



GENDER SENSITIZATION IN UNIVERSITY OF DELHI



Gender sensitization is the process of raising awareness regarding problems of gender equality and inspire individuals to look for solutions and contribute to strengthening gender empowerment.

UNIVERSITY OF DELHI's initiatives to make the overall environment more Gender Sensitive:

1. Constitution of Internal Complaints Committee (ICC) which provides

- Grievance redressal related to sexual harassment
- Counselling services for victims
- Consultation/ support services
- Sensitization/ awareness programmes for prevention of sexual harassment at the workplace.

2. Setting up of the Delhi University Women's Association (DUWA) to encourage and conduct social, cultural, recreational, educational, and economic events for the benefit of women students and employees of the University of Delhi, its constituent colleges and other recognised institutions.

3. Instituting the Women's Studies and Development Centre of Advanced Study (WSDC) to address women's concerns in higher education. It has influenced the introduction of gender studies as a crucial component of higher education.

4. Constitution of Gender Cells in colleges and departments.

5. NON-Collegiate Women's Education Board (NCWEB) where women students are enabled to receive special coaching without attending regular classes towards obtaining their degrees.

UGC SAKSHAM



The University Grants Commission (UGC) believes that a safe and healthy environment in Higher Educational Institutions (HEIs) for women students and employees is a necessary prerequisite for quality education and research. As an extension of its existing initiatives, the UGC has developed SAKSHAM which is a dynamic portal that aims towards empowerment of women in campuses by creating awareness about:

- Opportunities and initiatives in HEIs for women.
- Support and redressal mechanisms for students and employees of HEIs.
- Web resources in the form of Government and United Nations' policy documents for women.

Gender Advancement for Transforming Institutions (GATI)

GATI is an initiative announced by the Hon'ble President of India on National Science Day, 2020 and dedicated to Women in Science. It was launched by the Department of Science and Technology (DST) and draws inspiration from the Athena SWAN Gender Equality Charter and accreditation framework in the UK. The objective is to attract, recruit, retain and promote greater participation of women, in institutions of higher education, particularly in science and technology.

What constitutes Sexual/ Online Harassment/ Cyberbullying?

- Physical/ online contact and advances.
- Requests for sexual favours in person/ online.
- Sexually colored remarks.
- Showing pornography.
- Unwelcome physical, verbal or non-verbal sexual conduct in person/ online.
- Implied or explicit promise of preferential treatment as quid pro quo for sexual favours in person/ online.
- Implied or explicit threat of detrimental treatment in the conduct of work, when refusing sexual advances in person/ online.
- Implied or explicit threats about the present or future status of the person concerned, when refusing sexual advances.

Cyberbullying: Given that women experience cyber stalking/harassment at a higher rate than men, the initiatives are mostly in response to the problems women confront. However, the UNIVERSITY OF DELHI is equally concerned about the harassment experienced by male students. Therefore, regardless of gender, do not be scared to voice your concerns about any form of harassment you experience.

How does one prepare a SEXUAL HARASSMENT COMPLAINT?

- Write exactly what happened with details, dates, names of witnesses and documents, if any.
- Be specific about the incident/ incidents.
- Be honest, as false complaints can invite penalties.
- The complaint of sexual harassment must be filed within three months of the incident.
- The period may extend to another 3 months, in grave circumstances that may have prevented the complainant from filing the complaint in time.

Who should one notify in the event of SEXUAL HARASSMENT/CYBERBULLYING?

- The office of the ICC directly on the 2nd floor, Academic Research Centre, Patel Marg, Opp. Khalsa College, Delhi University, Delhi – 110007.
- Send an email to: icc.wsdc.du@gmail.com
- If you are in a college, then contact the college ICC.
- Visit UGC SAKSHAM website: <https://saksham.ugc.ac.in/Home>
- The Head of the Department
- The office of Proctor (Email: proctor@du.ac.in)
- Visit the website to make a complaint in the event of cyber bullying: <https://cybercrime.gov.in/Default.aspx>.
- The complainants may also submit or file their grievances anonymously. For more details please download 'CyberShakti' App.