



# GENDER CELL

And Internal Complaints Committee

## Annual Report

2023-24

# GENDER CELL ORIENTATION

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Orientation about Gender Cell and its role on campus in promoting awareness and advocacy for gender issues on campus was conducted for fresher UG & PG students. These were conducted in an offline mode in the Convocation Hall.



# STUDENT COMPETITIONS

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In a vibrant showcase of talent and commitment, the Gender Cell recently concluded the “Strokes of Strength” poster-making and “Words for Change” creative writing competitions under the “Elimination of Violence against Women” Pakhwada 2023. The response from students across the institute was impressive, yielding 14 entries that stood out for their exceptional creativity and dedication. After a meticulous evaluation process, the overall winners were

1. Aparna Ramesh - [pdf link](#)
2. Aarya Rajani Krishna - [pdf link](#)
3. Harsh Kavediya - [pdf link](#)

These talented individuals demonstrated outstanding prowess in crafting narratives that contribute to raising awareness about the elimination of violence against women. Cash prizes were awarded to the winners during the Republic Day celebrations

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# GENDER SENSITIZATION WORKSHOP

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Gender Sensitization workshop by our PoSH Champions for the Mood Indigo, Techfest, Abhyuday, E-Cell and SARC OCs and the nominated members from each body 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 on 7th October 2023- same was also done for the Candidates who contested in the Gymkhana Elections 2024



# GENDER CELL WORKSHOP FOR MALE LEADERSHIP

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The Gender Cell organized a workshop for male leadership at the institute in collaboration with the US Consular Office. Jackson Katz, co-founder of Mentors in Violence Prevention (<https://mvpstrat.com/>) led the workshop. The main goal was to engage men in leadership roles in the institute to promote gender equality and sensitivity to facilitate workplace change. The event was a part of the 16 Days of Activism against Gender-Based Violence, Nov 25-Dec 10, 2023

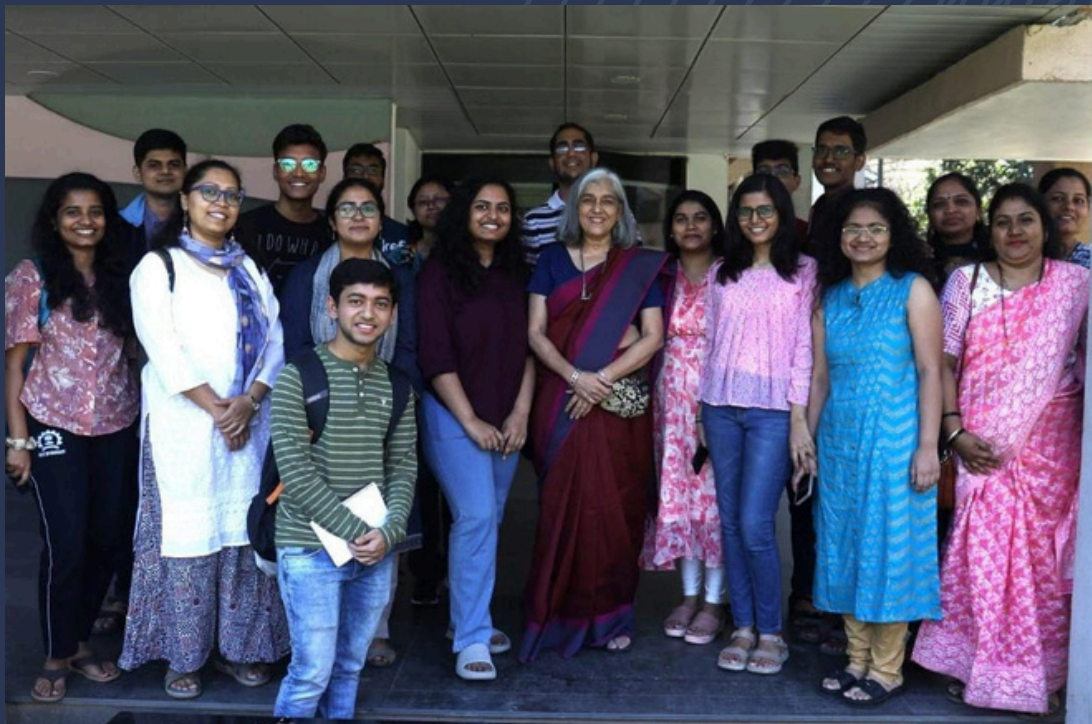
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# INTERNATIONAL WOMEN'S DAY

Ratna Pathak Shah in Conversation with Professors Mazhar Kamran (IDC) and Mukta Tripathy (Che) followed by a felicitation of women Staff Members in coordination with PTD Cell, IITB at PC Saxena Auditorium







# COMPLAINTS 2023-24

Complainant	Complainant against	Nature of complaint	Action taken	Time line
Female PG Student	Faculty	Unwelcome advances, inappropriate comments, indecent exposure	ICC recommended major punishment for respondent	Received on 22 March 2023, Decision taken December 8, 2023
Female PG Student	Male UG Student	Unprofessional conduct in work-place, crossing-boundaries	ICC recommended the respondent give a written apology, review GC 101 followed by interview with an external member, cannot hold positions of responsibility	Received on 06 August 2023, Decision taken on 9 November, 2023
Male PG Student	Male PG Student	Inappropriate touch	Complainant requested matter to be resolved through conciliation and this was done	Received on 07 Nov 2023 Closed on 24 Nov 2023
Female UG Student	Male PG student	Unwelcome physical advances	ICC recommended the respondent give a written apology, undergo gender sensitization	Received on Nov 30 2023 Decision taken on 17 Feb 2024

## **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)**