

Jaypee Institute of Information Technology, Noida

Internal Complaints Committee ICC

Policy: Prevention of Sexual Harassment of Women at Workplace

Report 2022-2023

Report of activities related to Gender Sensitization/Issues/Achievements organized at JIIT in the year 2022-2023

- 1. One Day Online Workshop on “Gender Sensitization and Policy on Sexual Harassment (POSH)” for students
Date: August 26, 2022**

In line with the University Grants Commission’s (UGC) guidelines for creating safe campuses for women students and employees, this workshop was organized with a commitment for promoting the cause of gender equality in general and also to have conversations to enable gender sensitive spaces especially for the safety of women, girls, and other gender minority groups in all spheres. The workshop was envisaged to create awareness about and highlight the various gender sensitive mechanisms and Policy on Sexual Harassment (POSH).

This workshop was conducted online in two sessions of 50 minutes each in which the speaker emphasized on the importance of gender sensitivity and encouragement of behavior modification through raising awareness of gender equality concerns.

Profile of Speaker: Dr. Geeta Kumar the resource person for the workshop is Founder and Principal Consultant, Pragati: Partners in Progress. Dr. Geeta Kumar is an Organization Development Consultant facilitating individuals and organizations to unravel and realize their full potential. She works in the areas of Inclusivity, Diversity and Gender Dynamics. She works with organizations and leadership teams in the areas of culture, leadership, change management and alignment towards bringing collective wellbeing, both for the organizations and the individuals. She also assists organizations in formulating, implementing processes on Policy on Sexual Harassment (POSH) at the Workplace to make organizations legally compliant with Prevention of Sexual Harassment of Women at Workplaces Act, 2013. Besides conducting awareness and advocacy workshops on POSH, she also sits as an external member in the IC of organizations and is an Advisor for preventing sexual harassment at workplaces. Currently, she is the external member in the ICC at JIIT, Noida as well.

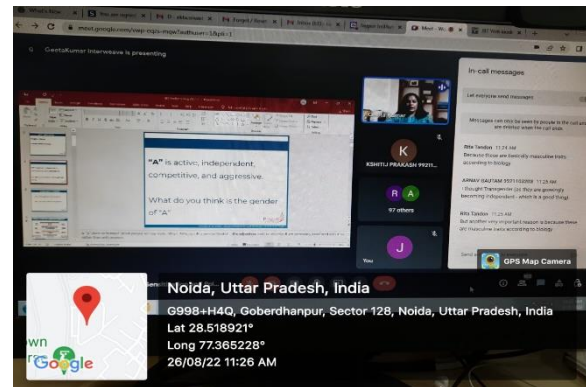
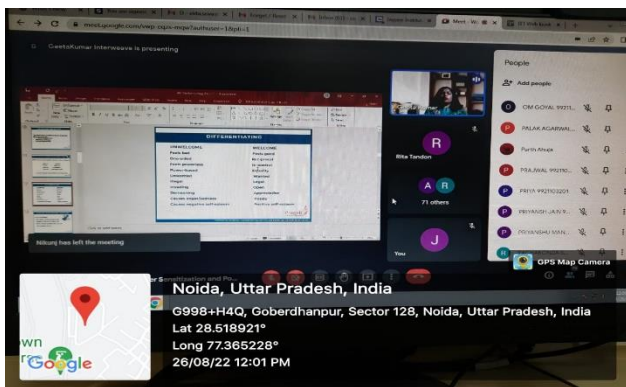
Session 1 : Gender Sensitization

The resource person Dr. Geeta Kumar, explained how gender refers to the learnt roles, norms and expectations on the basis of one’s sex. It is a socio-cultural definition of a boy and a girl, of a man and a woman. Not only their responsibilities are set by the society but also norms/values, dress codes,

attitudes, opportunities, rights, mobility, freedom of expression, priorities and even dreams are determined by the society. It varies from society to society and can be changed. She also explained that our cultural beliefs reinforce what is seen to be acceptable behavior of males or females. This includes what we do, what we like and how we behave. The various Socializing agents include parents, teachers, peers, religious leaders, and the media. Gender roles are reinforced at the various levels of the society imbibing norms and values through socialization process, household structure, access to resources, specific impacts of the global economy, and other locally relevant factors. However she said that although deeply rooted, gender roles can be changed over time, since social values and norms are not static. The session focused on all the aspects related to Gender Sensitization.

Session 2: Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The second session focused on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The expert explained that the POSH Act has been implemented to prevent and protect women from sexual harassment at the workplace and thereby ensure a safe working environment for women. The POSH Act, as mandatory compliance, requires every company having more than ten employees to constitute an Internal Complaints Committee (ICC) in the prescribed manner to receive and address the complaints of any sort of sexual harassment from women in a time-bound and extremely confidential manner. She being the external member of the Internal Complaints Committee at JIIT, explained the procedure of filing a complaint and other necessary details.



2. Online talk on "Globalisation and Gender Equality".

Date: March 11, 2023

Profile of speakers:

Dr Ila Joshi's research area is primarily International Relations, specifically China Studies. She has conducted field research and written about the rural migrant women workers in China. She is also working in the plight of rural migrant workers in India, comparing and contrasting the conditions of the women in two very distinct political frameworks. She has delivered lectures and

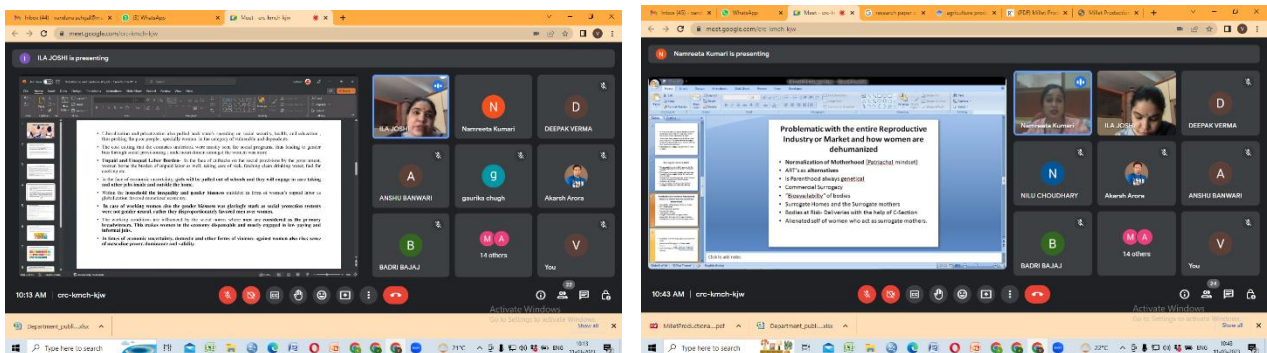
keynote speeches in her related areas and has taught various papers related to international relations during her academic experience.

Dr.Namreeta’s research area is primarily gender studies along with Political Theory and Political Philosophy. Her doctoral research comprehends the autonomy of women who act as surrogate mother. She has conducted in depth empirical study in Gujarat, particularly in Ahmedabad and Anand. She has delivered lectures at various national and international platforms and published her work in journals and edited books.

The online talk was divided into two sessions of half hour each. In the first session Dr Ila Joshi discussed the role of globalisation in addressing the question of women liberation. Various aspects related to the advent of the globalisation and the role of women in the market economy were discussed. The role of international community to deal with the question of gender gap in work was also highlighted. The first session ended with discussion on COVID 19 and its impact on gender equality.

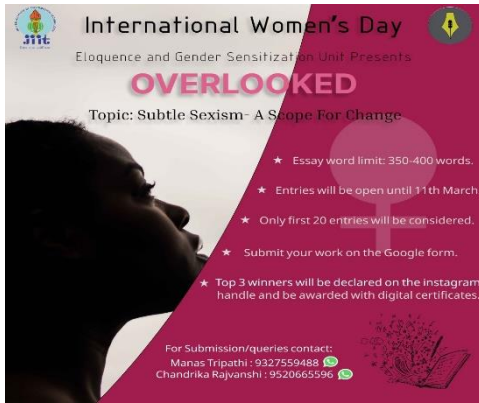
The second session of the talk was by Dr. Namreeta Kumari, Analyzing the surrogate homes post 1 wave of Covid 19: A Case study of a Surrogate Home. The speaker discussed how globalization has played an important role in created reproductive markets worldwide. The talk focused on commercial surrogacy in India and the surrogate’s homes. It highlighted the precarious situation of the surrogate homes when pandemic hit the entire world. A narrative of a owner of surrogate home and a surrogate mother. The talk emphasized how women’s identities are associated with their bodies and in the reproductive economies they are is no worth of humans and human lives.

The talk was followed by the Question Answer session.



3. Essay Writing Competition on the topic “Subtle Sexism: A Scope for Change”

Dates: 7th March to 11th March 2023



International Women's Day occurs annually on March 8. It is an occasion to recognise the accomplishments of women and to promote positive change for women and girls. People all over the world are demanding gender equality and protesting against situations in which women lack fundamental rights and liberties. To mark the International Women's Day in 2023 the Gender Sensitization Committee along with Student Literary Club Eloquence organized an Essay Writing Competition on the topic "Subtle Sexism: A Scope for

Change". Subtle Sexism--often accepted as normal, customary, "good natured," or disguised as "tradition"--has replaced much of the blatant sex discrimination of the past. It is therefore high time that we address this. This competition aimed at allowing students a platform where they can express their concerns and viewpoints.

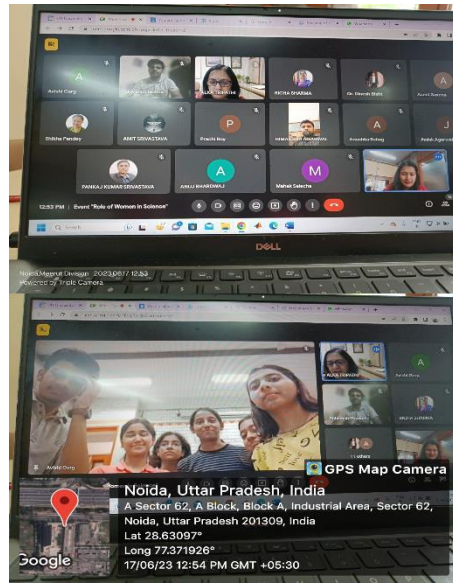
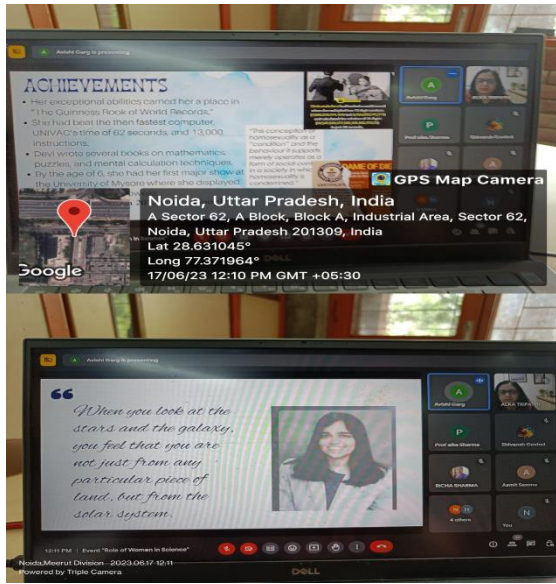
4. Talk on "Role of Women in Science"

Date: June 17, 2023

The role of women in science has evolved from a historical struggle against prejudice and discrimination to a powerful and influential presence. Women scientists have demonstrated their capacity for groundbreaking discoveries and innovations across various disciplines. Their contributions not only advance knowledge but also inspire future generations to pursue careers in STEM fields. To continue this progress, it is essential to address the remaining gender disparities and ensure that women in science are supported, recognized, and valued for their contributions to the betterment of society. Women in science have already changed the world, and they continue to do so with each new discovery and breakthrough. The event focused mainly about motivating everyone by remembering the achievement of Women in science.

Speakers:

1. Avishi Garg (B tech 1st yr)- **Title of the talk:** Shakuntala Devi and Kalpana Chawla
2. Prachi Roy (B tech 1st yr)-**Title of the talk:** Anandibai Gopalrao Joshi and Katherine Johnson
3. Asmit Saxena (B tech 1st yr)-**Title of the talk:** Rajeshwari Chatterjee and Marie Tharp
4. Anushka (B tech 1st yr)-**Title :** Lise Meitner and Grace Hopper
5. Jhalak Agarwal (B tech 1st yr)-**Title:** Rosalind Franklin and Joan Clarke
6. Mahak Salecha (B tech 1st yr)-**Title:** Marie Curie and Ada Lovelace
7. Shivansh Mishra-**Title:** Some Great Personalities



JIIT NOIDA

Internal Complaints Committee (ICC)

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Annual Report 2021-22

1. **The composition of ICC is as follows:**

- (a) Prof. Alka Sharma--- Presiding Officer
- (b) Col. Sharad Rastogi (Retd)----Secretary
- (c) Dr. Sangeeta Mittal—Faculty Member
- (d) Dr. Ekta Srivastava –Faculty Member
- (e) Dr. Geeta Kumar –External Member
- (f) Ms Meenakshi Sharma--Non-Teaching Member
- (g) Ms Shilpi Gaur--Non-Teaching Member
- (h) Rahul Malik (Enrolment: 9919103126)—Student Member
- (i) Alina Hota (Enrolment No: 9918102023)—Student Member
- (j) Mehul Porwal (Enrolment No. 19803004)---Student Member
- (k) Prerna Praveen (Enrolment No. 19102203)---Student Member

2. **Events.** Details of the events held are as under:

- (a) 24 September 2021 – The meeting was held in Online mode. The Chairman advised all members about the safety protocols that have been mandated by the Central / State Govt for COVID-19 and wished every one good health. The following issues were discussed.
 - (i) Precautions to be taken by students during online and offline activities particularly by the female students.
 - (ii) Reporting of cases to be encouraged.
 - (iii) Members were advised to share the details of ICC committee with the students admitted in current academic year i.e. 2021-22.
- (b) 16 February 2022 – The meeting was held in Online mode. The meeting was being held with the commencement of Even Semester 2022. The

Chairman conveyed her wishes to all members. The members were advised to follow all safety precautions for COVID-19. The following issues were discussed.

- (i) A review of the programs conducted in Odd Semester 2021 was done.
 - (ii) In view of the commencement of offline classes it was advised to conduct offline programs along with online.
 - (iii) Students were advised to report any case of malicious mail/ SMS.
 - (iv) Precautions to be taken while using Social Media platforms.
 - (v) Committee members were advised to interact with faculty / staff / students to make them aware of the provisions of ICC.
- (c) Webinar on Women Cancers: Prevention and Life style choices was organized on 13 November 2021.
 - (d) An online Program on Creating awareness about Gender Sensitization, Internal Complaints Committee and Undertaking the oath on Balika Suraksha was conducted on 27 November 2021.
 - (e) A webinar on Gender Issues and Legal Rights was held on 02 December 2021. The speaker Advocate Sajesh Prasad listed and explained many laws that women in India should know to be aware of their legal rights.
 - (f) Online screening of the movie Indhradhanura Chhai was organized in association with SPICMACAY, Set in a small town in Odisha, the story highlighted through the lives, conflicts and interactions of three women from three different generations and focused on feminist perspectives.
3. On the occasion of International Women's Day, 2022, Gender Sensitization Committee, JIIT Noida organized an online competition on the Slogan/Creative Writing(Blog/Story/Poem) on the Theme: "Gender Equality Today for a Sustainable Tomorrow". To mark the day, a self defense workshop and a Yoga session was also organized in association with NSS.
 4. No cases were reported during the period. The details of the committee are available on the Institute's website and placed on the Notice boards in the campus.

Sd/-

Col Sharad Rastogi (Retd)

Secretary-ICC

10 May 2022

विद्या तत्व ज्योतिसमः

JIIT NOIDA

Internal Complaints Committee (ICC)

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Annual Report 2020-21

1. **The composition of ICC is as follows:**

- (a) Prof. Alka Sharma--- Presiding Officer
- (b) Col. Sharad Rastogi (Retd)----Secretary
- (c) Dr. Sangeeta Mittal—Faculty Member
- (d) Dr. Ekta Srivastava –Faculty Member
- (e) Dr. Geeta Malhotra –External Member
- (f) Ms Meenakshi Sharma--Non-Teaching Member
- (g) Ms Shilpi Gaur--Non-Teaching Member
- (h) Rahul Raparia (Enrolment: 9917102058)—Student Member
- (i) Alina Hota (Enrolment No: 9918102023)—Student Member
- (j) Swapnil Saxena (Enrolment No 07103277) —Student Member
- (k) Aditi Ganguly (Enrolment No. 17101005)---Student Member

2. **Events.** Details of the events held are as under:

- (a) 19 August 2020 – The meeting was held in Online mode. This was the first meeting post the lockdown. The Chairman advised all members about the safety protocols that have been mandated by the Central / State Govt for COVID-19 and wished every one good health. The following issues were discussed.
 - (i) Precautions to be taken by students during online activities specially by the Girl students.
 - (ii) Availability of Apps and sharing of personal details by students.
 - (iii) Reporting of cases of malicious mail/ SMS.
 - (iv) Members were advised to share the details of ICC committee with the students admitted in current academic year i.e. 2020-21.

(b) 25 January 2021 – The meeting was held in Online mode. The meeting was being held with the commencement of Even Semester 2021. The Chairman conveyed her wishes for a happy new year to all members. The members were advised to follow all safety precautions for COVID-19. The following issues were discussed.

(i) The aspects of sexual harassment of direct and implied nature were reiterated.

(ii) The issue of increased use of digital media and sharing of personal details by students was highlighted.

(iii) Students were advised to report any case of malicious mail/ SMS.

(iv) Precautions to be taken while using Social Media platforms.

(v) Committee members were advised to interact with faculty / staff / students to make them aware of the provisions of ICC.

(c) Three online workshops regarding gender sensitization were conducted for faculty members, non-teaching staff and students.

(d) A webinar on Women's Safety during Pandemic was held on 04 March 2021. The program discussed the issues related to women's mental health, triggers during Pandemic and possible solutions.

(e) An online poster making event on Women Empowerment was conducted. Students of B.Tech II year made a poster (digital) on the theme of Women empowerment exhibiting creative talent of the students along with their concern and thoughts. The students also shared awe inspiring quotes and stories on women empowerment.

(f) On the occasion of the International Women's day a Webinar on Innovative Strategy for Women Entrepreneurs was held on 8th March 2021. Jaypee Incubation and Innovation Center (JIIC) in association with WIE IEEE affinity group, JIIT Noida organized the Webinar on 8th March 2021. Ms. Tithi Tewari, CEO and Founder SmartVizX, Co-creator Trezi was the Guest Speaker for the event.

3. No cases were reported during the period. The details of the committee are available on the Institute's website and placed on the Notice boards in the campus.

Sd/-

Col Sharad Rastogi (Retd)

Secretary-ICC

15 March 2021

विद्या तत्त्व ज्योतिसमः

JIIT NOIDA

Internal Complaints Committee (ICC)

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Annual Report 2019-20

1. The composition of ICC is as follows:

- (a) Prof. Alka Sharma--- Presiding Officer
- (b) Col. Sharad Rastogi (Retd)----Secretary
- (c) Dr. Sangeeta Mittal—Faculty Member
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- (j) Swapnil Saxena (Enrolment No 07103277) —Student Member
- (k) Aditi Ganguly (Enrolment No. 17101005)---Student Member

2. Events.

- (a) Details of the events held are as under:
 - (i) The meeting started with a welcome note by the Presiding Officer Prof. Alka Sharma and a brief introduction of all members of the committee.
 - (ii) It was informed that for creating awareness regarding gender sensitization various workshops have been conducted separately for Faculty members, Non-Teaching Staff and students.
 - (iii) Minor changes were suggested in the draft of ICC Guidelines by the members and the official email for registering the complaint was added to the draft.
 - (iv) The draft was approved by all the members present in the meeting
 - (v) It was suggested that awareness drives should be conducted regarding the ICC for all stakeholders of JIIT.
 - (vi) It was agreed that many activities for Gender Sensitization would be conducted at Sec 62 campus and Sec 128 campus in coordination with NSS.

- (vii) It was decided that the Gender Sensitization Policy along with the Complaint Form would be uploaded on the website.
- (viii) It was agreed that awareness regarding the ICC would be done through Annual Fests, Hubs, Posters etc.
- (b) A workshop on Gender Sensitization was organized on 24 October, 2019 by ICC for the Faculty members. The aim was to disseminate detailed aspects of Internal Complaints Committee (ICC) and the complete Redressal Mechanism at JIIT.
- (c) A street play 'Dastak' on Gender Sensitization was organized in association with Sukhmanch Theatre Group on 15 November 2019. The play was followed by a discussion wherein the students interacted with the team members about different issues and the views regarding the same.
- (d) On the occasion of the International Women's day, 2020 various programs were conducted by ICC in association with Gender Sensitization Unit like street plays by Abhivyakti, cultural programs etc highlighting the bias in the society followed by a detailed discussion on Gender sensitization and the Sexual Harrassment of Women at Workplace Act 2013 and its implementation at JIIT.
- (e) A Gender Sensitization workshop for the Non-Teaching Staff at JIIT was organized on March 7, 2020 with an aim to sensitize the Non-teaching staff regarding gender issues and to create awareness about Internal Complaints Committee (ICC) and Policy on Sexual Harassment (POSH) at the Workplace
3. No cases were reported during the period. The details of the committee are available on the Institute's website and placed on the Notice boards in the campus.

A meeting of Internal Complaints Committee - ICC was held on January 16, 2020 at 12:30 PM in VC's Conference Room, ABB-3, JIIT, Noida. ICC members were discussed and appreciated all the events conducted by Gender sensitization committee for session of 19-20 .ICC also approved the plan of action for next session.

Sd/-

Col Sharad Rastogi (Retd)
Secretary-ICC

28 March 2020