



GENDER CELL

And Internal Complaints Committee

Annual Report

2024-25

Radhika Rajan Lecture Series

Radhika Rajan lecture series was held by GC in collaboration with Dean ACR.

On 12th June 2024, Prof. Mangala Subramaniam, conducted a workshop titled "*Strategies for Mitigating Unconscious Bias in Workspaces and Classrooms*". Prof. Subramaniam is the Senior Vice Provost for Faculty Affairs, Office of the Provost and Professor, Sociology, Virginia Commonwealth University, VA, USA.

This interactive workshop aimed to equip participants with the knowledge and tools to identify and mitigate unconscious bias in both work and classroom settings. It had three key components: (a) Review of Basic Concepts, (b) Exercises and Case Discussions, and (c) Strategies for Inclusion.

Gender Cell Orientation

Orientation about Gender Cell and its role on campus in promoting awareness and advocacy for gender issues on campus was conducted for fresher UG and PG students. These were conducted in an offline mode in the Convocation Hall on 25th July 2024.



Training Workshop for GC Members

A training workshop for the Gender Cell members was conducted on 3rd and 4th August 2025 to reinforce the organization's commitment to a safe, inclusive, and harassment-free workplace, as mandated by the POSH Law. The sessions were led by Adv. Shivangi Prasad from Legal Swan, a noted expert in the field. Spread across four sessions over two days, the workshop included presentations, audio-visual aids, and interactive exercises. It focused on equipping ICC members with the legal knowledge, ethical grounding, and interpersonal skills essential to their role, while reinforcing the importance of impartiality and integrity in handling complaints.



First Responder Training

Along with the training workshop for the GC members, there was First Responder training sessions conducted for all first responder by Adv. Shivangi Prasad from Legal Swan. This was 2 hour training session held on 3rd August 2025.



Talk: Sexual Harassment and its Impacts

The Gender Cell had the privilege of hosting renowned activist, educator, and feminist scholar **Dr. Chayanika Shah** for an insightful talk on "Sexual Harassment and Its Impacts" on 25th September 2025. The session was both timely and thought-provoking, providing a comprehensive overview of the evolution of sexual harassment policies in India, beginning with the landmark Vishaka Guidelines issued by the Supreme Court in 1997. Dr. Shah contextualized the development of these policies within the broader framework of women's rights movements. The session provoked a lively and engaging discussion among attendees, sparking meaningful dialogue on the progress and limitations of current frameworks. The talk served as a valuable learning experience and reaffirmed the importance of continued advocacy and education in addressing gender-based violence.



Gender Sensitization Workshop

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 26th November 2024.

Same was also done for the Candidates who contested in the Gymkhana Elections 2025 on 8th February 2025 by Legal Swan



EqualSpace Women's Day Celebration

EqualSpace was an event by the Gender Cell, on the occasion of International Women's Day IWD 2025, dedicated to fostering awareness and action on gender equality. EqualSpace is open to all IIT Bombay students, staff and faculty.



Digital Poster Competition

A poster competition was held for students, staff and faculty, where participants had a chance to showcase their design skills. The competition had a good participation from the institute community, with 23 entries received on relevant themes. The best-made posters were selected by guest judges from IDC, IITB - Prof. Shilpa Ranade, Prof. RajaMohanty. Cash prizes and certificates were distributed to the winners - and the posters are on display in the GC office as well as in the GC website.





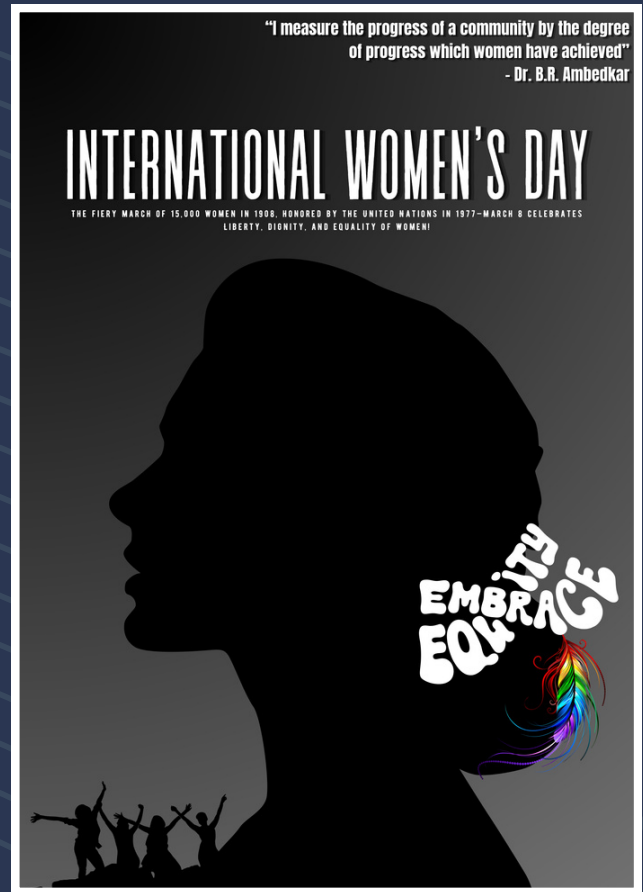
1st Prize
Khyati Upadhyay



1st Prize
Aarya Rajani Krishna



2nd Prize
Dr. Archana Vishwas Shetty



2nd Prize
Biplab Sarkar



3rd Prize - Sanjay Saifi

Panel Discussion on Champions of Women's Health

The panel discussion on Champions of Women's Health featured two distinguished speakers: Dr. Kalpana Apte, Director General of the Family Planning Association of India (FPAI), and Dr. Armida Fernandez, Founder Trustee of SNEHA (Society for Nutrition, Education and Health Action). The event focused on sharing powerful stories of resilience and leadership in the field of women's health. Both panelists brought forth their experiences and insights on empowering communities, improving healthcare access, and shaping a healthier future for women. The panel was moderated by Prof. Swati Patankar, Professor in the Department of Biosciences and Bioengineering (BSBE), and Nikita Pandey, PhD Scholar at the Ashank Desai Centre for Policy Studies (ADCPS).



Talk and Discussion on Digital Boundaries

Prof. Varsha Apte, Head of the Department of Computer Science and Engineering, delivered a thought-provoking talk on Digital Boundaries, aimed at raising awareness and empowering individuals to safeguard their personal information in the digital world. The session highlighted key aspects such as understanding one's digital rights, recognizing threats, and taking timely and appropriate actions in response to cyber harassment. The talk was followed by an engaging and insightful discussion, where participants actively shared their views and experiences, deepening the overall understanding of the topic and reinforcing the significance of maintaining healthy digital boundaries.



Slam Poetry Event

A slam poetry event was organized in association with Literati(Literary arts club), centered on themes such as Struggle and Resilience, Historical and Cultural Perspectives, Reflections and Hopes, Equality and Change, and Breaking Norms, Being Different. The event provided a platform for students to share powerful poems.

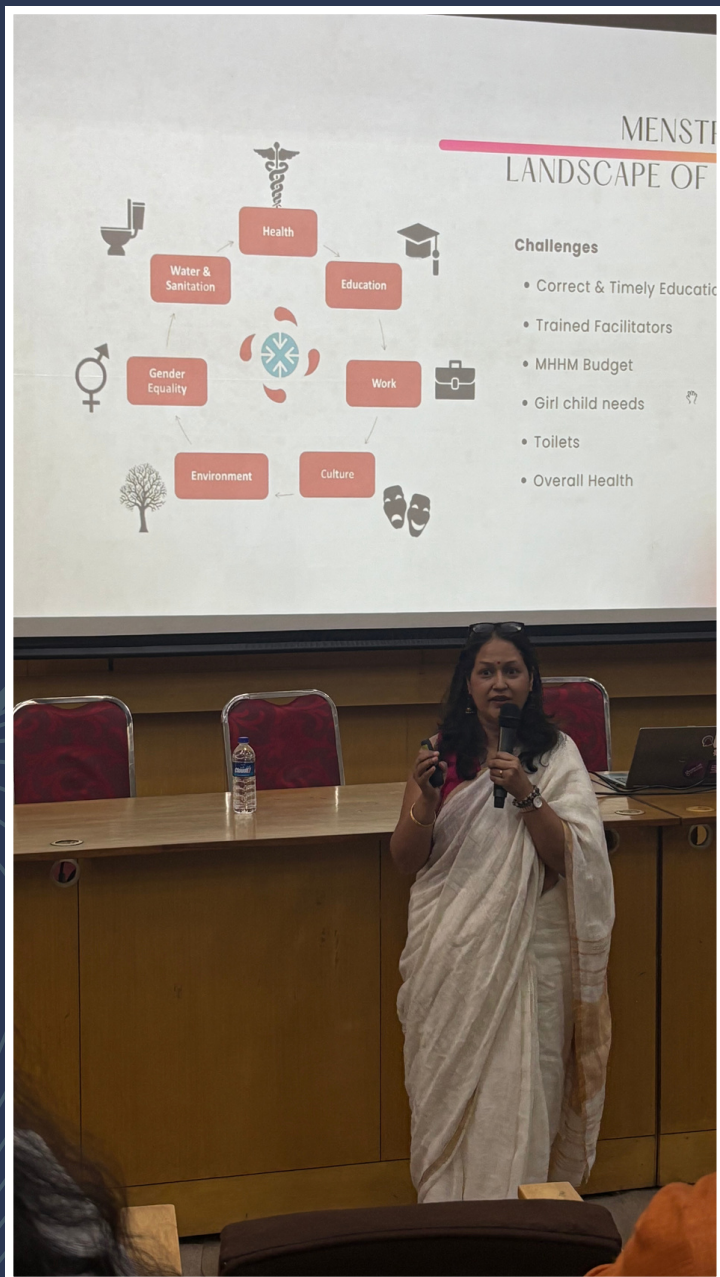
The evening brought together a diverse group of participants who shared original poems, using spoken word to voice personal narratives, emotions, and reflections. The event concluded with a collective discussion, encouraging thoughtful reflection and engagement.

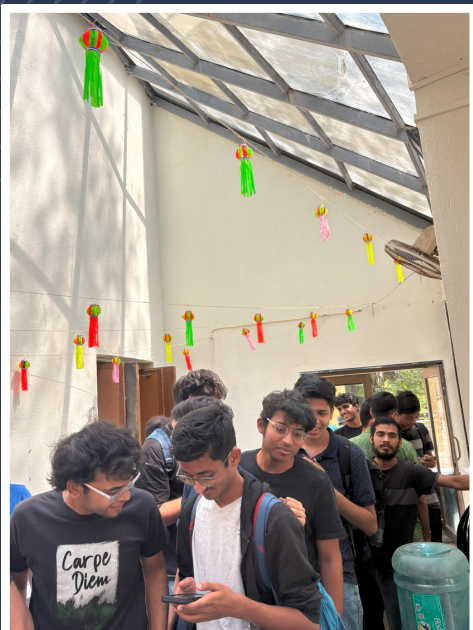


Period Simulator & Menstrual Awareness camp

A Menstrual Awareness Camp was held at EqualSpace as part of our International Women's Day events. The session began with an interactive talk by Mrs. Sarika Gupta, founder of the NGO Safe and Happy Periods, where she addressed common taboos around menstrual pain and shared ways to raise awareness.

Following the discussion, a period pain simulator was set up using a TENS machine, allowing over 200 male students to experience what menstrual cramps can feel like. The camp received an overwhelming response and proved to be a valuable learning experience, helping many better understand the severity of period pain





Complaints 2024-25

Complainant	Complaint against	Nature of complaint	Action taken	Timeline
Female PG Student	Male PG Student	Sexually coloured remarks, crossing boundaries	ICC recommended the respondent give a written apology. Neither party to interact with the other in social and academic spaces. Both parties to use proper channels for voicing grievances.	Received on May 3, 2024. Decision taken on Oct 30, 2024.
Female UG Student	Male UG Student	Coercion to continue relationship.	ICC recommended the respondent give a written apology, undergo a sensitization program conducted by GC. Neither party to interact with the other. Counselling from SWC was suggested to both parties.	Received on May 6, 2024. Decision taken on Jul 9, 2024.
Female PG Student	Male Temporary Staff	Demands for physical relationship, inappropriate touch, inappropriate verbal comments.	The ICC recommended that the Respondent be removed from his position and that his contract be revoked immediately. He may not be hired for any other project through IRCC for a period of five years. Apology to ICC for refusing to submit evidence.	Received on Jul 2, 2024. Decision taken on May 4, 2025.
Female Faculty	Male UG Alumnus	Unwelcome contact.	ICC recommended that the Respondent's campus entry be stopped for three years. He shall surrender his alumnus card. His entry after this period, may be permitted on a watch and see basis for a period of one year with appropriate approvals and justification.	Received on Nov 5, 2024. Decision taken on Apr 11, 2025.
Female PG Alumna	Male PG Student	Inappropriate emails, repeated unwelcome contact.	ICC recommended that the Respondent leave campus with immediate effect. He may complete his graduation requirements remotely. IIT Bombay should not engage the Respondent in any academic/non-academic activity for 3 years after completion of his degree.	Received on Dec 27, 2024. Decision taken on Mar 26, 2025.
Female Temporary Staff	Male Permanent Staff	Repeated calls, spreading rumours at the workplace, monitoring/ watching workplace activity.	ICC recommended minor punishment for the Respondent,	Received on Feb 25, 2025. Decision taken on May 7, 2025.

To Contact Us

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