof Omega said that nothing can be done since it happened outside IITB.

Was Prof Omega correct?

- 1) Yes
- 2) No

One of the scenarios used in the course modules to enhance learner engagement.

Online modules on Gender in the workplace

The Gender Cell has initiated a project called 'Gender in the workplace' for students, staff and faculty in the campus. This is an online course consisting of modules addressing different aspects of sexual harassment. The aim of the course is to sensitise the Institute members towards the prevention, prohibition and redress of sexual harassment and to highlight the IIT Bombay policy on sexual harassment in the workplace. The course will engage learners through interactive videos, learning by doing activities, quizzes etc. It will be uploaded on IITBombayX and will be made accessible to all students, staff and faculty.

MANCH

ACTIVITIES

The third season of Manch, a platform teaching financial literacy to students was conducted in collaboration with the Deutsche bank with 120 shortlisted participants from over 600+ applicants.

The program included workshops on Financial Skills, Soft Skills (Interview skills, Personal Branding / Resume making, Presentation skills) and various challenges and competitions.

The competitions included case studies and projects on topics that allowed students to execute their learning. The participants worked for these competitions under the guidance of Deutsche Bank Mentors and this gave them a great chance to learn from industry experts.

The program also comprised networking sessions with the Deutsche Bank senior management for the participants.



Deutsche Bank

Events

GenAdda (Gen अड्डा)

In 2019, Gender Cell launched a series of small-scale events related to the theme of **gender**, such as viewing and discussing a film, discussions on topics of interest to the community, book-reading, poetry and so on. It was envisioned that most of the events would be hosted in the new Gender Cell office to offer a lively, active-interactive space, and one which is friendly and welcoming to all. After a fun exercise of looking for suitable names such as General Baatein, GenVaad, GenNarration, we settled on **GenAdda**.



GenArt, a drawing competition:

Gender Cell organized an art competition in September 2019 for which students were invited to submit art in the form of drawings, paintings, sketches or cartoons on the theme Gender.

Two art competitions were held: One with dry media including pencil, pen, colour pencil, charcoal, soft pastel, and oil pastel and another using wet media including watercolour, poster colour, oil paint, and acrylic paint. Over 100 expressions of interest were received, and 34 students finally submitted their artwork.

A panel of three judges comprising faculty members from IDC, artists and cartoonists evaluated the entries. Three prizes were awarded in each category, and six entries were considered for honorable mention. The prizes were distributed by Director IIT Bombay during the inauguration of the new Gender Cell office in October 2019. The prize winning entries are displayed in the Gender Cell office.

Movie screening of 'Tanko Bole Chhe':

The kickoff event held on 22nd January 2020 in the IDC Auditorium, was a screening of the animated documentary 'Tanko Bole Chhe' made by Prof. Nina Sabnani of School of Design, IIT Bombay. The film celebrates the art and passion of the Kutch artisans associated with Kala Raksha, an organization associated with the preservation of traditional arts. The film traces multiple journeys made by the participants towards defining their identities and towards forming the Kala Raksha. After the screening, there was an interactive session with the director of the movie followed by high tea.



Gender through Poetry:

The second event was an evening of poetry themed around 'Gender through Poetry'. The event was held at the Gender Cell Office on 17th February 2020. The event which was open to faculty, staff, students, and campus residents, witnessed over 15 participants who shared their own poems as well as read works of other writers. The works featured in this session consisted of various genres, ranging from classical Tamil poetry, Bhakti poetry from Maharashtra, poetry of Urdu poets, as well as contemporary poetry, all with a theme around important gender issues.

Placements and gender bias

The next event in mid-March 2020, was a discussion titled 'Placements and gender bias'. There seems to be a view, as seen from Facebook posts/email forums and heard among some students, that women sometimes get preferential treatment in placement activities. GenAdda organized a focus group discussion to bring out different views and experiences, and attempt the development of some perspective around this topic.

Lockdown, pandemic and musings

The fourth GenAdda event was held in June 2020 over the online medium on account of the lockdown due to the pandemic. The goal was to understand how the pandemic affected students' lives. All students of IIT Bombay were invited to share their impressions in the form of write-ups, videos, art work, cartoons, short stories, poetry, songs etc.

COMPLAINTS

2019-2020

Sr No	Complainant	Complaint against	Nature of Complaint	Action recommended by ICC and taken	Timeline
1	Post-graduate student	Post-graduate student of IIT Kanpur	Relationship and breakup and then threats and sending mails persistently	After preliminary meeting, case transferred to IIT Kanpur and further inquiry conducted by their ICC	Received on 10th January 2019 and transferred to IIT Kanpur 22nd January 2019
2	BTech student	BTech student	Inappropriate touching	Complainant requested matter to be resolved through conciliation and that was done	Complaint received 1st March 2019 and resolved 14th March 2019
3	Post-graduate student	Employee at Ernst and Young Mumbai	Inappropriate social media communication	After preliminary meeting, complaint transferred to E&Y and further inquiry conducted by their ICC	Complaint received 15th April 2019 and transferred to E&Y on 17th April 2019

4	Intern	PhD student	Inappropriate touching	Complainant requested matter to be resolved through conciliation and this was done	Complaint received 22nd April 2019 and resolved 23rd April 2019
5	PhD student	PhD student	Sexual harassment amounting to assault	Complainant also filed police case. ICC recommended 6 months suspension followed by reinstatement but student barred from staying in hostel or holding any Position of Responsibility (PoR) in student bodies and these actions were taken	Complaint received 23rd May 2019 and report finalized 13th September 2019 and report given to Director

6	Post-graduate student	Dual degree student	Inappropriate video made and circulated	Complainant requested matter to be resolved through conciliation and this was done	Complaint received 29th January 2020 and resolved on 1st February 2020
7	BTech student	BTech student	Inappropriate touching, hostile work environment	ICC recommended gender sensitization; debarring student from contesting for PoR on student bodies and removal from post of manager in student body	Complaint received January 22nd 2020 and report finalized 13th March 2020 and given to Director



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