

**Activities of Gender Sensitisation Committee (July 2018- June 2019) & The ICC (2018-2020).**

1. Gender Sensitisation Committee organised a Nukkad Natak on Sexual Harassment and Legal Aid, **in collaboration with the Delhi Police** on 21.08.2018 at the Taregana Block. Black Pearl Arts Laxmi Nagar performed the Street Play to a large audience of students and faculty.





2. Gender Sensitisation Committee organised a Talk on Sexual Harassment at Workplace and Modalities of Redressal by Dr. Seema Singh, Asst. Prof, **Campus Law Centre**, Delhi University on 27<sup>th</sup> September, 2018. The Talk was informative and was made lively and interactive by the students who attended in large numbers. The speaker dwelt upon the laws and modalities of seeking redressal in cases of sexual harassment at workplace. She presented Case-Studies to educate and sensitise the participants. Our students of both genders interacted with the speaker, raised questions and clarified their doubts pertaining to the issues raised. It was a fruitful interaction and students benefitted from her domain knowledge.





3. The Department of English in collaboration with the Gender Sensitisation Committee organized a special lecture and a workshop conducted by Dr. Bonnie Sue Zare and her team of students from Virginia Tech (USA) who visited Aryabhata College as part of an international collaboration. The lecture and the workshop were held on 15 January 2019. Dr Zare is an Associate Professor of Women's and Gender Studies at Virginia Tech. Her research focuses on discourse of identity, feminism and activism in contemporary India and in South Asian women's fiction. Under Dr Zare's supervision, the Virginia team members, Alana Calhoun, Eryn Peters, Hayley Oliver, Ashley Mattson, Payton Johnson, Jordan Faulkner, Kelsey McGregor and Rebecca Sutton conducted the Workshop on Bystander Intervention Program to Prevent Gender and Sexual Violence. The members of the Gender Sensitizing Committee of the College also put up a dramatic performance by students from multiple disciplines on the different aspects of gender-based violence in domestic and public spaces. The role of the bystander was highlighted in the prevention and resolution of sexual harassment. The performance was much appreciated by the audience including the American guests.





**ARYABHATTA COLLEGE**  
University of Delhi

**The English Literary Society and Gender Sensitization Committee**

cordially invites you for

**Special lectures on Toni Morrison's *Beloved***

and

**'Bringing in the Bystander' Workshop**

(a programme for prevention of sexual violence)



**Dr. Bonnie Zare**

Associate Professor, Women's and Gender Studies  
Virginia Tech, USA



**Hayley Oliver**

Virginia Tech, USA

**Date: 15 January 2019 (Tuesday), 12:30 PM, Seminar Room**





4. Gender sensitising committee **in collaboration with NSS unit of the college and Delhi Police**, organised a week-long self-defence workshop for women from 02 March 2019 – 08 March 2019. This workshop was motivated by the idea of enabling women in their everyday life to face alarming situations with skill. Training camp attempted to educate the young girls about basic techniques of quick responses against any physical danger. The group was trained by a special trainer sent by the Delhi Police while the committees cooperated in facilitating the requirements for the resource person.



5. On 7 March 2019 **Gender Sensitising Committee** in collaboration with **NSS** unit of the college did a lecture series with the **NGO Gracia Raina Foundation and Apollo Hospital**. Gracia foundation conducted a seminar with its panel of gynaecologist, psychologist and oncologist to sensitise men towards women health, with a special focus on menstrual needs and health complications of women. Apollo Hospital brought in doctors for a lecture on the awareness of breast cancer among women. The lectures were well received by students and faculty from across disciplines.



6. Gender Sensitisation Committee organised a Talk on **Position of Women and the Girl Child in the Mewati Community** by noted Hindi novelist Mr. Bhagwandass

Morwal on 27<sup>th</sup> March 2019. Students and teachers from all disciplines attended the Talk.



7. **Internal Complaints Committee (ICC)** of the college (2018-20) **in collaboration with the GSC** conducted a POSH workshop for the non-teaching staff of the college on 18th December, 2018. This workshop was the first in the series planned for the non-teaching, teaching staff and students of the college. The workshop aimed to create awareness about the Sexual Harassment of Women at work place (Prevention, Prohibition and redressal) Act, 2013. The Act is an extension of the Vishaka Guidelines issued by the Hon'ble Supreme Court in 1997. The aim was to create understanding about what is workplace and what kind of unwelcome behaviour or acts constitutes sexual harassment at work place based on real life scenarios. The workshop outlined the responsibilities of both the employer and the employees. It also explained who can complaint and what should be the contents of the complaint and



the repercussions of malicious complaints. The session enlightened the participants on the purview of the act and also sensitised them. The workshop was conducted by Monica Gupta, Advocate, litigation expert proficient in practice with regular court appearance in matters before the Delhi High Court, and various district courts in Delhi, Trainer for Prevention of Sexual Harassment (POSH) workshops.

8. ICC conducted a workshop for the members of the student council on 24<sup>th</sup> January, 2019. Advocate Mrs. Jaya Goyal and Mrs. Aparajita Amar conducted an awareness and sensitisation workshop for the students. The awareness and sensitisation workshop dealt with various elements to help them understand the definition of sexual harassment, what constitutes sexual harassment, and the redressal mechanism for sexual harassment. The workshop elements are as follows:-

- (a) Introducing the history of the law- Bhanwari devi; Vishakha guidelines.
- (b) Difference between harassment and sexual harassment.
- (c) Gender Sensitisation under the Saksham Report.
- (d) Definition and Redressal of Sexual harassment under the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, The Indian Penal Code iii. The Sexual Harassment at Workplace Act SHLC- Sexual Harassment Law Compliance Advisory.

9. During 2019-20, the Internal Complaints Committee at Aryabhata college collaborated with JPAL (Lateef Poverty Action Lab at MIT (Massachusetts Institute of Technology)) through Karmini Sharma, a PhD scholar at University of Warwick (United Kingdom). The collaborated project aimed to understand tools to tackle sexual harassment and aims to undertake surveys with students in the age group of 18 to 21 years of age to understand prevalence rates, correlates of sexual harassment and impact of sexual harassment awareness. This project focuses on sexual harassment in educational institutions. Sexual harassment and abuse on campus can cost universities millions of dollars not only in fighting lawsuits, but also in reduced alumni donations and prospective admissions. Ms. Sharma submitted a report to the college in December 2020 that draws on the data collected via surveys collected with informed consent of students over the academic year 2019-2020.

10. There were two rounds of the surveys, base line and end line. Some students were also provided with detailed sexual harassment awareness trainings by the collaborating NGO Safe city. For Aryabhata college, a total of 1334 students were covered in the baseline survey, with 849 men and 485 women. All 13 courses spread over 39 classes were covered between September and October 2019. This period also involved delivery of detailed sexual harassment awareness trainings. Sexual

harassment awareness training was provided to a total of 870 students in collaboration with an internationally recognised NGO, Safe city. The surveys were undertaken after obtaining informed consent from each student. Less than 2% of the students refused to do the surveys. Finally, only those students were covered who were present in the class at the time of the unannounced surveys. The findings of the report are as follows:

(a) Nearly 16% of the women report that they have faced some physical form of sexual harassment. Acts included in low and intermediate intensity events were also highly common at 44 to 47% respectively.

(b) Around 12% of sexual harassment incidents of low intensity type, 8% of medium intensity type and 3% of extreme intensity type of sexual harassment events were perpetrated by someone from within college over the period of two months. Majority of perpetration comes from someone outside college. However importantly perpetration from inside college comes from someone female students knew or would most likely come in contact with on a repeated basis and may potentially be more harmful. Since the trainings in this project were provided to men, we can especially speak to the sexual harassment by women's peers.

(c) As expected for this age group, prevalence rates are much higher for women (40%) than men (9%).

(d) Majority of the women students report facing sexual harassment on their way to college. This is much higher than prevalence during college events for own or other colleges. Despite that, note that sexual harassment within college may be more harmful since there may be repeated interactions between perpetrators and victims creating repeated exposure for women. It is important to note that since female students report harassment mostly on their way to college, it may be important to think about safer means of public transportation for female students.

(e) Majority of the students report sharing incidents with their close family or friends (57%) while only 5% share with any formal authority. This shows that having informal support networks may be particularly important for students to share sexual harassment incidents. This is more important given that nearly 40% male students and 25% female students come from outside Delhi without family support.

(f) Around 27% of the students were able to identify ICC as the formal authority for redressal of sexual harassment complaints. However, the rest, nearly 70% of the students, perceive women development cell or the gender sensitisation committee as the formal authority. This clearly indicates a greater need for awareness amongst the student population of the college.

11. The college invited Ms Karmini Sharma to present the results of her study and survey to the teachers and students of the college. This presentation was given virtually on 28<sup>th</sup> July 2020 which was attended by the Principal and the teaching staff of the college.