




GENDER CELL

AND INTERNAL COMPLAINTS COMMITTEE

ANNUAL REPORT 2020-2021



Gender Cell IIT Bombay

WHAT WE DO

Gender Equity | **Advancing & Inspiring** | **Equity & Justice**

WHAT IS SEXUAL HARASSMENT?

IIT Bombay Policy


GC HISTORY STEPS

GC | **Resources** | **Annual Report** | **FAQs**

In 2021 the new Gender Cell website was launched

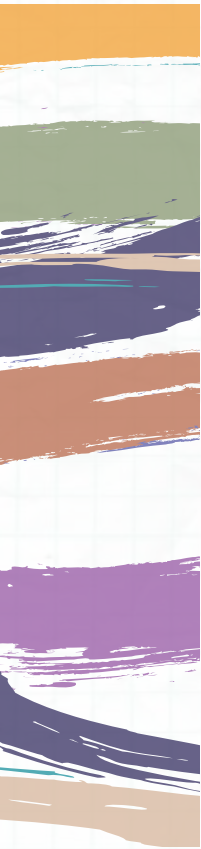
GC website can be accessed at -
<http://www.gendercell.iitb.ac.in>

It can be contacted at -

 gendercell@iitb.ac.in

Office Address :
3rd Floor, Main Building,
Next to Student Wellness Center,
IIT Bombay, Powai, Mumbai -
400076.

Phone number : 9167398598

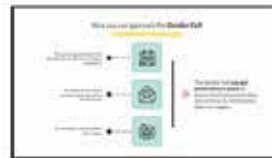
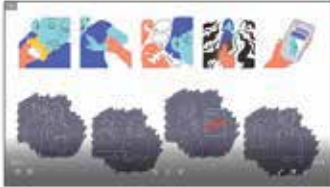


New Website

The redesigned website of the Gender Cell was inaugurated by Director IIT Bombay on the occasion of the International Women's Day event that was held on March 25, 2021.

The website can be accessed at www.gendercell.iitb.ac.in.

Gender in the Workplace Online course at IITB Sample screenshots



ONLINE COURSE ON GENDER SENSITIZATION

Gender Cell has designed and developed an online course on 'Gender in the workplace' for IIT Bombay students and employees. The modules for students are proposed to be rolled out in the Autumn semester 2021. Through various modules, the course addresses the causes and consequences of gender inequality, discrimination and harassment, recognizing sexual harassment and types of sexual harassment, impact of sexual harassment, 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 course touches upon the history and events that led to the SHWW 2013 Act. It includes scenarios for students to apply the various concepts discussed.



Funds

The balance amounts (as of 7th July 2021) in the main account of Gender Cell under different heads are as follows: Rs. 50,000 in consumables, Rs.1,40,000 in equipment and Rs. 1,05,000 in other expenses (OTC). In addition, the Gender Cell received Rs. 5 lakhs on 10th July 2020 from the MANCH initiative of the Deutsche Bank. This amount is being used to pay the salary of a project staff involved in developing the content for the online gender sensitisation training module. The current balance in the pay head is Rs. 70285.

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

TRAINING ON GENDER SENSITIZATION

The Gender Cell conducts training programs and workshops on gender issues for various members of the Institute every year. In 2020-21, these programs were moved to online platforms due to the pandemic.

August 2, 2020

ISMP, ISCP and IRSCP mentors

Orientation sessions for student mentors

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 the Gender Cell, basics of the IIT Bombay Policy against sexual harassment, and what the student mentors and organizers should do in case sexual harassment issues arose.

November 12 & 13, 2020

1st year UG students

Orientation session for all incoming 1st year UG students

An orientation session on gender sensitization was organized for all 1st year undergraduate students. Students were divided into 4 batches of ~300 each. These hour-long sessions were held online on the Webex platform, and were conducted by the Gender Cell members. Students were introduced to the culture of IIT Bombay, where all genders interact personally and professionally as classmates, colleagues and friends, with respect for each other and in an atmosphere of gender amity. The sessions contained an overview of the Gender Cell, its functions and activities, what sexual harassment is and how to identify it, the IIT Bombay policy, and the support available in the Institute. An interactive Q&A with the incoming students was part of each session.

28th October 2020.

Detailed session on gender awareness and sexual harassment

Gender Cell conducted a detailed session on gender awareness and sexual harassment for students from certain batches. The session covered issues of what constitutes sexual harassment, types of sexual harassment and implications of sexual harassment in the workplace in terms of quid pro quo and the creation of a hostile working environment. The session also addressed the issue of professional conduct and respectful behavior with all colleagues and members of the workplace community, including all genders.

In particular, the session focused on online and social media sexual harassment.

MANCH

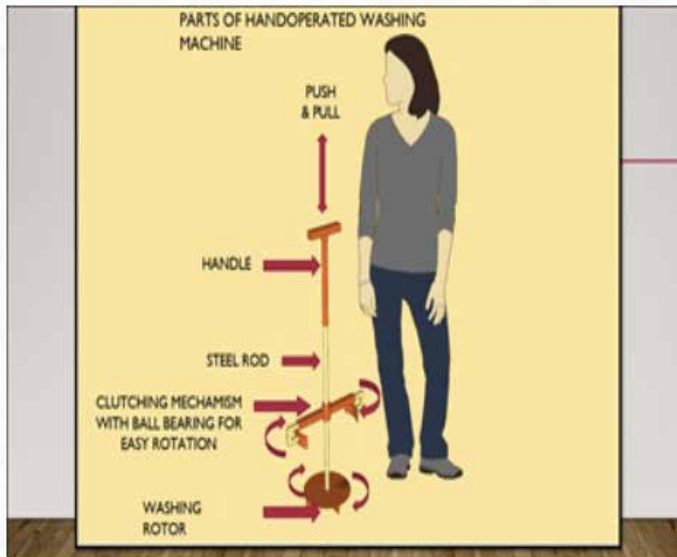
ACTIVITIES

Team Manch completed its 4th edition at IIT Bombay. This edition saw great enthusiasm from the students with over 300 registrations. The selected team was 104 students, and they received over 20 hours of rigorous training from Senior Deutsche Bank Officials and other industry leaders. The student team was a diverse mix both in terms of gender and academic background. Ranging from B.Tech to Postgraduate and Doctoral students, all the participants got a chance to learn and grow in a like-minded environment. Even though this was online, Manch gained a lot of traction, and students felt considerable growth in their knowledge base and corporate skills at the end of the program. This time around, the enthusiasm shown by women students was particularly encouraging, with about 65% women students. The program ran from November 2020 to April 2021. Various sessions were conducted, including ones on excel usage, corporate finance and other financial concepts. The case studies and projects compelled students to think and then engage in critical problem-solving. Due to diverse academic backgrounds, students also gained a good understanding, not just in terms of knowledge exchange, but also how to work with different people and run a team. Hats off to the entire Manch backend team and all the wonderful participants for making this edition a success.

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 GeneralBaatein, GenVaad, GenNarration, we settled on **GenAdda**. *Due to the pandemic, the GenAdda activities were conducted online during 2020-21.*



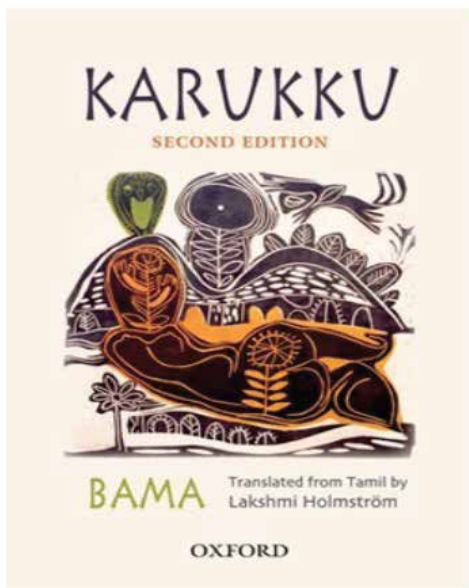
Winners Jayant Popli and Sameer Misra proposed a hand-operated, low-cost washing machine

Engineering Challenge for Home Bodies

The event was a part of the GenAdda series. Students were invited to tap into their experience of household chores during the pandemic, and invent something that could ease the drudgery and physical labour of these chores, since such work is mostly borne by women and often goes unnoticed.

15 teams participated with ideas covering removable fan blades for easy cleaning, a broom that reaches corners, milk-overflow alarm, hand-operated washing machine and more. The top 2 teams presented their ideas to judges Mr. P.R. Ganapathy (Regional Director-India, Stanford Seed) and Mr. Madhukar Gangadi (CEO, MedPlus). The challenge served as an excellent channel to get students to bring their engineering skills to domestic work.

DiBS@GenAdda



Gender Cell started a book club - DiBS@GenAdda to explore different perspectives and experiences, providing a space to learn more about the world through books, and fun, meaningful conversations. 2-3 books of various genres are taken up each semester. Last semester covered themes of resilience, bravery and humour displayed in the lives of those facing discrimination and adversity in *The Girl with the Louding Voice* by Abi Daré, *Karukku* by Bama, and *The Colour of Water* by James McBride.



GenAdda book club on Bama's Karukku

International Women's Day

In keeping with the tradition of celebrating International Women's Day, this year the Gender Cell (GC) conducted an online event on the 25th of March 2021. The academic year 2021-2022 marked the 20th anniversary of the setting up of the Institute's Women's Cell, in commemoration of which the GC convener, Prof. Rowena Robinson, highlighted the progress made by the GC over the years. The new Gender Cell website was inaugurated by the Director Professor Subhasis Chaudhuri, and he also announced the launch of an online gender sensitization course titled, 'Gender in the Workplace', which will roll out for all students in August 2021 and subsequently for all employees of the institute. Staff members' children showcased their talents in dance, poetry recitation, and music among other performances.

COMPLAINTS

2020-2021

Sr No	Complainant	Complaint against	Nature of Complaint	Action recommended by ICC and taken	Timeline
1	Security personnel	Administrative officer	Gender harassment in the workplace	ICC recommended gender sensitization of administrative staff at all levels and appropriate measures for female security staff	Received on 12th February 2020 and report sent to Director on 13th March 2020
2	BTech students	BTech students	Sexual harassment and inappropriate gossip offline and in social media	ICC recommended the students apologize and be issued a warning and that they go through gender sensitization	Received 9th June 2020. Report sent to Director on 14th August 2020
3	Post-graduate student	Post-graduate student	Inappropriate social media communication	Complainant requested matter to be resolved through conciliation and this was done	Complaint received 17th June 2020 and closed on 3rd July 2020

4	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
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