



Indian Institute of Technology
Bombay

GENDER CELL
(earlier WOMEN'S CELL) AND
INTERNAL COMPLAINTS COMMITTEE
ANNUAL REPORT 2018-2019



Gender Cell (Formerly Known as Women's Cell) Annual Report 2018-2019

In April 2018, the Director of IIT Bombay Professor Devang Khakhar constituted a committee to frame a new policy for the Institute on sexual harassment in the workplace. The committee, which also included all members of the Women's Cell, framed a policy which was passed by the Board of Governors of IIT Bombay on the 1st of December 2018. The policy is called '**IIT Bombay Policy on the Prevention, Prohibition and Redress of Sexual Harassment in the Workplace with its attendant rules and procedures**'. With the adoption of the policy, the Women's Cell is now renamed the Gender Cell. Through the policy, the Institute continues its implementation of '*The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*' which covers all acts of sexual harassment against women. Further, its jurisdiction now also applies to acts of sexual harassment against male/sexual minority students. The Gender Cell enquires into complaints of sexual harassment through its Internal Complaints Committee.

Broadly, the objectives of the Gender Cell include:

- a) To work towards creating an atmosphere towards promoting equality, non-discrimination and gender justice.
- b) Promote gender amity amongst the Institute's employees and students and all who live on the campus, spread gender awareness and sensitize all about these issues.
- c) Provide guidelines for protection from sexual harassment and uphold the basic right to work and live with dignity.
- d) Make recommendations to the Institute regarding measures that should be taken to deter sexual harassment and acts that affect the dignity of women, ensure that the rules and regulations are gender just, and also make recommendations regarding procedures for the prevention, prohibition, resolution, settlement and prosecution of acts of sexual harassment by and of anyone who has working relations with the Institute.

- e) Deal with cases of sexual harassment through the Internal Complaints Committee in accordance with this policy and within a fixed time frame, while ensuring that support services are available to the complainant as well as the termination of the harassment, and recommend appropriate punitive action against the guilty to the Director.

The Gender Cell has adopted the logo above, and it also has a new website, which is being actively updated, <http://www.gendercell.iitb.ac.in/>.

Funds

- During the year, the Women's Cell (which later became the Gender Cell) was allotted a total amount of Rs. 6.9 lakhs for its regular activities and Rs. 90000 for special activities (SIP) undertaken to celebrate the Diamond Jubilee of IIT Bombay. The funds were divided into consumable (Rs. 50000), equipment (Rs. 2.5 lakhs), and other charges (Rs. 3.9 lakhs). The funds under the equipment head were designated for the purchase of a printer/high throughput xerox machine and a speech-to-text transcriber. These items will be purchased as soon as an office space is allotted to the Cell.
- As of 25th March 2019, Rs. 3, 32,719 remains in the Gender Cell account. The balance amounts under various heads are: Rs. 18,170 in consumables, Rs. 2, 24,100 under equipment, and Rs. 90,449 under other charges. There is also Rs. 90000 remaining from the special funds, which will be used to organize two events in April 2019.
- There is also an 'in principle' approval for funds to develop training materials in collaboration with an external organization to sensitize all faculty, staff and students of IIT Bombay.

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

Training

Orientation on gender sensitization for 1st year UG students

At the beginning of this academic year, the Gender Cell (then known as Women's Cell) conducted a large-scale training on gender sensitive behavior. These mandatory sessions were conducted from July 25-28, 2018 for 1061 undergraduate 1st year entrants, including 159 female students. Each session was in the format of an hour-long interactive workshop,

for a group of 50 students. The sessions were conducted by 3rd & 4th year UG students and PG students of IIT Bombay, who have been trained as Prevention of Sexual Harassment (PoSH) champions, by the Cell in collaboration with the PoSH@Work, an organization empaneled by Ministry of Women & Child Development, Government of India. The themes discussed in the workshop included consent, handling rejection, sexual harassment law, working of the Cell and Internal Complaints Committee. These orientation workshops were a dedicated effort towards creating and maintaining a gender-sensitive, respectful, safe living and working space at IIT Bombay.

Workshop on SHWW Act 2013 for Cell members

Advocate Monica Sakhrani conducted a training workshop with the members of Cell on August 22, 2018 with regard to norms of functioning of the Institute Internal Complaints Committee. The interactive workshop developed on what sexual harassment in the workplace means in the light of the Sexual Harassment against Women in the Workplace Act of 2013, specifically highlighting the key legal notions of 'quid pro quo' and 'hostile work environment'. Giving some examples of what might and what might not constitute sexual harassment in the workplace, she stressed that complainants come to the committee often because they have 'no place else to go'. The standard of inquiry under the law for the ICC, she further emphasized, is 'preponderance of probability'. She further discussed sensitive issues that arise while handling complaints, common practices and legal remedies available to complainants and respondents.

Campus poster-drive on gender awareness and sexual harassment in the workplace

As part of its continuing endeavor of maintaining a gender sensitive and safe campus, the Cell conducted a poster drive within the IIT Bombay campus in December 2018. The drive was conducted before the commencement of the Annual festivals – TechFest and Mood Indigo.



Poster campaign

This special drive was an attempt to create awareness of what constitutes sexual harassment and the points of contacts in case of emergency in the campus. These posters were put up across academic, residential and recreational spaces within the campus with the efforts of the Student Volunteer Task Force members of the Cell.

Events

The Gender Cell organized the following events as part of the Institute's Diamond Jubilee celebrations in the spring semester of 2018-2019:

- *Lecture series related to gender issues*
 - Prof. Rohini Godbole from IISc Bangalore gave a lecture titled 'Women in Science: status, goals and action plans' on February 22, 2019.



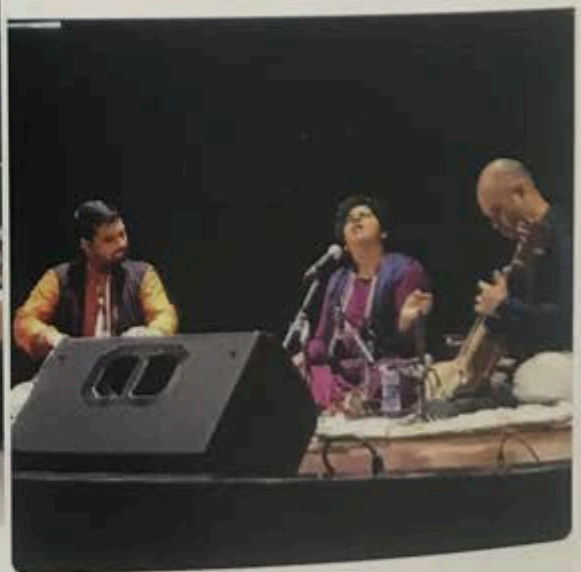
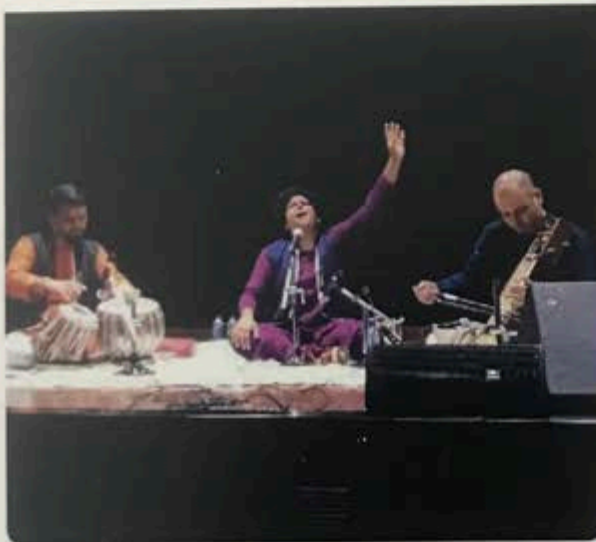
Professor Rohini Godbole

- Prof. Shubha Tole from TIFR Mumbai gave a lecture titled 'What is it like to be a woman in science?: a session for men and women' on March 12, 2019.

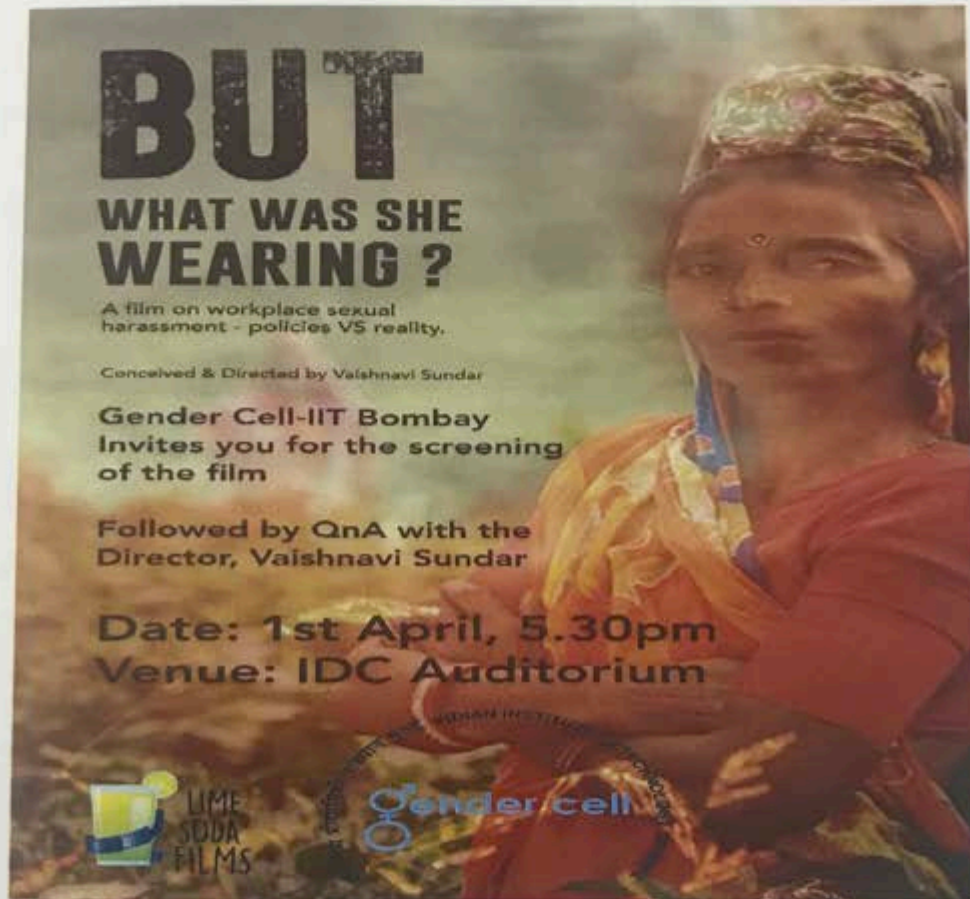


Professor Shubha Tole

- *Academic seminars by women who have made notable achievements*
 - Prof. Shubha Tole from TIFR Mumbai gave a lecture titled 'Towards a blueprint for building the brain' on March 12, 2019.
 - Dr. Vibha Krishnamurthy, Founder & Director of the NGO Ummeed will give a lecture on developmental disabilities among children on April 26, 2019.
- *Cultural events highlighting contributions by women or related to gender issues*
 - Ms. Shruthi Vishwanath, musician and educator, gave a lecture-cum-demonstration on Abhangs composed by women Warikari poets on January 22, 2019.

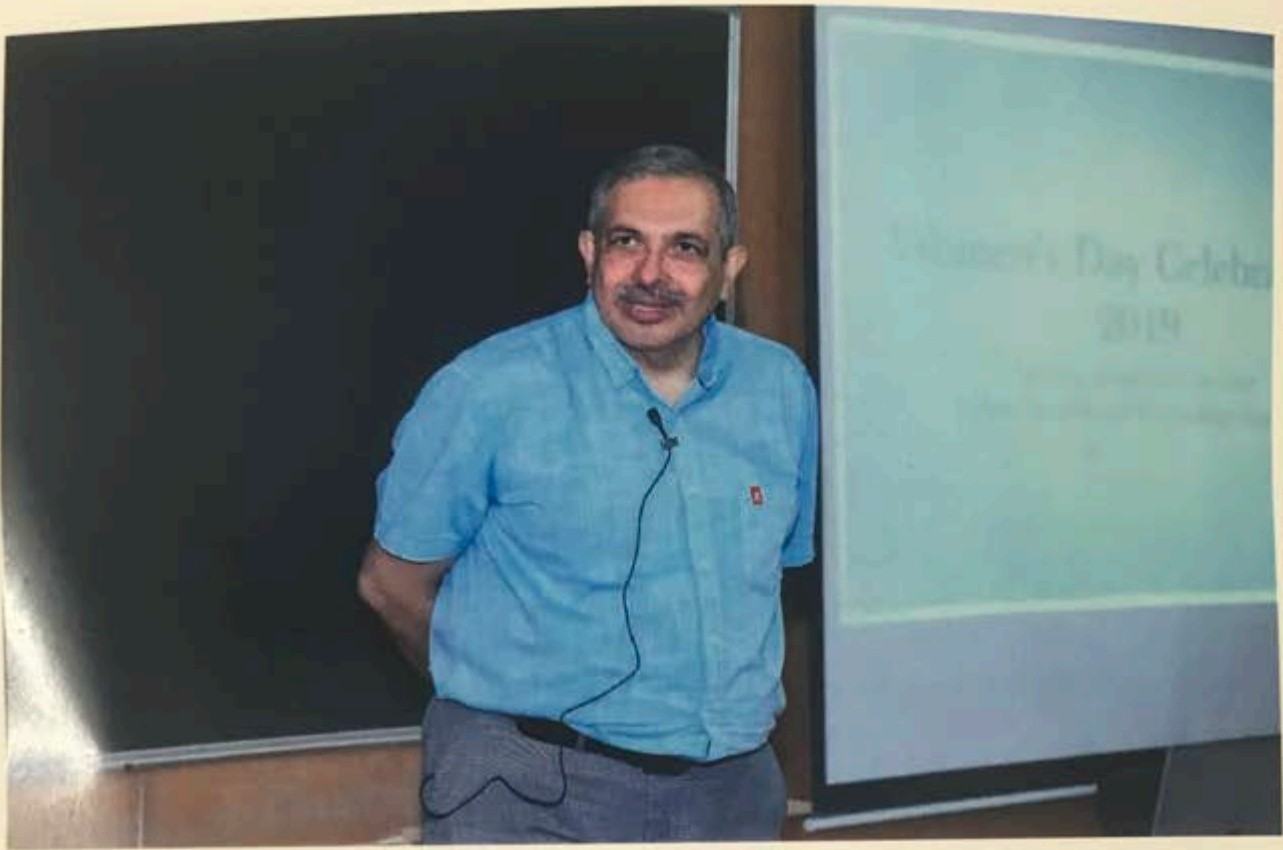


- Ms. Vaishnavi Sundar, film director, will discuss her documentary film on workplace sexual harassment, 'But what was she wearing', accompanied by the screening of the film, on April 1.



International Women's Day, Theme: Gender Amity

International Women's Day was celebrated on March 7, 2019 with the theme 'Gender Amity'. Prof. Devang Khakhar, Director, IIT Bombay was the Chief Guest for the occasion, and unveiled the logo and new website of Gender Cell (former Women's Cell). He also gave away awards and certificates to some staff and students in appreciation of their work for the Cell during the year. The event included a short cultural program by IIT Bombay students and staff, and an interview of Ms Sheela Gaikwad, a woman auto-rickshaw driver on campus.



Professor Devang Khakhar

Gender Amity celebrations for International Women's Day 2019





Song and dance performance for International Women's Day 2019





Ms Sheela Gaikwad

Manch activities

The Gender Cell continued its association with Deutsche Bank through the organization of Manch 2018-1019. Manch 2.0 was launched by Ravneet Gill, the then CEO of Deutsche Bank India at IIT Bombay Campus in October 2018. The event was attended by few other dignitaries and senior members from both Deutsche Bank and IITB including Janak Dalal, Head DB Center Mumbai, IIT Bombay's Dean of International Relations Professor Swati Patankar and members of the Gender Cell (then Women's Cell). About 300 students had registered for the program, of which 75 students were selected (including ~40 girls). The students selected come from diverse departments, programs and year of study.

The first workshop in the series was the 'Interview Skills Workshop' which mainly focused on honing soft skills of the students and helping them prepare for corporate interviews later in life. It was followed by case study allocation in December 2018 where students worked on a

sample case to make them curious about the world of finance and teach them some basic finance concepts. A 'Finance Workshop' was conducted in the first week of January 2019 wherein the main focus was on personal finance. The topics covered included asset classes, time value of money, asset allocation, etc. The students also got first-hand experience of problem solving (calculating interests etc.) on excel spreadsheets.

This was followed by a 'Team Building Workshop'. Students were exposed to different aspects of planning and coordination through experiential learning. Key ideas covered under 'planning' were brainstorming, importance of thinking through each step while planning, importance of values, being agile, dynamic and creative. Under 'coordination', key ideas covered were leveraging teammates' strengths, managing conflicts, accepting differences, building right culture and importance of proper communication. The workshop happened in the form of games and activities. A special networking event was held for Mancha students at ITC Maratha where the students heard from the Global Leadership team of Deutsche Bank and networked with senior VPs and Directors from Deutsche Bank. The students were also introduced to their teams and projects were allocated to them lead by experienced mentors from Deutsche Bank. 'Finance Workshop II' was held in February 2019 where topics covered were risk, credit and stock markets. The case studies were also discussed in greater detail.

For the past 1.5 months, the students have been working on projects, along with their mentors who are available on call or for in-person meetings to participate in discussions with the students and clear doubts on the topics if any. The students and mentors have met each other at the IITB campus or Deutsche Bank office in Mumbai. The students recently had their mid-term project presentation, which was evaluated by the senior VPs and Directors of the Bank. The idea was to check the status of their project and provide feedback/direction on the content. Going forward, we are planning to have a presentation skills workshop on 31st March 2019 followed by a final Project presentation on 7th April 2019. The workshops have been so planned to ensure that the students are equipped with skills and knowledge that will directly aid them in their career and life in general and complement their classroom learning.

Complaints

The ICC of IIT Bombay inquired into the following complaints during the year.

Serial Number	Complainant	Complaint against	Nature of Complaint	Action taken	Timeline
1.	Female faculty	Male PG student	Inappropriate and sexist remarks against her made by the respondent via email.	ICC asked the student to apologize and attend a gender sensitization program	Received May 4, 2018. Decision taken July 4, 2018 and report given to Director
2.	Female UG student	Male UG students	Objectionable, public comments made against her during student event.	Complainant decided to withdraw case. Case was closed. This case went to the student Disciplinary Action Committee	June 4, 2018. Closed June 9, 2018
3.	Female student	Male TA	Messaging using all kinds of media, in spite of blocking him.	The TA had been terminated by the time complaint filed. After writing to Associate Dean AP, Head CC and Registrar his emails were quarantined	Received on July 19-18, 2018 and closed on 25 th July 2018
4.	Female PG student	Male faculty	Unwelcome physical contact, verbal and non-verbal sexual harassment via social media, hostile work environment	ICC recommended major punishment for respondent	Received 26 th November 2018. Final report given to Director on 4 th February 2019

5.	Female PG student	Male PG student	Verbal and non-verbal sexual harassment	Conciliation attempted at complainant's request but on its failure inquiry was instituted. ICC recommended that student apologize and pay a fine	Received on 16 th October 2018 and report given to Director on 18 th February 2019
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