

Gender Equity And Sensitization

A.Y 2019-20

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Woman's Day Celebration

Women are the pillars of any successful society and as they play a dual role the amount of stress that they go through is immense. Therefore, a Session and workshop on Stress Management was conducted by Dr. Preeti Shirodkar and Mrs. Minouti Naik. Breathing exercises were taught and a talk conducted on Finding Your Zen- Lessons from life. The session was very helpful to the staff who attended and the takeaway was important in practicality. The program was conducted on 7th March 2020 in Room No 16 of Dr. VN BRIMS.



Signature Of Committee Convenor

A Session On Zero Tolerance And Prevention Of Sexual Harassment

On 27th September 2019, the Women Development Cell organized a guest session on "Zero Tolerance and Prevention of Sexual Harassment." The event, coordinated by Dr. Smita Jape and Dr. Pallavi, featured Ms. Preeti Singh from Hindustan Shipyard Company as the keynote speaker. This session aimed to educate and empower participants about the critical issue of sexual harassment, its prevention, and the legal framework surrounding it.

Ms. Preeti Singh, with her extensive experience in the corporate sector, brought valuable insights into the practical aspects of implementing anti-harassment policies in the workplace. Her expertise proved instrumental in providing a comprehensive understanding of the subject to the attendees.

The session began with Ms. Singh emphasizing the importance of creating a safe and respectful environment in educational institutions and workplaces. She stressed that zero tolerance for sexual harassment is not just a policy but a cultural shift that requires active participation from all members of an organization.

A significant portion of the session was dedicated to explaining the University Grants Commission (UGC) norms regarding the prevention of sexual harassment in higher educational institutions. Ms. Singh elucidated key points from the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. She highlighted the mandatory requirements for institutions, including:

1. The establishment of Internal Complaints Committees (ICCs)
2. The development and implementation of comprehensive anti-sexual harassment policies
3. Regular awareness programs and workshops for students and staff
4. Clear procedures for reporting and addressing complaints

Ms. Singh also discussed various laws related to the prevention of sexual harassment, with a particular focus on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. She explained the key provisions of this act, including:

1. The definition of sexual harassment in the workplace context
2. The responsibilities of employers in preventing and addressing sexual harassment
3. The composition and role of Internal Complaints Committees
4. The procedure for filing and addressing complaints
5. The consequences for perpetrators of sexual harassment

Furthermore, the speaker touched upon other relevant legal provisions, such as sections of the Indian Penal Code that address sexual offenses and the Protection of Women from Domestic Violence Act. Ms. Singh emphasized that understanding these laws is crucial for both potential victims and bystanders to effectively combat sexual harassment.

The session was interactive, with Ms. Singh encouraging questions and discussions from the audience. Many participants sought clarification on what constitutes sexual harassment, how to report incidents, and the protections available to those who file complaints. Ms.



Singh provided clear, practical advice on these matters, emphasizing the importance of documentation and following proper reporting procedures.

A noteworthy aspect of the session was Ms. Singh's focus on bystander intervention. She stressed that creating a culture of zero tolerance requires active participation from everyone, not just potential victims. She provided strategies for safely intervening when witnessing harassment and the importance of supporting colleagues or fellow students who may be experiencing harassment.

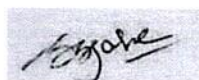
Towards the end of the session, Ms. Singh discussed the role of technology in both perpetrating and preventing sexual harassment. She highlighted the need for policies to address online harassment and the use of digital tools for reporting and tracking incidents.

The session concluded with a powerful call to action from Ms. Singh, urging all participants to be proactive in creating a harassment-free environment. She emphasized that prevention of sexual harassment is a collective responsibility and that every individual has a role to play in fostering a culture of respect and equality.



Dr. Smita Jape and Dr. Pallavi thanked Ms. Singh for her insightful presentation and reiterated the institution's commitment to maintaining a safe and respectful environment for all students and staff. They also provided information about the institution's Internal Complaints Committee and encouraged attendees to reach out if they ever need support or have concerns.

This guest session on "Zero Tolerance and Prevention of Sexual Harassment" proved to be an invaluable opportunity for participants to gain a deeper understanding of this critical issue. By combining legal knowledge with practical advice, the session equipped attendees with the tools to recognize, prevent, and address sexual harassment effectively.



Signature of the Committee Convenor

