

ICC ACTIVITIES DURING 2016-2018

Convenor: Dr. Geeta Budhiraja

The ICC held elections for student representatives as per the protocol received from the University. During the tenure of the Undersigned, two complaints were received. The ICC followed the Guidelines as per the UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 to address the complaints and both were disposed off to the satisfaction of the Complainant.

As per University Guidelines and recommendations, the **ICC also organized a Workshop and Training program on Gender Sensitization for all the members of the Committee. This was a one day workshop conducted by Ms Rashmi Singh from The International Foundation for Crime Prevention and Victim Care (PCVC).**

Introduction to Sexual Harassment The workshop covered the following topics:

- Healthy work environment
- Understanding sexual harassment
- Review national and state laws
 - Knowing Harassment
- Definition and components of sexual harassment
- Identify sexual harassment types
- Identify retaliation forms
 - Recognizing Harassment
- Evaluate the requirements for sexual harassment
- Evaluate the impact on the work environment
- Determine whether behaviour is appropriate for the workplace
 - Addressing Harassment
- Effective communication for handling sexual harassment
- Effective strategies for avoiding sexual harassment
- Effective steps for dealing with sexual harassment
- Reporting sexual harassment and retaliation
- Filing complaints

PART 2:

Protecting the Organization

- Organization's Anti Sexual Harassment policy
- Redressal mechanism in the organization
- Understanding the responsibilities of the employer under The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013
- Understanding the roles and responsibilities as members of the ICC
- Procedure for dealing with complaints

Fact Finding

- Steps in investigation
- Dos and Don'ts
- Challenges faced in conducting a sexual harassment investigation
- Report writing (sample) (Case Studies)

Over 50 students, teachers and non-teaching staff had a very interactive and informative session.

ICC ACTIVITIES DURING 2018-2020

Convenor: Dr Deepika Goel

1. **Internal Complaints Committee (ICC) of the college 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 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. About 55 administrative staff members attended the workshop.

2. **ICC conducted a workshop for the members of the student council on 24th January, 2019.** Advocate Mrs. Jaya Goyal and Mrs. Aparajita Amar conducted an awareness and sensitization workshop for the students. The awareness and sensitization 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. 57 students and 4 teachers participated in this workshop. The workshop elements included :
- a. Introducing the history of the law- Bhanwari devi; Vishakha guidelines;
 - b. Difference between harassment and sexual harassment
 - c. Gender Sensitization 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.



List of students who participated in the workshop

Name	Class	Whether member of student council	Sign
1. Charvi	17/EC/007	No.	<u>Charvi Jindal</u>
2. Cherry	17/EC/033	No	<u>Cherry p.</u>
3. Umkash	16/EN/034	ICC member	<u>Umkash</u>
4. Pooja	17/EN/079	Yes	<u>Pooja</u>
5. Sachin	17/BMS/058	Yes	<u>Sachin</u>
6. Sakshi Sharma	16/EN/012	Yes	<u>Sakshi</u>
7. MEXATJ	17/EC/144	No	<u>MEXATJ</u>
8. Yash Shasna	16/CS/017	Yes	<u>Yash</u>
9. Navreet D.	17/EC/134	NO.	<u>Navreet</u>
10. Amandeep S. I.	17/EC/65	NO.	<u>Amandeep</u>
11. Deepankar	Jorhi 17/EC/62	Yes.	<u>Deepankar</u>
12. H. Deepak Singh	17/EC/138	NO	<u>H. Deepak Singh</u>
13. Anuj	17/EC/87	NO	<u>Anuj</u>
14. Abhay	17/EC/091	NO.	<u>Abhay</u>
15. Sukhar	17/EC/080	NO.	<u>Sukhar</u>
16. Manan	17/EC/094	NO	<u>Manan</u>
17. Garvit	17/EC/078	No	<u>Garvit</u>
18. Sachit	17/EC/019	No	<u>Sachit</u>
19. Anshu	17/EC/013	No	<u>Anshu</u>
20. Anshul	17/EC/038	No	<u>Anshul</u>
21. Apala Ghai	17/EC/106	No	<u>Apala Ghai</u>
22. Swar	17/EC/079	No	<u>Swar</u>
23. Parvitra	17/EC/126	No	<u>Parvitra</u>
24. Saora Singh	BCP/18/72	NO	<u>Saora Singh</u>
25. Ritika Meena	BCP/18/43	NO	<u>Ritika</u>
Prince	BCP/18/80	NO	<u>Prince</u>

30. ANUJ SHARMA	16/MATH/012	Yes	Anuj Sharma
31. Aastha Arora	17/EC/092	No	Aastha Arora
32. Aina Asija	17/EC/068	No	Aina
33. Hansika Gupta	17/EC/103	No	Hansika Gupta
34. Palak Mittal	17/EC/099	No	Palak
35. Grantha Banerjee	17/EC/058	No	Grantha Banerjee
36. Jai Sharma	17/EC/061	No	SV
37. Sahil Taneja	17/EC/105	No	Jai
38. Nikhil Pathwal	17/EC/049	No	Nikhil
39. Pratistha tank	17/HN/047	secretary	Pratistha
40. Namrata Pandey	HEN/18/97	Yes	Namrata
41) Satyam Pandey	16/MT/044	Yes	Satyam
42) Saarthak Singh	16/BCC/133	President	Saarthak
43) Ankit Kumar	16/BCC/168	Yes	Ankit
44) Muskaan Mehra	17/EC/113	No	Muskaan
45) NITHA BAGGA	17/EC/076	No	Nitha
46) BHAVYA GUPTA	17/EC/052	No	Bhavya
47) Sukriti Sachdeva	17/EC/046	No	Sukriti
48) Arushi Dogra	17/EC/021	No	Arushi
49) Aakash Mehawat	17/EC/041	No	Aakash
50) Kishish Tyagi	17/EC/066	No	Kishish
51) Bharti Rajput	17/EC/111	No	Bharti
52) Pushmita Kain	17/EC/124	No	Pushmita
53) Sarah Khan	17/EC/098	No	Sarah
54) Soundup Kumeu	16/BAP/022	CROf BAP	Soundup
55) SHIVAM BHARTIYA	16/PO/13	YES	Shivam
56) Kajal	16/EN/116	Yes	Kajal
57) Himanshu Goyal	17/BS/043	Yes	Himanshu

3. **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. There were two round of the surveys, baseline and endline. Some students were also provided with detailed sexual harassment awareness trainings by the collaborating NGO Safecity. 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 recognized NGO, Safecity. So a total of 2204 students participated in the project.

- 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 female 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, we see report women development cell or the gender sensitization committee as the formal authority. This clearly indicates a greater need for awareness amongst the student population of the college.

Finally the college invited Ms Karmini Sharma to present the results of her study and survey to the teachers and students of the college in an online mode. This presentation was given virtually on 29th July 2020 which was attended by the Principal and teaching staff of the college.