

# GENDER CELL

And Internal Complaints Committee


Annual Report  
2021-22





# TRAININGS / WORKSHOPS ON GENDER SENSITIZATION

The Gender Cell conducts training programs and workshops on gender issues for members of the Institute every year. During the pandemic, these programs were moved to online platforms.



# Online Modules on Gender Sensitization

Gender Cell designed and developed the online modules 'Gender in the workplace' for IIT Bombay students and employees. These modules form a mandatory course for students and a mandatory training program for employees. The modules address the causes and consequences of gender inequality, discrimination, and harassment, recognizing sexual harassment and types of sexual harassment, the impact of sexual harassment, and issues of consent. and gender stereotypes that underlie gender discrimination and harassment. It also introduces how the Institute deals with sexual harassment through the IIT Bombay policy and ICC inquiry steps. The modules touch upon the history and events that led to the SHWW 2013 Act and include scenarios for students to apply the various concepts discussed.



The student modules were rolled out as an online course on Moodle in Autumn 2021 semester. All students are registered for the course on a P/NP basis. First-year students (UG & PG) must complete the course within two semesters of joining. Existing students have up to one year to complete the course. As of March 2022, 2600+ students have completed the course.

The employee modules were inaugurated by the Director of IIT Bombay at the International Women's Day event on March 9, 2022. Several institutions have expressed interest in these modules. Gender Cell is working on making the modules available for use by other academic institutions in the country.

# Orientation sessions for student mentors from ISCP, ISMP and IRSCP: July 2021

Gender Cell conducted orientation sessions for the new cohort of student mentors in the ISCP, ISMP, and IRSCP programs. These sessions discussed gender-related issues in the Institute, the functions of Gender Cell, basics of the IIT Bombay Policy, and what the student mentors and organizers should do in case sexual harassment issues arose.



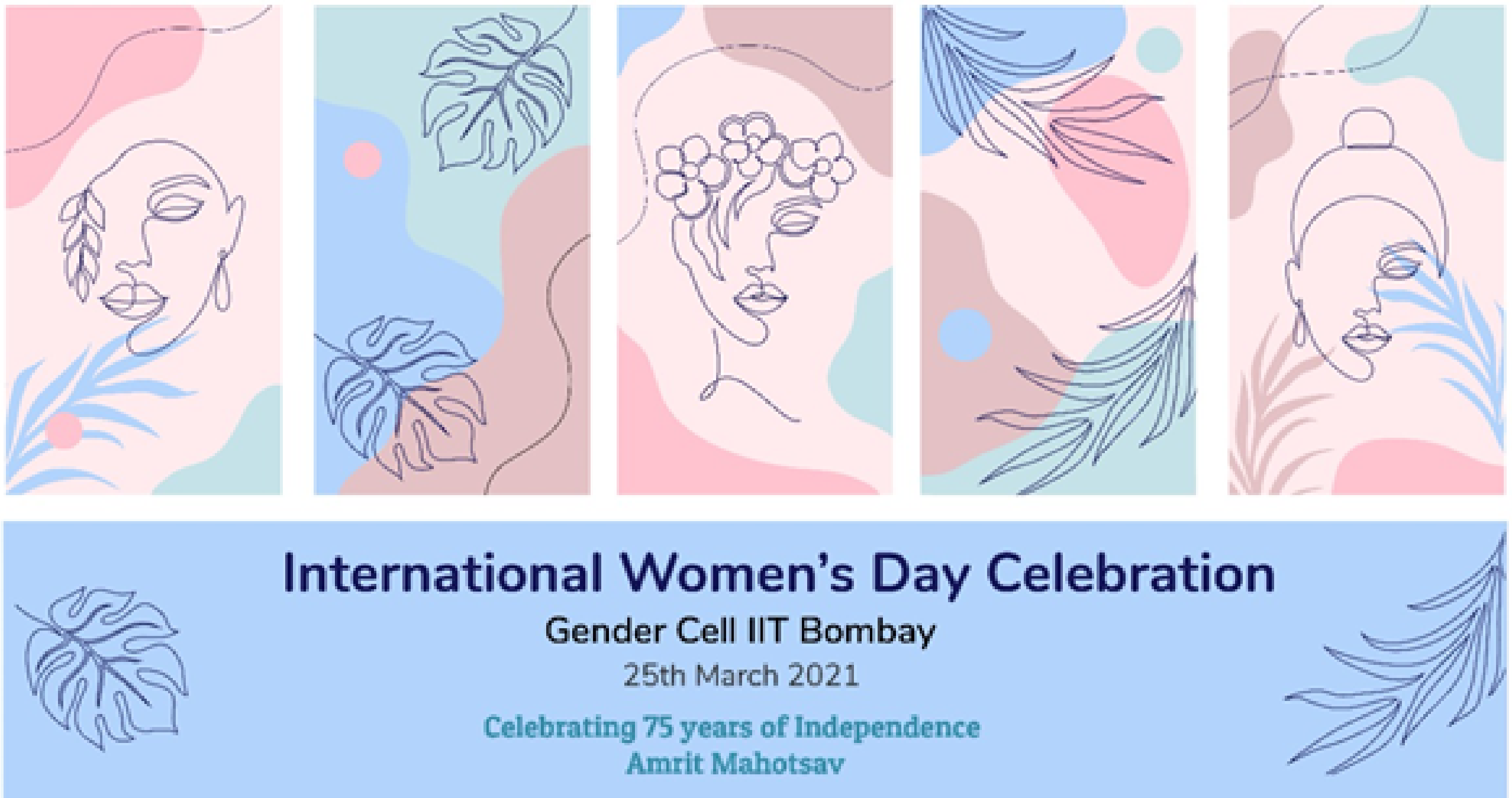
# Orientation seminars for faculty members, HoDs, Deans and senior staff members:

September 2021

Gender Cell conducted two orientation seminars for faculty members and Institute functionaries on creating and maintaining a gender-sensitive environment at IIT Bombay. The seminars included a discussion on the role and function of Gender Cell and the ICC, the procedures followed, the types of complaints that Gender Cell and ICC handle, an overview of the law on sexual harassment and the IITB policy, issues that faculty members and PIs should look out for, and guidelines to be followed by employees in a supervisory capacity.



# EVENTS AT IIT BOMBAY: INTERNATIONAL WOMEN'S DAY 2022



Two events were held at IIT Bombay on the occasion of International Women's Day 2022 and as a part of Azadi ka Amrit Mahotsav. The first event was a screening of the film "Picture a Scientist" on March 4th in the Lecture Hall Complex. This documentary film chronicles the journey of three women scientists as they discuss their careers, the barriers they faced, and their efforts to make science more diverse, equitable, and inclusive. The screening was followed by a live discussion facilitated by faculty members in the Institute. Several students enthusiastically participated in the discussion.



The second event was held online on March 9th. It included an address by the Director, IIT Bombay on the efforts and initiatives within the Institute to enhance gender inclusion and sensitization. The Director announced the launch of a mandatory online training program "Gender in Workplace" for all employees at IIT Bombay. A promo video of the employee training program is available at :

<https://www.gendercell.iitb.ac.in/promo-gender-workplace-employee.mp4> .

An overview of IIT Bombay's participation in the GATI program was presented. After this, an interactive online workshop on gender, sexuality, and consent in the 'physical' world was conducted from the organization's Point of View. The workshop was attended by over a 100 hundred students.







## MANCH 4.0

For Manch 4.0, a total of 216 students had applied for the program (Female: 57 and Male: 159) – excluding first year students given delayed admission. About 75 students across different programs were selected for the program with the understanding that the program would be open for first-year students after their admission). Broadly, the ratio of females to males in the chosen candidates is 2 (Females: 49 and Males 26). Broadly Manch 4.0 involved four finance and skills workshops and about twenty projects across macro themes. While about twenty-five senior bankers acted as mentors, the participants had an opportunity to network with about fifty industry leaders. Overall, the Manch 4.0 was an inclusive platform that allowed diverse participants to learn and develop a complementary set of skills in early academic life such as effective communication, collaboration, teamwork, branding, and personal finance with expert guidance through senior bankers.

# Complaints 2021-22

	<b>Complainant</b>	<b>Complaint against</b>	<b>Nature of complaint</b>	<b>Action taken</b>	<b>Time line</b>
1.	Contract worker	Staff member	Insults, abusive language, unwelcome verbal harassment	ICC recommended minor penalty and compensatory payment to the complainant	Received 17th March and report sent to Director on 3rd July 2021
2.	Post-graduate student	Post graduate student	Sexual harassment	Complainant requested matter to be resolved through conciliation and this was done	Received on 26th October 2021 and closed on 4th November 2021
3.	UG students	UG student	Unwelcome and inappropriate sexual conduct.	ICC recommended stern warning to be issued to student and mandatory counselling.	Received on 12th November 2021 and report sent to director on 29th January 2022.



# To Contact Us:

Gender Cell Office  
3rd Floor, Main Building  
IIT Bombay  
Intercom Number: 5052  
Email: [gendercell@iitb.ac.in](mailto:gendercell@iitb.ac.in)



