



GENDER CELL

And Internal Complaints Committee

Annual Report
2022-23



“Food for Thought”

Article reading

The Gender Cell conducted a discussion on the topic “Burnout among women in leadership positions.” The Cell invited campus residents to participate in the discussion and have a healthy, productive discourse. The discussion was based on the recent resignation of the former Prime minister of New Zealand, Jacinda Arden.

Following were the articles discussed in the session.

Links to the articles:

[1]

<https://www.bloomberg.com/news/articles/2023-01-19/jacinda-ardern-is-the-latest-high-achieving-woman-to-quit-because-of-burnout>

[2]

<https://www.forbes.com/sites/michelleking/2023/01/19/why-jacinda-arderns-burnout-is-the-norm-for-most-women/>

Gender Sensitization for Student Gymkhana Elections Candidates

An in-person workshop was conducted for General Secretary candidates in the Student Gymkhana elections in 2023. The PoSH champions conducted an interactive workshop for the candidates, covering consent, the premise of sexual harassment, how to deal with cases being reported to them, how to build a safer environment in their council, and spread awareness about the role and function of the Gender Cell.

Security personnel Training on Gender Sensitization

A training for the security personnel was conducted by Prof. Pooja Purang and Prof Nandita Madhavan (Convener and co-convener of the Gender cell) alongwith Advocate Veena Gowda (external member to the GC). The training was attended by the ASO as well as approximately 84 security personnel of IIT Bombay. The Training covered issues of gender sensitization, victim shaming, SHWW law of 2013 and the Institute Policy on Prevention and Redressal of sexual harassment.



Poster making competition

Under the “Elimination of Violence Against Women” pakhwada, a poster making competition was conducted. Digital and physical posters were made by participants on the topics of women's safety, gender fluidity, etc. Copies of the posters would soon be put up around the campus to create awareness.

“PoSH Champion” Training

“Train the trainer” training for student volunteers was conducted with PoSH@Work. The training was aimed at gender sensitization trainings and practices, to be propagated for first year students and other Position of Responsibility holders on campus. Another edition of the training is planned be conducted in the spring semester.



Manch 6.0

The sixth edition was launched, in collaboration with Deutsche Bank, aimed at providing women students on campus background in financial education. The program includes projects and information sessions designed for preparing students for the next generational workplace. The program consists of various case studies, finance & skill development workshops, simulated trading games under the guidance of experienced bankers.

Gender Cell Orientations

Orientations about the Gender Cell and its role on campus was conducted for first-year UG and MBA students. These were conducted offline for the UG students and a video recording was showcased during the MBA orientation.



Panel Discussion On Cross Gender mentorship

On 10th Feb 2023, to observe the International Day of Women and Girls in Science, the Gender Cell in collaboration with Prof. Nivethida T from the dept. of BSBE organized a panel discussion on “Navigating Cross Gender Mentorship in STEM: Perception, Expectation and Strategies”. Faculties from various departments and student representatives in the panel deliberated on different aspects of the above mentioned topic.



EVENTS AT IIT BOMBAY:

INTERNATIONAL WOMEN'S DAY 2023



The International Women's Day was celebrated by the Gender Cell at the IITB campus on 16th March this year. Like every year, the purpose of celebrating Women's Day is to raise awareness about the status and dignity of women among the faculty, staff and students, as well as take forward the idea of gender equality, equity of resources and women empowerment. Two distinguished women speakers were invited for the event.

EVENTS AT IIT BOMBAY:

INTERNATIONAL WOMEN'S DAY 2023

The first speaker of the event was Prof. Rohini Godbole, a professor at the Centre for High Energy Physics in the Indian Institute of Science (IISc), Bangalore. Her academic work focusses on elementary particle physics, field physics and phenomenology. She was awarded Padma Shri by the government of India in the year 2019. Recently, she has also been bestowed with the honor of Ordre National du Merite, Civilian Honor of France in 2021. She spoke about the gender inequity in Science that still might be very prevalent, more so in Indian institutes. She shared that while the number of women engaging in Science might have increased at college education levels, the drop and inequity of participation is significant at higher education or workplace scenarios.

The second speaker was the equally illustrious Prof. Dr. Aparna Hegde, a Stanford and Cleveland Clinic trained internationally renowned Urogynecologist and the founder of NGO ARMMAN, which creates scalable programs using technology innovatively to impact maternal and child health. Dr. Hegde was featured in Fortune magazine's 50 Greatest World Leaders 2021 at the 15th spot. She was awarded the 'Women Transforming India award' by NITI Aayog in 2022. ARMMAN is the only Indian NGO to have ever won the 'GSK-Save the Children International' grant. During the event, Prof. Dr. Aparna spoke about her journey of creating ARMMAN in 2008, due to her own experience during her residency in Obstetrics and Gynecology in Mumbai.

ARMMAN is a product of her perseverance to minimize the preventable morbidity and mortality of mothers and children in India. She discussed how the whole system is research-based, leveraging mHealth to create cost-effective, scalable, gender-sensitive, non-linear, systemic solutions to improve access of pregnant women and mothers to preventive information and services along with training health workers to reduce maternal and child mortality/morbidity.

At the outset of the event, Prof. Pooja Purang, the convener of the gender cell shared her message and also shared a brief about the activities conducted by the cell for women empowerment. The deputy director, Prof Sudarshan also shared his views on necessity of women empowerment in the current day and age, and talked about not only the increase in number of female student and faculty engagement on campus but also about the steps the institute takes to ensure that women get equal opportunities on campus.



Complaints 2022-23

	Complainant	Complaint against	Nature of complaint	Action taken	Time line
1.	Female PG Student	Faculty	Inappropriate comments and Discrimination at workplace	In the ICC inquiry the charges of harassment were not established.	Received 30th March 2022, Decision taken December 6, 2022
2.	Female PG Student	Staff	Inappropriate touching	ICC recommended the respondent give a written apology, 1/3 rd of his salary to be deducted for 6 months, to undergo gender sensitization.	Received on 13th April 2022, Decision taken on 1st October, 2022
3.	Female PG Student	Male PG Student	Inappropriate whatsapp status & unwanted messages	Complainant requested matter to be resolved through conciliation and this was done	Received on 25th April 2022 Closed on 19th July 2022

Complaints 2022-23

	Complainant	Complaint against	Nature of complaint	Action taken	Time line
4	Female Faculty	Male UG student	Stalking, inappropriate messages	ICC recommended suspension of a semester, asked to apologize and go for mandatory counselling	Received on 5th May Decision taken on 2nd October, 2022
5	Female PG student	Faculty	Spreading misinformation/rumours	ICC recommended minor punishment	Received on 16th May 2022, Decision taken on 6th April 2023
6	Female Exchange student	Male PG Student	Inappropriate messages	ICC recommended apology and mandatory gender sensitization programme	Received on 25th July 2022 Decision taken on 2nd February 2023

Complaints 2022-23

	Complainant	Complaint against	Nature of complaint	Action taken	Time line
7.	Female UG Student	2 Male UG Students	Unwelcome advances	ICC recommends apology, compulsory gender sensitization, community service and withdrawal of hostel privileges	Received on 20th August, 2022 Decision taken on 17th April 2023
8.	Female UG Student	Male PG Student	Stalking, inappropriate language gestures	Complainant chose to close inquiry as she was satisfied by punishment given to respondent by Warden's Disciplinary Committee	Received on 25h February, 2023, Closed on 11th April 2023

Gender cell Members

Prof. Pooja Purang (Convenor)
Prof. Nandita Madhavan (Co-Convenor)
Prof. Chandra Venkataraman (Member)
Prof. Shirayu Moharir (Member)
Prof. R. P. Vedula (Member)
Prof. S. Akshay (Member)
Prof. Prabhu Ramachandran (Ex-officio member)
Dr. Shrikant Patil (Liaison Officer, Ex-officio member)
Ms. Padmaja R. Nair (Member)
Ms. Archita Patkar (Member)
Ms. Tanvi Mehta (Member)
Prof. Krishna S (Member)
Prof. Bakul Rao (Member)
Prof. Prachi Mahajan (Member)
Advocate Veena Gowda (External Member)
Dr. Chanyanika Shah (External Member)
Dr. Asha Achunthan (External Member)
Prof. Swati Patankar (Ex-officio Member)

Ms. Divyashree Tambade (UG student member)
Mr. Anirudh Chowdhury (ISHA member)
Ms. Ojaswita Bhushan (PG Student member)
Ms. Akshata Khare (PG Student member)
Mr. Netaji Suvachintak (PG Student member)

ICC Members

Prof. Pooja Purang (Convenor)
Prof. Nandita Madhavan (Co-Convenor)
Prof. Chandra Venkataraman (Member)
Prof. R. P. Vedula (Member)
Dr. Shrikant Patil (Liaison Officer, Ex-officio member)
Ms. Padmaja R. Nair (Member)
Ms. Archita Patkar (Member)
Prof. Krishna S (Member)
Prof. Bakul Rao (Member)
Prof. Prachi Mahajan (Member)
Ms. Ojaswita Bhushan (PG Student member)
Ms. Akshata Khare (PG Student member)
Ms. Divyashree Tambe (UG student member)
Advocate Veena Gowda (External Member)
Dr. Chanyanika Shah (External Member)
Dr. Asha Achunthan (External Member)

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