

## **INTERNAL COMMITTEE – ANNUAL REPORT JANUARY 2025**

### **INTERNAL COMMITTEE: Gender Sensitization Committee Against Sexual Harassment (GSCASH) IMI New Delhi**

In compliance with the ‘Sexual Harassment of Women (Prevention, Prohibition and Redressal) at Workplace Act 2013,’ the Institute has an Internal Committee (IC) named Gender Sensitization and Complaints against Sexual Harassment (GSCASH). The committee aims to maintain a safe working environment for female students and employees. Its role is to address discriminatory behavior, including Sexual Harassment, that they observe or become aware of. The committee also advises remedial actions, including punishment of the offender. The committee composition consists of representatives from faculty, staff, students, and an external NGO representative.

#### **Details of the Committee:**

<b>Members Name</b>	<b>Email id</b>
1) Prof. Chhavi Mehta (Chairperson)	gscash.chair@imi.edu chhavi.mehta@imi.edu
2) Prof. Neena Sondhi	neenasondhi@imi.edu
3) Prof. Umesh Bamel	umesh.bamel@imi.edu
4) Prof. Swati Dhir	swati.dhir@imi.edu
5) Mr. Dinesh Sharma	dinesh@imi.edu
6) Ms. Jiji Abraham	jiji@imi.edu
7) Dr. Mala Bhandari (External Member from NGO – SADRAG)	mail@sadrag.org
8) Anushka Pachauri (Student member)	anushka.p23@imi.edu
9) Aishna Goel (Student member)	aishna.h23@imi.edu
10) Piyush Sharma (Student member)	piyush.b23@imi.edu

#### **Special Cell:**

Women’s cell phone number: 9990792842 (Ms. Rekha Rani)

## 1. Essential Information:

SN	Particulars	Information
1	Number of complaints of sexual harassment received during the year	Nil
2	Number of complaints disposed of during the year	Nil
3	Number of cases pending for more than 90 days	Nil
4	Number of false complaints of sexual harassment received during the year	
5	Number of orientation programs carried out for the members of the IC to deal with complaints	Nil
6	Number of workshops or awareness programs carried out for the officers, functionaries, faculty, and students to sensitise them against sexual harassment	3
7	Nature of action taken by the technical institution against the perpetrator	Nil

## 2. Details of the GSCASH meeting held are as follows:

### Online Meeting held on 31<sup>st</sup> May 2024:

1. The Chairperson started the 1<sup>st</sup> Meeting of AY 2024-2025 by welcoming and introducing the new members to the existing members.
2. Five new members have joined the committee this year: Prof Umesh Bamel (faculty), Mr. Dinesh Sharma (staff), Ms. Anushka Pachauri (PGDM), Ms. Aishna Goel (PGDM-HRM), and Mr. Piyush Sharma (PGDM-B&FS)
3. The chairperson then briefed them about GSCASH at IMI, New Delhi, and its role.
4. The Chairperson presented the details regarding the previous year's (AY 2023-24) GSCASH activities.
  - a. A session was held for the incoming batches in the orientation program to make the students aware of GSCASH.
  - b. Several posters were put up at various places on the IMI campus to create awareness of GSCASH.
  - c. A workshop was conducted for the IMI faculty and staff (females) to raise awareness about GSCASH.
  - d. A workshop was conducted for second-year female students to raise awareness regarding GSCASH. During the workshop, the chairperson also discussed their welfare.
  - e. A play was conducted during the launch of the Centre for Women Leadership to raise awareness regarding the GSCASH.

5. The floor was then open for discussion regarding the future plans during the AY 2024-25.
6. Dr. Mala Bhandari proposed a workshop for the students along the following lines:
  - a. Educate students about the meaning of the relationship and what a 'Good' and 'bad' relationship is.
  - b. Send a message that we are not against the relationship if it is consensual.
  - c. We need to stop imposing this as a compliance measure and start sensitizing the youth to gender-equitable relationships.
  - d. There should be a focus on the prevention framework to make the youth more responsible.
7. The following suggestions were put forward by the Student Representatives:
  - a. There should be a session of student representatives with the incoming students to brief them about GSCASH, as the students might feel more comfortable approaching their peers.
  - b. We must mention that the complaint filing process is anonymous in the posters to ensure students feel confident about registering complaints.
8. It was also discussed that a skit/street play/musical from members of Zariya (IMI's dramatics society) and Insync (IMI's dance society) could be performed as a prelude to Dr. Mala Bhandari's session to set the workshop's tone.
9. Prof. Nina Sondhi suggested that class four employees of IMI should also be included in the workshop as these females are highly vulnerable to sexual harassment.
10. Based on the above discussion in the meeting, the following activities were proposed for the current AY 2024-25:
  - a. The chairperson (GSCASH) will hold a session for the incoming batches in the orientation program to make the first-year students aware of GSCASH at IMI.
  - b. The student members of GSCASH will interact with the incoming batch students regarding GSCASH. However, they will discuss the flow of their interaction with the Chairperson (GSCASH).
  - c. Dr Mala Bhandari will conduct a workshop for all the IMI students in August 2024. Attendance should be made mandatory for all the students in the workshop.
  - d. A skit/street play/musical will be conducted by Zaria and Insync for gender sensitization and sexual harassment for the IMI students before Dr Mala Bhandari's workshop. GSCASH student members will coordinate this event with the concerned societies.
  - e. Dr Mala Bhandari will conduct another sensitization workshop for IMI staff and faculty. The workshop will also include housekeeping staff.
  - f. The chairperson will also contact our alumni working on gender sensitization and involve them in the GSCASH events to bring GSCASH to the forefront.
  - g. Posters will be put up at various locations on the IMI campus. These will be designed by the GSCASH student members.

### **3. Sessions/Workshops conducted at IMI, New Delhi:**

The internal committee (GSCASH) conducted various impactful activities throughout the year to foster awareness and create a safer, more inclusive environment on campus:

#### **➤ A session for the incoming students of all programs:**

The Chairperson of GSCASH conducted an introductory session for all incoming students of the academic year 2024–25. The session aimed to familiarise students with the GSCASH, its role, and its responsibilities. The objective was to educate students about the institution's policies and complaint mechanisms for preventing and addressing issues related to sexual harassment. The Chairperson emphasized the importance of creating and maintaining a respectful and safe campus environment at IMI, New Delhi.

#### **➤ Interaction with the GSCASH Chairperson for Female Students:**

The Chairperson of GSCASH held an open and candid interaction with female students to address their concerns and provide guidance. This session served as a platform for students to share their experiences, seek advice, and understand the resources available for their safety and well-being.

#### **➤ A play conducted by the IMI, New Delhi Dramatics Society, 'Zariya':**

Zariya, the dramatics society, performed a thought-provoking play aimed at raising awareness among students about gender issues and the importance of combating harassment. The performance creatively depicted real-life scenarios, challenges faced by victims, and the role of bystanders in creating a supportive environment. The play left a lasting impression and sparked meaningful conversations among students.

#### **➤ A Session for the Staff:**

A session titled 'Creating a Safer Workplace: Understanding POSH for All' was organized to educate the staff about gender sensitivity and workplace harassment; the session was conducted by Ms. Anita Pandey. The session covered key topics such as understanding the legal framework, recognizing harassment, and promoting a respectful workplace culture. Interactive discussions and case studies ensured active engagement and practical learning.

#### **➤ A session for faculty:**

A comprehensive session titled 'Empowering Educators: POSH Training for Faculty Excellence' was organized for IMI faculty by Dr Mala Bhandari. This session aimed to equip faculty members with a deep understanding of the Prevention of Sexual Harassment (POSH) Act and its application within educational institutions. Through practical insights and interactive discussions, participants learnt to identify, prevent, and address instances of

harassment effectively, ensuring compliance with legal guidelines while upholding the values of equity and dignity in an educational institute.

#### **4. Certificate course attended by the GSCAH – Chairperson**

The Chairperson: GSCASH completed a 4-day certificate course (online) on ‘POSH Law.’ The certificate awarded to her is shown below:



**Dr. Chhavi Mehta**

**Chairperson: GSCASH**

**IMI New Delhi**

**Email: [chhavi.mehta@imi.edu](mailto:chhavi.mehta@imi.edu); [complaints@imi.edu](mailto:complaints@imi.edu)**