

IITM/FP/POSH/04

PREVENTION OF SEXUAL HARASSMENT POLICY

IITM is committed to fostering a safe, respectful, and inclusive environment for all members of its community. Through the implementation of this policy, we aim to prevent sexual harassment, protect the rights and dignity of individuals, and uphold the principles of equality and non-discrimination.

Definition:

"Sexual Harassment" refers to any unwelcome sexually determined behavior, whether directly or indirectly expressed, including but not limited to:

- (a) Sexually offensive physical contact or advances;
- (b) Requests or demands for sexual favors;
- (c) Sexually colored remarks;
- (d) Displaying pornography; and
- (e) Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Such behavior, if occurring in circumstances where the victim has reasonable apprehension in relation to their employment, work, or educational pursuits, may constitute humiliation and pose health and safety concerns.

It is also considered discriminatory when the victim reasonably believes that objecting to such conduct could adversely affect their employment, work, or academic opportunities, including recruitment and promotions, or when it creates a hostile work or learning environment.



Reporting:

Any person experiencing sexual harassment, as defined above, or witnessing such behavior, is encouraged to report it promptly to the designated Complaints Committee. Reports should include all relevant details concerning the alleged harassment while ensuring confidentiality and sensitivity to the complainant's privacy.

Composition of Internal Complaints Committee:

The IITM Institute has Internal Complaints Committee (ICC) to address complaints of sexual harassment. The Committee will be constituted in accordance with guidelines set forth by the University Grants Commission (UGC) and the All India Council for Technical Education (AICTE) as under:

Chairperson/ Presiding Officer – Shall be women employed at the senior level at the workplace amongst the employees.

Two Members – Shall be amongst the employees preferably committed to the cause of women/ experience in social work/ have legal knowledge.

External Member – External members could be, doctors, Advocate or Among NGOs working against the cause of women. We also provide empanelment of external members

50% Women: At Least one-half of the total members nominated to the IC must be women.

The Committee shall conduct inquiries into reported incidents, make recommendations for penalties, and ensure a fair and timely resolution of complaints

Disciplinary Action:

Upon receipt of recommendations from the Complaints Committee, appropriate disciplinary action shall be initiated against the perpetrator(s) in accordance with the relevant rules and regulations governing employee conduct or student discipline. The institute shall ensure that victims or witnesses are not subjected to victimization or discrimination during the complaint resolution process.



Awareness and Training:

The IITM Institute conducts regular awareness programs and training sessions to educate students, faculty, and staff about the prevention of sexual harassment, the reporting process, and the support available to victims. These initiatives aim to foster a culture of respect, dignity, and equality within the institute community.

Annual Reporting:

The Internal Complaints Committee (ICC) prepares an annual report detailing its activities, including the number of complaints received, actions taken, and recommendations made. This compliance shall be all the statutory bodies such as GGAIP University, AICTE, UGC, etc.

Compliance with Applicable Laws:

The IITM Institute reaffirms its commitment to complying with all relevant laws and regulations pertaining to the prevention of sexual harassment. Any conduct amounting to an offense under the Indian Penal Code or other applicable laws shall be promptly reported to the appropriate authorities for further action.

Saving Clause:

This policy does not prejudice the rights of individuals to seek legal remedies under relevant laws, including the National Commission for Women Act 1990 and the Protection of Human Rights Act 1993. The institute shall ensure that victims of sexual harassment have the option to seek transfer of the perpetrator or their own transfer, if necessary, to ensure a safe and supportive environment.

Disclaimer: The content of this policy are intended for addressing and resolving the issues of sexual harassment at the workplace and which is easily accessible by all workers at IITM (For Internal Use only). For other detail it may be otherwise be protected by the laws stipulated by Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 amended on 9th May 2016.



IITM/SP/ICCP/06

INTERNAL COMPLAINT COMMITTEE- POLICY

Sexual Harassment of Women at work place (Prevention, Prohibition & Redressa) act, 2013 (14 of 2013 and University Grants Commission (Prevention, Prohibition& Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HE) Regulation 2015.

1. In connection with the subject and reference cited above, it is brought to the kind notice of all the concerned that the IITM, Janakpuri, New Delhi in compliance of the University Grants Commission (prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation, 2015 has constituted an Internal Complaint Committee (ICC) under sub Regulation (1) of Regulation-4 of these Regulations to deals with the matters as per said regulations. The ICC is responsible for addressing complaints related to sexual harassment and ensuring a conducive working and academic environment for all.

2. Objectives of the ICC are as follows:

- i To prevent and address incidents of sexual harassment on the campus.
- ii To create awareness about the rights and responsibilities of individuals.
- iii To provide a fair and confidential platform for the resolution of complaints.
- iv To foster a culture of zero tolerance towards sexual harassment.

To create awareness about the rights and responsibilities of individuals. To provide a fair and confidential platform for the resolution of complaints.



3. Composition of ICC

Sr. No.	Designation	Representative from
1	Chairperson	Institute
2	Convener	Institute
3	Member	Institute
4	Member	Institute
5	Member	Institute
6	Member	Institute
7	Students Representative (Girls)	Institute
8	Students Representative (Girls)	Institute
9	Students Representative (Boys)	Institute
10	Member	NGO
11	Member (Clinical Psychologist)	-
12	Member (Advocate)	Person familiar with the issues related to sexual harassment

4. As per clause "K" of para-2 of University Grants Commission Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation 2015.

The sexual harassment means/ constitutes the following:

An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

- a. Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- b. Demand or request for sexual favors;
- c. Making sexually colored remarks;
- d. Physical contact and advances; or
- e. Showing pornography"
- f. Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behavior that has explicit or implicit sexual undertones Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- h. Implied or explicit threat of detrimental treatment in the conduct of work;
- i. Implied or explicit threat about the present or future status of the person concerned; creating an intimidating offensive or hostile learning environment;
- k. Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;



5. As per the referred Regulation, 2015 there is recourse available for the employees or students, in case, they are victim of sexual harassment. As per para-4 of the said Regulation 2015, an Internal Complaint Committee (ICC).
6. **Complaint Procedure:** As per para-7 of the said Regulation 2015, the process of making complaint of sexual harassment by an aggrieved person is given as under-
- An aggrieved person is required to submit a written complaint to ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
 - Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:
 - Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstance were such which prevented the person from filing a complaint within the said period.
 - Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death. 7. Where / to whom to make complaint- An aggrieved person can submit a written complaint address to the Chairperson, **Internal Complaint Committee (ICC), IITM, Janakpuri.**

7. Zero Tolerance:

The college maintains a zero-tolerance policy towards any form of sexual harassment. Strict disciplinary actions will be taken against individuals found guilty of violating this policy.

8. Review and Updates:

The ICC policy will be reviewed periodically to ensure its effectiveness and relevance. Updates will be made as necessary to align with changes in legislation or institutional requirements.

This policy is a living document and may be subject to revisions as deemed necessary by the college authorities.



Ref. No. IITM/2K24/Acad/ 2327

July 5, 2024

To
The Chairman
University Grants Commission (UGC)
Bahadur Shah Zafar Marg,
New Delhi - 110002.

Sub: Annual Report of Internal Complaint Committee - IITM

Dear Sir/Madam,

The annual report of ICC is being submitted in respect of Institution of Information Technology and Management as per the guidelines provided under Sexual Harassment of Women at work place (Prevention, Prohibition & Redressal) act, 2013 (14 of 2013 and University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HE) Regulation 2015.

1. The information in respect to the internal complaint committee is available on the website, brochure, on the prominent places of the campus and notice boards.
2. The student representatives are nominated by the committee as per guidelines given by GGSIPU. (Copy enclosed).
3. The details of the events 2023-24 are annexed.
4. No complaint has been received till date by the ICC committee.

Thanks & regards,



Prof. (Dr.) Rachita Rana
Director Prof. (Dr.) Rachita Rana
Director

Institute of Information Technology
& Management, New Delhi

- Encls: (i) Annual Report of ICC
(ii) ICC Committee members - 2023-24
(iii) List of events

Initiatives on cases of Sexual Harassment in Higher Education Institutions during 2023-2024.

vandana.raghava@iitmipu.ac.in Switch account

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* Indicates required question

Email Id of Higher Educational Institution (HEI) *

director@iitmipu.ac.in

Name of Higher Educational Institution (HEI) :- *

Institute of Information Technology and Mana

AISHE Code (Note: Write only AISHE code of your Institution)

c-32837

Select Type of HEI *

College ▼

If College, provide name of the Affiliating University

GGSIU University, Delhi

District *

Delhi

State: *

Delhi (Union Territory) ▼

Contact Details of Registrar/ Principal (Mobile no) *

9891113744

Contact Details (Landline) *

011- 28520239/ 285

ⓘ Must be a number

Registrar/ Principal Email Id *

director@iitmipu.ac.in

Q1. Number of cases of sexual harassment received during 01-04-2023 to 31-03-2024 *

0

Q2. Number of complaints disposed of during the year *

0

Q3. Nature of action *

NA

Q4. Number of cases pending for more than 90 days *

0

Q5. Number of workshops conducted on awareness programs against sexual harassment conducted during the year *

07

Q6. Whether the Internal Complaint Committee has been constituted as per UGC * Regulations 2015?

Yes

No

Q7. If yes, mention the details of the members of the Complaint Committee below:

A(i) Provide name of the Presiding Officer *

Prof.(Dr) Vandana Raghava

A(ii) Provide Email Id of the Presiding Officer *

icc@iitmipu.ac.in

A(iii) Provide contact number of the Presiding Officer *

9910205775

(B) Provide names of two Faculty Members *

Ms. Parul Sharma, Mr Ashish Nayyar

(C) Provide names of two Non-teaching Members *

Dr Deepti Gulati, Ms Upsana Sharma

(D) Provide names of three Students *

Ms Deepti Jain (MBA 1st Sem) , Ms Charvi Puj

(E) Provide name of the person from NGO *

Ms Sunita Sharma

Q8. Whether a Billboard has been placed in the workplace showing the penal consequences of sexual harassment? *

Yes

No

Q9. Whether a toll-free number and committed phone numbers has been provided on the Billboard? *

Yes

No

Q10. Whether Women helpline number 181 and emergency response support system number 112 has also been displayed on Billboard for ease of access to women in distress? *

Yes

No

Q11. Whether the Institution has a special/ women cell under the Administrative control to deal with the issue of gender-based violence and to conduct gender sensitization programs? *

Yes

No

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Google Forms

Annual Report of Internal Complaint Committee (ICC)

2023-24

The annual report of ICC is being submitted in respect of Institution of Information Technology and Management as per the guidelines provided under Sexual Harassment of Women at work place (Prevention, Prohibition & Redressal) act, 2013 (14 of 2013 and University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HE) Regulation 2015

- i. Number of complaints of sexual harassment received in the year- NIL
- ii. Number of orientation or training programmes carried out for the members of the IC to deal with complaints- 03 (*List attached*)
- iii. Number of Complaints disposed of during the year- NIL
- iv. Number of cases pending for more than 90 days- NIL
- v. Number of workshops or awareness programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment- 07 (*List attached*)
- vi. Nature of action taken by the Technical Institution (IITM) against the perpetrator- NIL

The Internal Complaints Committee (ICC) of the Institute of Information Technology and Management (IITM) has organized a series of 9 impactful events in the last session 2023-24 to create a safe and fair environment. The schedule began with a guest lecture on "Digital payment methods and their effects on society" on 14 October 2023. This was followed by a session on "Women's health awareness, focusing on cancer prevention", on 17 October 2023.

On 26 October 2023, they held an awareness event on "Marital rape featuring the star cast of "Lakeerain."" In November, the ICC conducted an awareness session on the Prevention of

eSign

Sexual Harassment (POSH) Act on 9 November 2023, followed by a workshop and guest lecture on **Gender sensitization under the POSH Act** on 14 November 2023.

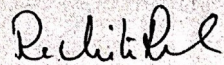
The New year brought more initiatives, starting with the **Self-Defense Training Programme for female students, "Sashkti,"** on 12-22 February 2024, teaching essential self-defense skills. On 12 March 2024, the ICC hosted a **Poster Making Competition** titled "**Shhhh....Silence is Not an Option,**" which encouraged active discussions against injustice.

In April 2024, the ICC continued its efforts with a **workshop on gender equity, focusing on Regulation 16 and AICTE standards,** on 19 April 2024. The series concluded with an online **workshop on the Protection of Children from Sexual Offences (POCSO) Act 2012,** on 23 April 2024, emphasizing the importance of protecting children from abuse.

Through these events, the ICC of IITM raised awareness, educated, and empowered the community, ensuring a supportive and progressive environment for all.



(Ashish Nayyar)
Convener
ICC- Committee



Prof.(Dr) Rachita Rana
Director

Prof. (Dr.) Rachita Rana
Director
Institute of Information Technology
& Management, New Delhi

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Signed by: RACHITA
RANA
Reason: AICTE
Location: Delhi, India
Date: 25-Jun-2024 (10:
AM)


Institute of Information Technology and Management

Internal Complaints Committee

List of Events (Training Programme/ Workshops) Conducted – 2023-24

S.No.	TITLE	DATE
1	Online Workshop on Stop Child Sexual Abuse- POCSO Act 2012	23 April 2024
2	Workshop on Enacting Gender Equity: Understanding and Applying Regulation 16 and AICTE Standards	19 April 2024
3	Self- Defense Training Programme for Female Students (Sashkti)	12-22 Feb 2024
4	Poster Making Competition- Shhhh...Silence is Not an Option	12 March 2024
5	Survey conducted on safety Audit for Female Students	Nov 2023.
6	A Workshop on POSH Act- Guest Lecture on Gender Sensitization	14 Nov. 2023
7	Awareness of POSH Act	09 Nov.2023
8	Awareness Event on Marital Rape by the Star Cast of - Lakeerain	26 Oct. 2023
9	Session on Women Health Awareness against Cancer	17 Oct.2023
10	Guest Lecture on Digital Payment Methods: Impacts on Society	14 Oct.2023


(Ashish Nayyar)
Convener
ICC- Committee


Prof.(Dr) Rachita Rana
Director
Prof. (Dr.) Rachita Rana
Director
Institute of Information Technology & Management
Signed by: RACHITA RANA
Reason: AICTE
Location: Delhi, India
Date: 25-Jun-2024 (10:28 AM)

Institute of Information Technology and Management

13.10.2023

Circular No. 15

Constitution of Internal Complaint Committee

Ref: Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women employee and students and Redressal of Grievance in Technical Institutions) Regulation 2016 vide No. F. AICTE/AMU/2016/01 dated 10th June 2016

Internal Complaint Committee is reformed from Academic Year 2023-24 as under:

Sr. No.	Committee Member Name	Designation	Representative from	Contact No.
1	Prof.(Dr)Vandana Raghava	Chairperson	Institute	9910205775
2	Mr. Ashsish Nayyar	Convener	Institute	9711799028
3	Dr. Vikas Bharara	Member	Institute	9811112640
4	Ms. Parul Sharma	Member	Institute	9911486849
5	Dr. Dipti Gulati	Member	Institute	9310845314
6	Ms. Upasana Sharma	Member	Institute	9873255623
7	Ms. Deepti Jain-MBA (1-Semester) 03813703923	Students Representative (Girls)	Institute	9311877374
8	Ms. Charvi Pupneja-BBA (III-Semester) 553133701722	Students Representative (Girls)	Institute	7042262676
9	Mr. Kshittiz Srivastava-MCA (1-Semester) 105231002371	Students Representative (Boys)	Institute	8285928443
10	Ms. Sunita	Member	NGO	9911022311
11	Dr. Renu Bhatia	Member (Clinical Psychologist)	-	9811298477
12	Mr. Mukesh Sharma	Member (Advocate)	Person familiar with the issues related to sexual harassment	9899030102


Prof. (Dr.) Rachita Rana
Director

Copy to:

1. Chairman Sir (for information)
2. Notice Boards
3. Institute Website

eSign

Signed by: RACHITA
RANA
Reason: AICTE
Location: Delhi, India
Date: 25-Jun-2023
AM)

INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT

Accredited Grade "A" By NAAC, approved By AICTE and affiliated to GGSIPU, New Delhi

Subject: Sexual Harassment of Women at work place (Prevention, Prohibition & Redressa) act, 2013 (14 of 2013 and University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HE) Regulation 2015.

1. In connection with the subject and reference cited above, it is brought to the kind notice of all the concerned that the IITM, Janakpuri, New Delhi in compliance of the University Grants Commission (prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation, 2015 has constituted an Internal Complaint Committee (ICC) under sub Regulation (1) of Regulation-4 of these Regulations to deals with the matters as per said regulations. The ICC is responsible for addressing complaints related to sexual harassment and ensuring a conducive working and academic environment for all.
2. **Objectives of the ICC are as follows:**
 - i- To prevent and address incidents of sexual harassment on the campus.
 - ii- To create awareness about the rights and responsibilities of individuals.
 - iii- To provide a fair and confidential platform for the resolution of complaints.
 - iv- To foster a culture of zero tolerance towards sexual harassment.

3. **Composition of ICC for Academic Year 2023-24 as under:**

Sr. No.	Committee Member Name	Designation	Representative from	Contact No.
1	Prof.(Dr)Vandana Raghava	Chairperson	Institute	9910205775
2	Mr. Ashsish Nayyar	Convener	Institute	9711799028
3	Dr. Vikas Bharara	Member	Institute	9811112640
4	Ms. Parul Sharma	Member	Institute	9911486849
5	Dr. Dipti Gulati	Member	Institute	9310845314
6	Ms. Upasana Sharma	Member	Institute	9873255623
7	Ms. Deepti Jain-MBA (I-Semester) 03813703923	Students Representative (Girls)	Institute	9311877374
8	Ms. Charvi Pupneja-BBA (III-Semester) 353133701722	Students Representative (Girls)	Institute	7042262676
9	Mr.Kshitiz Srivastava-MCA	Students	Institute	8285928443

Rachita Rana
Dr. Rachita Rana
Director
Institute of Information Technology &
Management New Delhi



	(I-Semester) 105231002371	Representative (Boys)		
10	Ms. Sunita	Member	NGO	9911022311
11	Dr. Renu Bhatia	Member (Clinical Psychologist)	-	9811298477
12	Mr. Mukesh Sharma	Member (Advocate)	Person familiar with the issues related to sexual harassment	9899030102

4. As per clause "K" of para-2 of University Grants Commission Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation 2015.

The sexual harassment means/ constitutes the following:

An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

- a. Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- b. Demand or request for sexual favors;
- c. Making sexually colored remarks;
- d. Physical contact and advances; or
- e. Showing pornography"
- f. Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behavior that has explicit or implicit sexual undertones Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- h. Implied or explicit threat of detrimental treatment in the conduct of work;
- i. Implied or explicit threat about the present or future status of the person concerned; creating an intimidating offensive or hostile learning environment;
- k. Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

Rachita Rana
Dr. Rachita Rana
Director
Institute of Information Technology &
Management New Delhi



5. As per the referred Regulation, 2015 there is recourse available for the employees or students, in case, they are victim of sexual harassment. As per para-4 of the said Regulation 2015, an Internal Complaint Committee (ICC).

6. **Complaint Procedure:** As per para-7 of the said Regulation 2015, the process of making compliant of sexual harassment by an aggrieved person is given as under –

a. An aggrieved person is required to submit a written complaint to ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

b. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing:

c. Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstance were such which prevented the person from filing a complaint within the said period.

d. Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental in capacity or death. 7. Where / to whom to make complaint- An aggrieved person can submit a written complaint address to the **Chairperson, Internal Complaint Committee (ICC), cabin no 11, Senior Faculty Room, Ground Floor, IITM, Janakpuri.**

7. Zero Tolerance:

The college maintains a zero-tolerance policy towards any form of sexual harassment. Strict disciplinary actions will be taken against individuals found guilty of violating this policy.

8. Review and Updates:

The ICC policy will be reviewed periodically to ensure its effectiveness and relevance. Updates will be made as necessary to align with changes in legislation or institutional requirements.

This policy is a living document and may be subject to revisions as deemed necessary by the college authorities.

Prof.(Dr)Vandana Raghava

Chairperson - ICC

Rachita Rana
Dr. Rachita Rana
Director
Institute of Information Technology &
Management
New Delhi



Action taken on cases of Sexual Harassment in Higher Education Institutions during one year i.e. 2022-23

vandana.raghava@iitmipu.ac.in [Switch account](#)

 Draft saved

* Indicates required question

Email *

icc@iitmipu.ac.in

Name of University/ College/Institution:- *

Institute of Information Technology and mana

Select Institution Type *

College

University/ College/Institution AISHE Code *

C-32837

University/ College/Institution's Address: *

D-29. Institutional Area, Janakpuri, Delhi.110058

University Affiliated with: (if any)

GGSSIP University

City: *

New- Delhi

State: *

Delhi (Union Territory) ▼

Contact (mobile no) *

9910205775

Contact (Landline) *

01128525051

Email *

icc@iitmipu.ac.in

Number of Cases of Sexual harassment received during 01-04-2022 to 31-03-2023. *

0

Number of Complaints disposed off during the year. *

0

Number of Cases pending for more than 90 days. *

0

Number of workshops on Awareness Programmes against sexual harassment conducted during the year *

3

Nature of action *

Whether the Internal Complaint Committee has been constituted or not? *

Yes

No

if yes, kindly mention the details of the Members of the Complaints Committee *
such as name, phone number, address etc.

Prof.(Dr)Vandana Raghava Chairperson Ins

whether institution have special/women cell under the administration control to *
deal with the issue of gender based violence and to conduct gender sensitization
programmes or not?

Yes

No

If yes give details of the member such as name, phone number, address etc. *

Prof.(Dr)Vandana Raghava Chairperson Ins

A copy of your responses will be emailed to the address you provided.

Submit

Clear form

Never submit passwords through Google Forms.

reCAPTCHA
[Privacy](#) [Terms](#)

This form was created outside of your domain. [Report Abuse](#) - [Terms of Service](#) - [Privacy Policy](#)

Ref. No. IITM/2K23/Acad/2142

November 25, 2023

To
Jt. Registrar (Affiliation)
Affiliation Branch
Guru Gobind Singh Indraprastha University,
Sector-16C, Dwarka, New Delhi-110075

Sub: Compliance regarding ICC Committee

Dear Sir/Madam,

The compliance is being submitted in respect of Institution of Information, Technology and Management regarding the status of ICC committee as per the guidelines provided under Sexual Harassment of Women at work place (Prevention, Prohibition & Redressal) act, 2013 (14 of 2013 and University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HE) Regulation 2015.

Reference: Letter no. DHE 1(19) Estt./2013-14/Pt. file/49393-410 dt: 08.09.2022 received from Admin. Officer (HE), GNCTD, DHE, Board of Technical Education, Pitampura, Delhi. Letter no. F.11/69/2021/HP-I/8603-8603. Dated: 24.08.2022, Home Department and Delhi Sctriatrate IP Estate, New Delhi.

1. The information in respect to the internal complaint committee is available on the website, brochure, on the prominent places of the campus and notice boards.
2. The student representatives are nominated by the committee as per guidelines given by GGSIPU. (Copy enclosed).
3. The details of the events 2023-24 are annexed.
4. No complaint has been received till date by the ICC committee.

Thanks & regards,

Vb-y
25/11/2023

Prof.(Dr) Vandana Raghava
Chairperson
ICC- Committee.

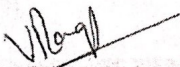
INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT

Activity Calendar

Internal Complaint Committee (ICC)

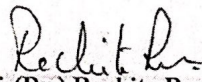
Session 2023-2024 (Aug-Dec)

Sr. No.	Date	Type of Activity
1.	17 Oct, 2023	Women Health Awareness against Cancer
2.	31 Oct, 2023	An Awareness event on Marital Rape by the star cast of "Lakeerain"
3.	14 Nov 2023	Guest Lecture on Gender Sensitization
4.		Survey conducted on Safety Audit for Female students



Prof. Dr. Vandana Raghava

(ICC- Chairperson)



Prof. (Dr.) Rachita Rana

(Director)

Institute of Information Technology and Management

13.10.2023

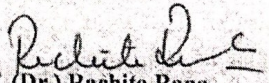
Circular No. 15

Constitution of Internal Complaint Committee

Ref.: Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women employee and students and Redressal of Grievance in Technical Institutions) Regulation, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June 2016.

Internal Complaint Committee is reformed from Academic Year 2023-24 as under:

Sr. No.	Committee Member Name	Designation	Representative from	Contact No.
1	Prof.(Dr)Vandana Raghava	Chairperson	Institute	9910205775
2	Mr. Ashish Nayyar	Convener	Institute	9711799028
3	Dr. Vikas Bharara	Member	Institute	9811112640
4	Ms. Parul Sharma	Member	Institute	9911486849
5	Dr. Dipti Gulati	Member	Institute	9310845314
6	Ms. Upasana Sharma	Member	Institute	9873255623
7	Ms. Deepti Jain-MBA (1-Semester) 03813703923	Students Representative (Girls)	Institute	9311877374
8	Ms. Charvi Pupneja-BBA (III-Semester) 353133701722	Students Representative (Girls)	Institute	7042262676
9	Mr.Kshitiz Srivastava-MCA (1-Semester) 105231002371	Students Representative (Boys)	Institute	8285928443
10	Ms. Sunita	Member	NGO	9911022311
11	Dr. Renu Bhatia	Member (Clinical Psychologist)	-	9811298477
12	Mr. Mukesh Sharma	Member (Advocate)	Person familiar with the issues related to sexual harassment	9899030102


Prof. (Dr.) Rachita Rana
Director

Copy to:

1. Chairman Sir (for information)
2. Notice Boards
3. Institute Website

Institute of Information Technology & Management

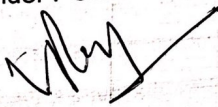
Internal Complaints Committee – Annual Report 2021-22

ICC organized One Day Workshop on Self Defence for its female students, faculty & staff members on 1st Oct, 2021 at 11:30am through online platform. The resource person was Mr. Abhishek Gambhir physical education teacher and a martial art coach at Lion Institute of Martial Arts, Subhash Nagar, New Delhi. More than 100 students actively participated and benefitted from this workshop.

Also in the same month a similar awareness program was conducted for the student representatives of ICC on the topic of Gender Issues on 29th Oct, 2021 at 10:30-11:30am via Microsoft Platform. The resource person was Prof. Vageshwari Deswal, Faculty of Law, University of Delhi, Delhi. The talk covered gender issues and difference between masculine and feminine behaviors. More than 150 students, faculty & staff actively participated and benefitted from this workshop.

Another event was organized on **Cancer Awareness** on 26th Feb, 2022 between 2:30pm-3:30pm. The resource person was Ms. Richa Aggarwal (a cancer survivor), Assistant Professor, K R Mangalam University. The talk covered symptoms, diagnosis, treatment and procedures involved.

No case under POSH Act was registered during the academic year 2021-22.



Prof. (Dr) Vandana Raghava

Chairperson ICC,

IITM



Activity Calendar

Session 2022-2023

Sr. No.	Date	Type of Activity
1.	23 rd Sep, 2022	A session on Menstrual Hygiene
2.	14 th Oct, 2022	A Session on Prevention of Sexual Harassment
3.	2 nd June, 2023	Workshop on Self Defense



Dr. Vandana Raghava

Rachita Rana

Dr. Rachita Rana

Director

Institute of Information Technology &
Management New Delhi



Dated: 20 July 2022

Notice no: 280

Constitution of Internal Complaints Committee (ICC) at College

It is brought to the kind notice of all the concerned that the IITM, Janakpuri, New Delhi in compliance of the University Grants Commission (prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation, 2015 has constituted an Internal Complaint Committee (ICC) under sub Regulation (1) of Regulation-4 of these Regulations to deal with the matters as per said regulations, the details of which is given below :

The process of constituting an Internal Complaints Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC plays a crucial role in creating a safe and respectful environment for all members of the college community.

- i) Prof. (Dr) Vandana Raghava – Chairperson
- ii) Dr. Vikas Barara- Member
- iii) Mr. Ashish Nayyar- Convener
- iv) Dr Dipti Gulati- Member
- v) Ms. Upasana Sharma- Member
- vi) Ms Sunita (NGO member)
- vii) Dr Ranu Bhatia (clinical Psychologist)

The ICC will be responsible for addressing complaints related to sexual harassment and ensuring the implementation of policies and procedures to prevent such incidents. The committee will consist of the following members:

The ICC will be responsible for:

1. Receiving and addressing complaints of sexual harassment in a confidential and sensitive manner.
2. Conducting impartial inquiries and investigations into reported incidents.
3. Providing support and assistance to complainants and respondents throughout the process.

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Dr. Rachita Rana
Director
Institute of Information Technology &
Management New Delhi



Subject: Sexual Harassment of Women at work place (Prevention, Prohibition & Redressal) act, 2013 (14 of 2013 and University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HE) Regulation 2015.

1. In connection with the subject and reference cited above, it is brought to the kind notice of all the concerned that the IITM, Janakpuri, New Delhi in compliance of the University Grants Commission (Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation, 2015 has constituted an Internal Complaint Committee (ICC) under sub Regulation (1) of Regulation-4 of these Regulations to deal with the matters as per said regulations, the details of which is given below :
 - i) Prof. (Dr) Vandana Raghava – Chairperson
 - ii) Dr. Vikas Barara- Member
 - iii) Mr. Ashish Nayyar- Convener
 - iv) Dr Dipti Gulati- Member
 - v) Ms. Upasana Sharma- Member
2. As per clause "K" of para-2 of University Grants Commission Prevention, Prohibition & Redressal of sexual harassment of Women Employee & Student in Higher Educational Institution (HEI) Regulation 2015.

The sexual harassment means/ constitutes the following:

An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely:

- a. Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- b. Demand or request for sexual favors;
- c. Making sexually colored remarks;
- d. Physical contact and advances; or
- e. Showing pornography"
- f. Any one (or more than one or all) of the following circumstances,

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Director
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if it occurs or is present in relation or connected with any behavior that has explicit or implicit sexual undertones Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;

h. Implied or explicit threat of detrimental treatment in the conduct of work;

i. Implied or explicit threat about the present or future status of the person concerned; creating an intimidating offensive or hostile learning environment;

k. Humiliating treatment likely to effect the health, safety dignity or physical integrity of the person concerned;

5. As per the referred Regulation, 2015 there is recourse available for the employees or students, in case, they are victim of sexual harassment. As per para-4 of the said Regulation 2015, an Internal Complaint Committee (ICC).

6. As per para-7 of the said Regulation 2015, the process of making complaint of sexual harassment by an aggrieved person is given as under –

a. An aggrieved person is required to submit a written complaint to ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.

b. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing;

c. Provided further that the ICC may, for the reasons to be accorded in the writing, extend the time limit not exceeding three months, if it is satisfied that the circumstance were such which prevented the person from filing a complaint within the said period.

d. Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death. 7. Where / to whom to make complaint- An aggrieved person can submit a written complaint address to the **Chairperson, Internal Complaint Committee (ICC), cabin no 11, Senior Faculty Room, Ground Floor, IITM, Janakpuri.**

Rachita Rana
Dr. Rachita Rana
Director
Institute of Information Technology &
Management, New Delhi



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Internal Complaints Committee

(Academic Session: 2021-2022)

In pursuance of UGC (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 and in partial modification of office Order No. 449 dated 05.08.2016, Internal Complaints Committee) ICC, is constituted to deal with the complaints relating to Sexual Harassment at workplace.

1. Committee Members

- 1) Dr. Anita Sharma, Chairperson & Presiding Officer
- 2) Dr. Ramandeep Kaur, Convener & NGO Member
- 3) Mr. Ashish Nayyar, Member
- 4) Dr. Dipti Gulati, Member
- 5) Ms. Upasana Sharma, Member
- 6) An independent person (Nominated by Director)

2. Objectives

- 1) To prevent sexual harassment at the workplace
- 2) To take appropriate disciplinary action against harassment
- 3) To ensure quick and easy accessible complaint mechanism
- 4) To spread awareness about the rights of female employees

3. Functional Responsibilities:

- 1) To call meeting in the beginning of the session and sensitize women about women safety and rights.
- 2) To invite outside expert to deliver expert talk on prevention of sexual harassment.
- 3) To create congenial atmosphere for all women and ensure equity.

4. Activity Calendar:


S. No.	Date	Type of Activity
1	1 st October, 2021	Workshop on Self- defense
2	29 th October, 2021	Webinar on Gender Issues


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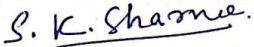


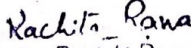
5. Students Coordinator:

S.No	Name	Class	Phone	Email
1	Sanya Chhabra	BBA 5th(E1)	9625385841	Sanyachhabra1406@gmail.com
2	Himanshi Chhabra	MCA 5th	7065775655	Himanshichhabra649@gmail.com
3	Tithi Chanda	B.COM (H) E 3 rd sem	9811521418	Rainbowsalt3112@gmail.com
4	Kunika Rana	B.COM (H) M 3 rd sem	7876572947	Rana.kunika03@gmail.com
5	Chirag	B.COM (H) M5th sem	7982037095	Kalrachirag2001@gmail.com


Convener
Dr. Ramandeep Kaur


Name of Chairperson
Dr. Anita Sharma


Prof. (Dr.) Sudhir Kumar Sharma
Director


Dr. Rachita Rana
Director
Institute of Information Technology &
Management, New Delhi





INSTITUTE OF INFORMATION TECHNOLOGY AND MANAGEMENT

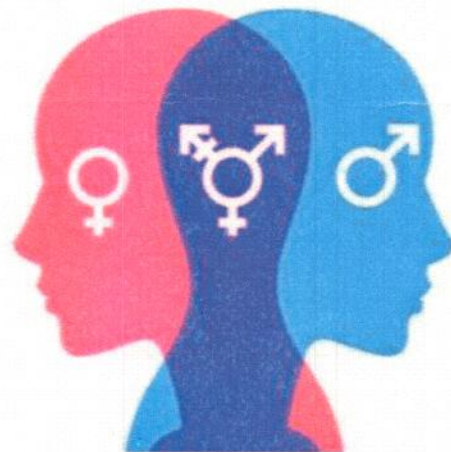
Recognised U/s 2(f) of UGC Act, Rated Category 'A+' by SFRC

and 'A' by JAC Govt. of NCT of Delhi

Approved by AICTE & Affiliated to GGS Indraprastha University, New Delhi

GENDER AUDIT REPORT

(2021 – 2024)



Foreword

A Gender Audit is an assessment process that is used to analyze an institution's gender equality and pinpoint its primary gender biases. It aims to understand the organization's current processes and situations from a gender perspective, highlighting areas of strength and weakness. It would capture employee attitudes, understandings, and behaviors regarding a range of themes, including the state of gender equality in organizational culture and procedures, policy and decision-making structures, and decision-making processes. Additionally, a gender audit evaluates how successfully research, study curriculum, academic policies and programs, staff wellness and work management, and research are all influenced by gender perspectives. Organizations can identify and understand gender trends in their human resource management practices, organizational culture, and the composition, structures, procedures, and policy and service design by using gender audits, a gender mainstreaming technique

Objective

The objective of a Gender Audit at IITM is to evaluate and enhance gender equity within the institution, ensuring an inclusive and supportive environment for all members. This process involves assessing the representation of genders across students, faculty, staff, and leadership roles to identify disparities in admissions, recruitment, promotions, and decision-making. It aims to analyze the institution's policies, such as those addressing harassment, parental benefits, and work-life balance, to ensure they are gender-sensitive and equitable.

The audit also seeks to promote an inclusive campus culture by identifying implicit biases or stereotypes and assessing the language, practices, and facilities to accommodate diverse needs. It examines barriers to gender equality in academic and non-academic spheres, highlighting systemic challenges that may limit participation or success.

Another key objective is to promote awareness of gender equity principles among all stakeholders and encourage accountability by establishing metrics for progress. The audit further aims to align IITM's practices with national guidelines and global best practices in higher education. Ultimately, the gender audit seeks to foster a culture of fairness, innovation, and collaboration, leveraging diverse perspectives for the growth and success of the institution.

- Assess the gender distribution among students, faculty, staff, and leadership roles.

- Examine existing policies to identify whether they are gender-sensitive.
- Evaluate policies addressing harassment and work-life balance.
- Assess the inclusivity of the campus environment in terms of language, facilities, and cultural practices.
- Identify implicit biases or stereotypes that may hinder equal opportunities.
- Audit facilities like restrooms, girls common room, etc to ensure they meet the needs of all genders.
- Evaluate the inclusivity of extracurricular and community activities.
- Increase awareness of gender equity principles among all stakeholders.
- Propose actionable strategies to address identified gaps in gender equity.
- Ensure compliance with laws and guidelines like the UGC's Gender Sensitization framework.
- Align IITM's practices with global best practices for gender equity in higher education institutions.

Methodology

As part of the audit, a survey form was framed with a set of questions on various gendercentric issues. The survey was conducted on representatives from students, faculty, and nonteaching staff to collate the respondent's perceptions on the prevailing gender-sensitive practices/facilities on the college campus.

GENDER EQUITY SURVEY FORM

1. How would you rate the college's efforts in promoting gender equality?
2. Does the ICC organize workshops on the Prevention of Sexual Harassment (POSH) Act for students and staff?
3. Do you believe that the college environment is inclusive and welcoming to both the genders?
4. Are there specific workshops conducted on understanding and applying regulations 16 and AICTE standards regarding sexual harassment?
5. Have you attended any gender sensitivity training or workshops?
6. Have you experienced or witnessed any form of gender discrimination on campus?

7. Are there regular training sessions in your institution to raise awareness and sensitivity towards gender issues?
8. Are the campus facilities like restrooms, common rooms accommodating to all genders?
9. Is there a clear and accessible process for reporting gender-related issues or harassment?
10. Are there regular training sessions in your institution to raise awareness and sensitivity towards gender issues?
11. Do you feel confident that the college takes gender-related complaints seriously and acts on them promptly?
12. Do you feel that the Internal Complaint Committee (ICC) is approachable and effective?

IITM Safety Audit Feedback Form for Female Students

1. How safe do you feel overall within the IITM campus
2. Does IITM Campus offer adequate lighting across the campus
3. Do you feel presence of security personnel across the campus is sufficient
4. Do you feel the need of Female security personnel in the campus
1. Do you have emergency facilities such as emergency phones, first aid stations, etc. in the campus?
2. Have you experienced any form of harassment within the campus premises?
3. How comfortable do you feel reporting incidents of harassment?

GENDER EQUITY SURVEY FORM (GIRLS)

1. How would you rate the college's efforts in promoting gender equality
2. Does the ICC organize workshops on the Prevention of Sexual Harassment (POSH) Act for students and staff?
3. Are self-defense workshops regularly conducted for female students and staff?
4. Are there CCTV cameras installed at strategic locations within the campus for enhanced security?
5. Is a sanitary napkin dispenser available in all female washrooms across the campus
6. Are there regular health awareness programs specifically targeting women's health issues
7. Do you believe that there is equal representation of both the genders in student leadership positions?

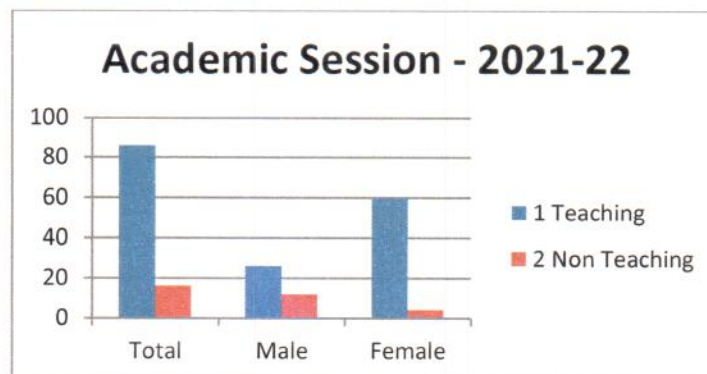
8. Are the campus facilities like restrooms, common rooms accommodating to all genders?
9. Is there a clear and accessible process for reporting gender-related issues or harassment?
10. Are there measures in place to ensure the safety and security of female students during after-hours on campus?
11. Does the ICC collaborate with external experts to provide specialized training and workshops on issues like stopping child sexual abuse?
12. Have you ever experienced any gender-based discrimination when participated in college events are organized?
13. Does the ICC ensure that college staff are unbiased towards gender in their interactions and decision-making processes?
14. Are your feedback and complaints taken seriously when you report gender bias or discrimination?

Observations and Findings

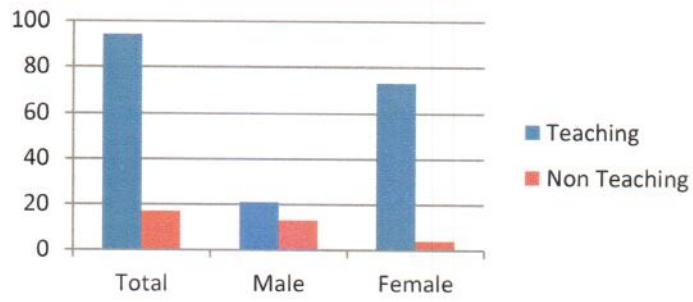
The gender audit report provides a comprehensive analysis of gender distribution across various academic programs over different years. It aims to assess the representation of male and female students in each course and identify trends, patterns, and shifts in gender dynamics. By examining the percentage breakdown of male and female students, this report offers insights into gender inclusivity and participation within the institution's academic framework. The findings serve as a valuable tool for understanding disparities, promoting equality, and guiding future strategies to foster a balanced and inclusive academic environment.

Gender Equity Survey Analysis:

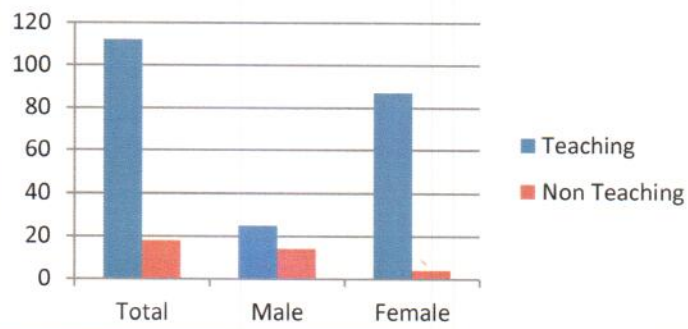
1. Count of Male and Females in Teaching and Non-Teaching staff



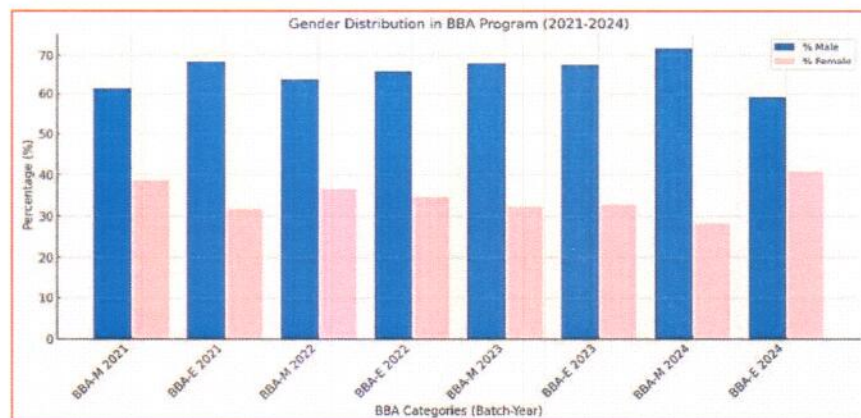
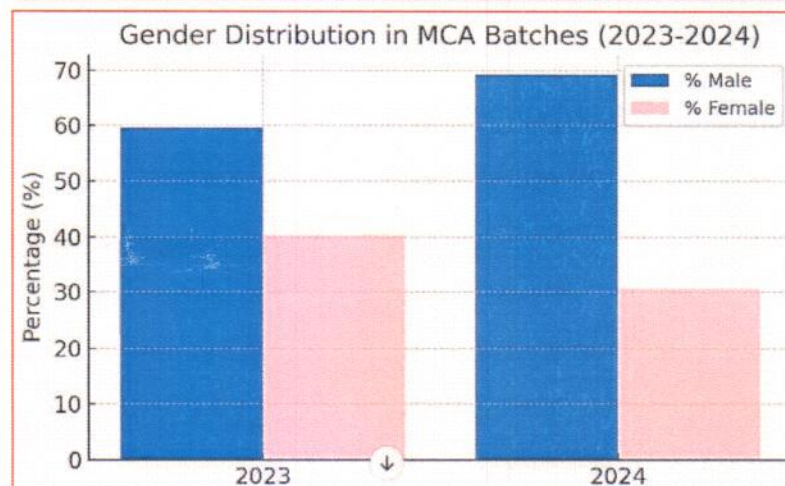
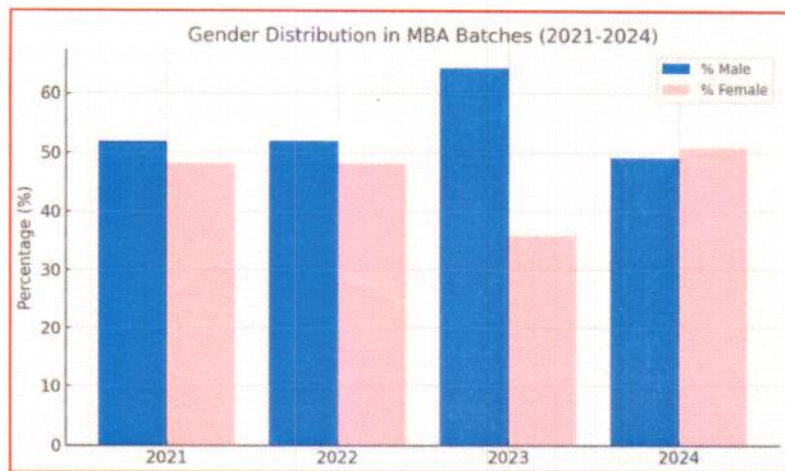
Academic Session 2022-23

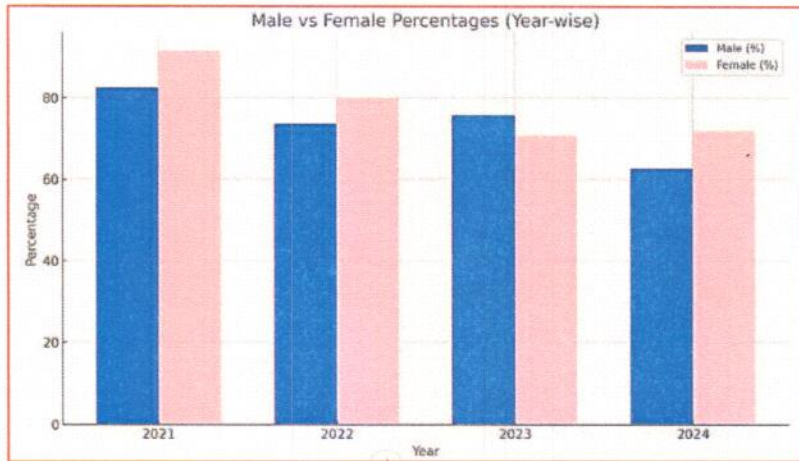


Academic Session 2023-24

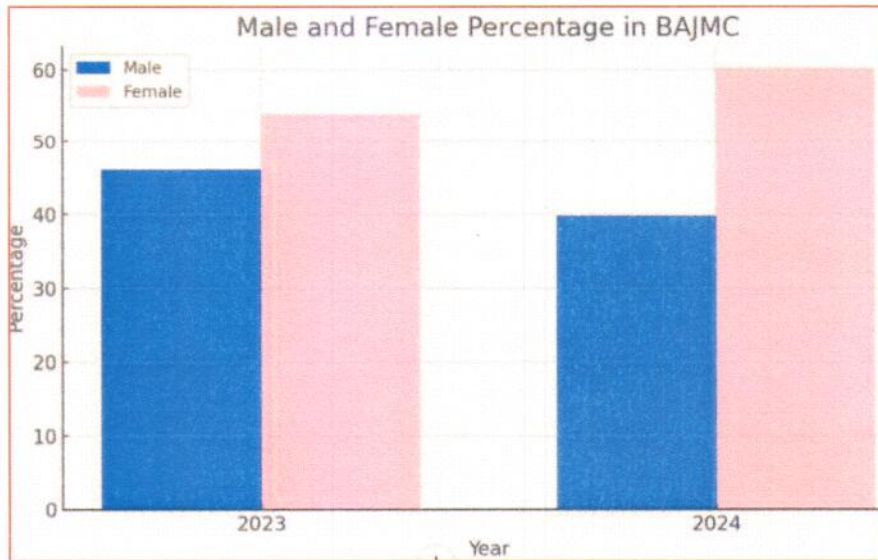
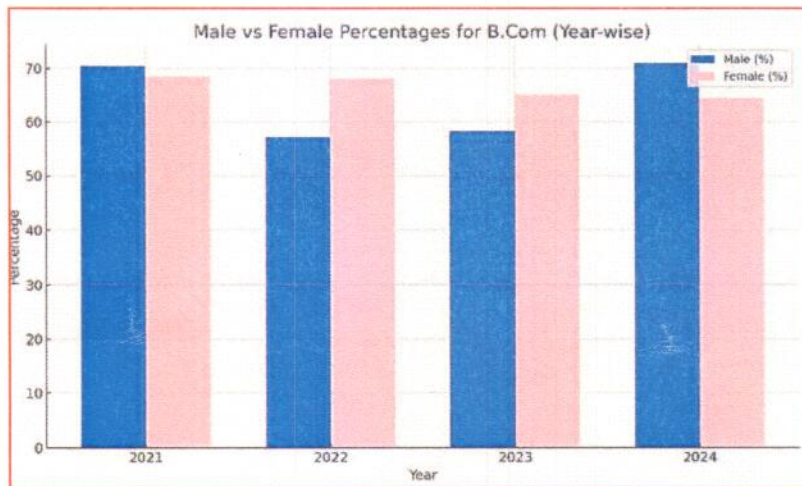


2. Coursewise Percentage of Male and Female Students

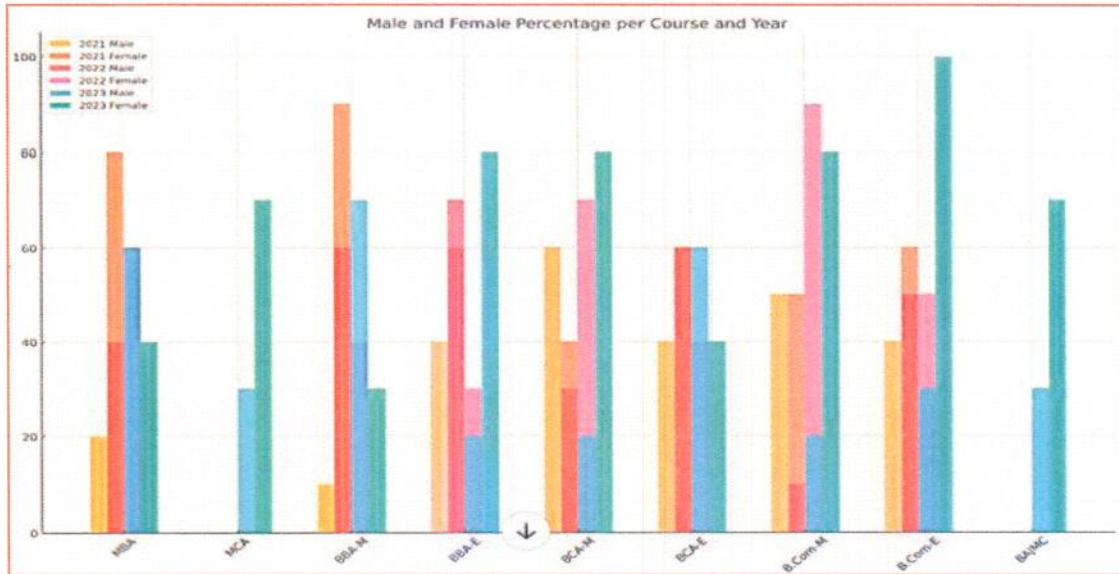




BCA Course

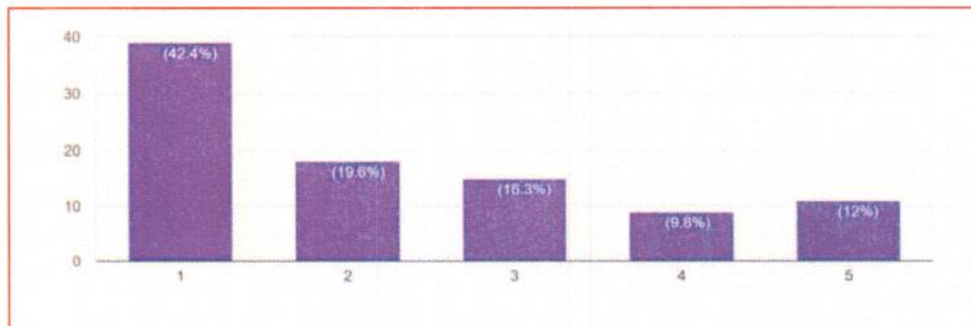


3. Percentage of Top Ten Students



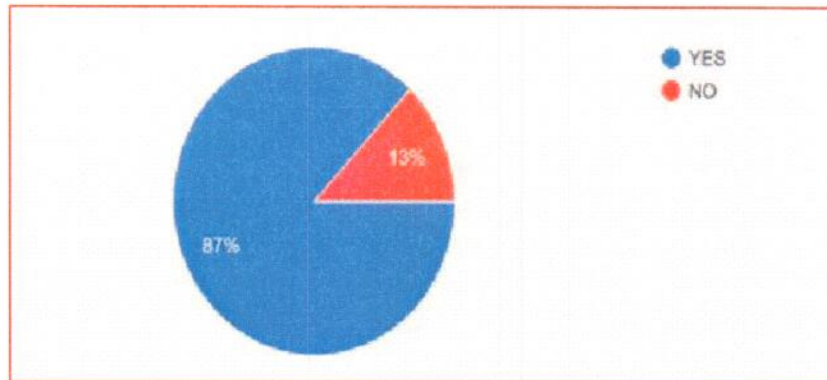
The graph illustrates the distribution of male and female percentages across various courses (MBA, MCA, BBA-M, BBA-E, BCA-M, BCA-E, B.Com-M, B.Com-E, and BAJMC) for the years 2021, 2022, and 2023.

4. College's effort in promoting gender equality



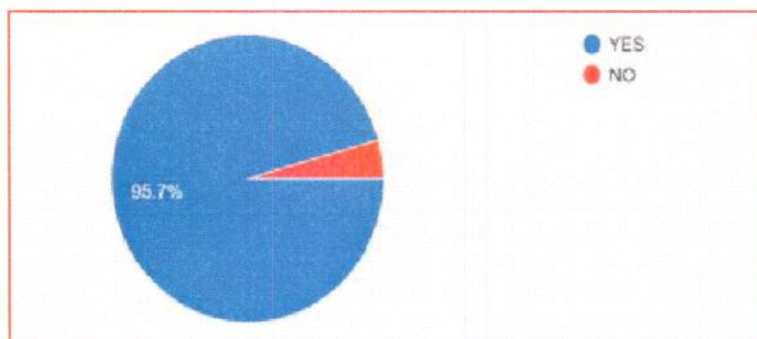
The graph reveals that a significant proportion of respondents provided positive ratings (4 and 5), indicating recognition of the college's efforts in promoting gender equality. Furthermore, the neutral rating of 3 suggests that some respondents perceive the efforts as moderately effective. Although a notable segment rated the efforts as 1, it highlights an opportunity for the college to build on its strengths and further improve its initiatives.

5. ICC organizing workshops on the Prevention of Sexual Harassment (POSH) Act



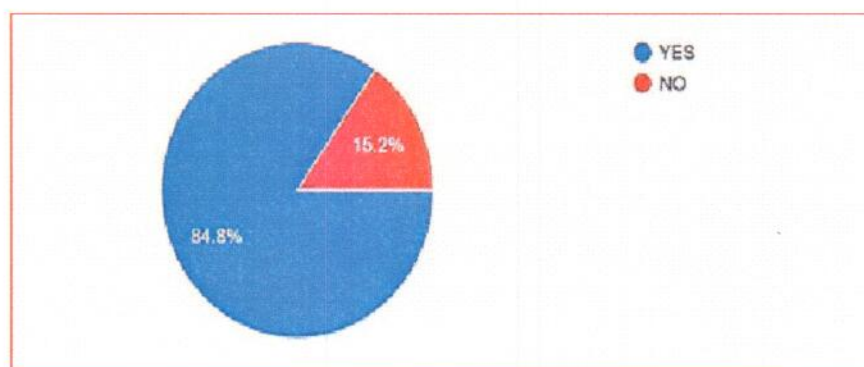
Pie chart shows that most participants or respondents agreed with the question or statement associated with **YES**, with a smaller but notable minority disagreeing, represented by **NO**.

6. College environment is inclusive and welcoming to both the genders.



Pie chart shows two categories, **YES** (blue) and **NO** (red), and their respective proportions. The **YES** category occupies 95.7% of the chart, indicating a strong majority, while the **NO** category represents the remaining portion, approximately 4.3%.

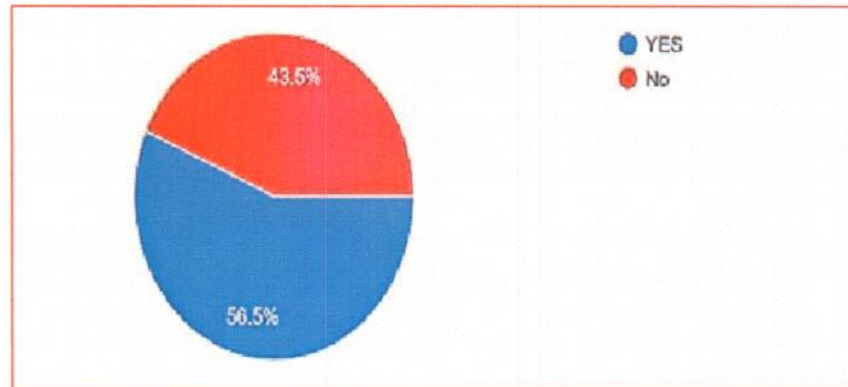
7. Workshops conducted on understanding and applying regulations 16 and AICTE standards regarding sexual harassment?



The majority of participants (84.8%) affirm the existence of workshops addressing regulations and standards on sexual harassment, suggesting a significant emphasis on compliance and

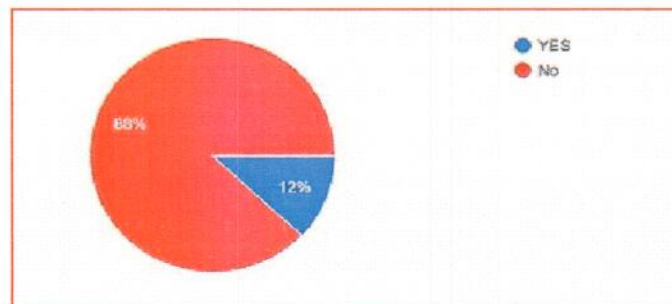
awareness. However, the 15.2% who answered **NO** highlights a gap that may require attention to ensure universal implementation and awareness across the organization.

8. Gender sensitivity training or workshops



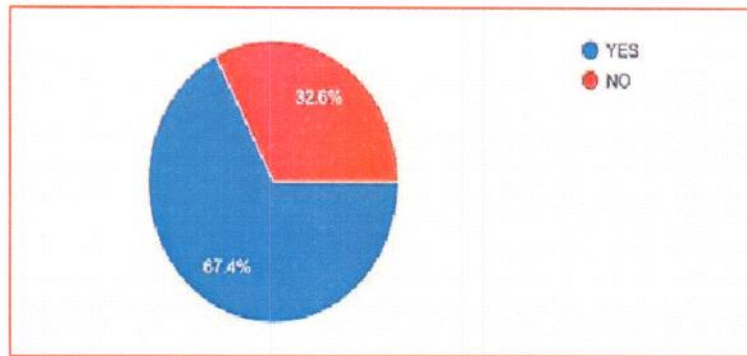
Pie chart indicates that a majority of respondents have engaged in some form of gender sensitivity training or workshops. This suggests a positive trend towards increasing awareness and understanding of gender-related issues.

9. Any form of gender discrimination on campus



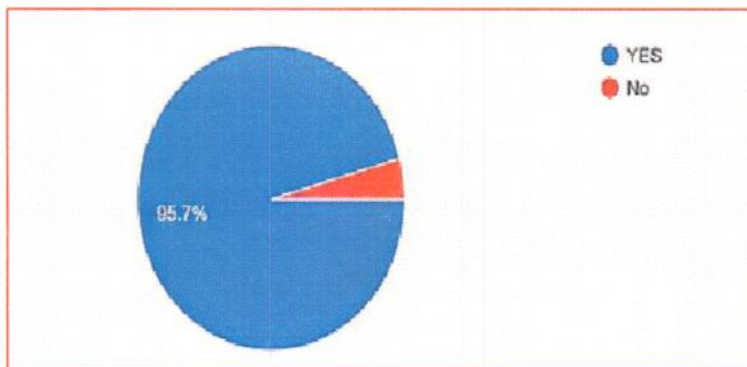
Pie chart indicates that a significant majority of respondents have encountered gender discrimination on campus. This highlights the prevalence of gender-based discrimination within the educational setting. 88% of respondents have **experienced or witnessed** gender discrimination on campus. 12% of respondents have **not experienced or witnessed** gender discrimination on campus.

10. Training sessions in institution to raise awareness and sensitivity towards gender issues



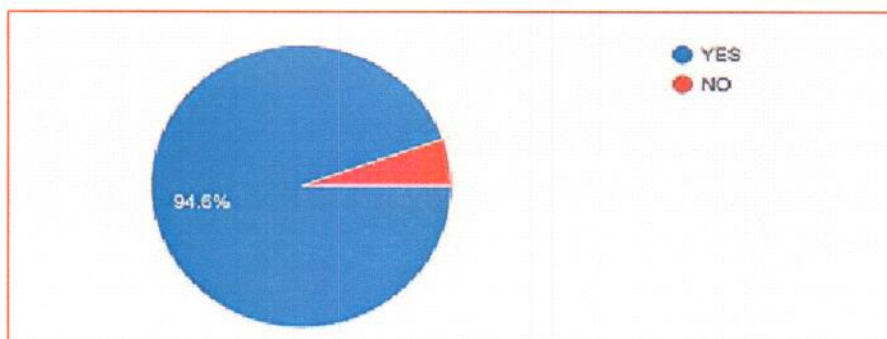
Pie chart indicates that a majority of respondents reported the presence of regular training sessions on gender issues within their institution. **67.4%** of respondents indicated that there **are** regular training sessions. **32.6%** of respondents indicated that there **are not** regular training sessions.

11. Campus facilities like restrooms, common rooms accommodating to all genders



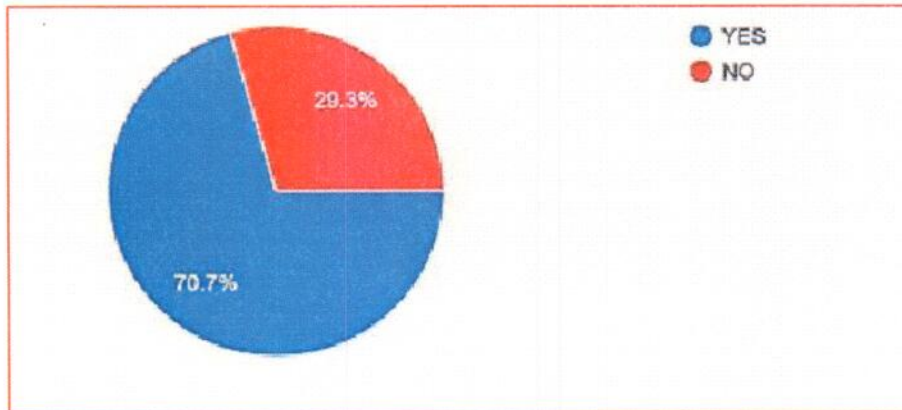
The pie chart presents data on whether campus facilities like restrooms and common rooms are accommodating to all genders. **95.7%** of respondents indicated that the facilities **are** accommodating to all genders. **4.3%** of respondents indicated that the facilities **are not** accommodating to all genders.

12. Process for reporting gender related issues or harassment



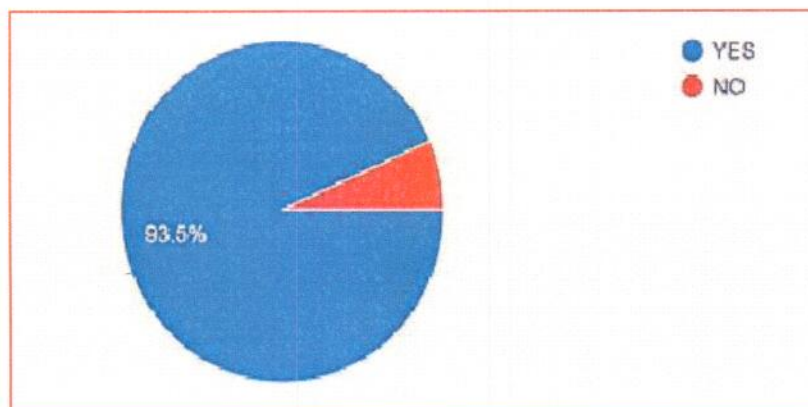
The pie chart presents data on whether there is a clear and accessible process for reporting gender-related issues or harassment. **94.6%** of respondents indicated that there **is** a clear and accessible process for reporting gender-related issues or harassment. **5.4%** of respondents indicated that there **is not** a clear and accessible process for reporting gender-related issues or harassment.

13. Training sessions to raise awareness and sensitivity towards gender issues



Pie chart presents data on whether there are regular training sessions in the institution to raise awareness and sensitivity towards gender issues. **70.7%** of respondents indicated that there **are** regular training sessions. **29.3%** of respondents indicated that there **are not** regular training sessions.

14. Gender related complaint seriously



Pie chart presents data on whether respondents feel confident that the college takes gender-related complaints seriously and acts on them promptly. **93.5%** of respondents indicated that they

do feel confident in the college's handling of gender-related complaints. **6.5%** of respondents indicated that they **do not** feel confident in the college's handling of gender-related complaints.

Gender-Friendly Facilities

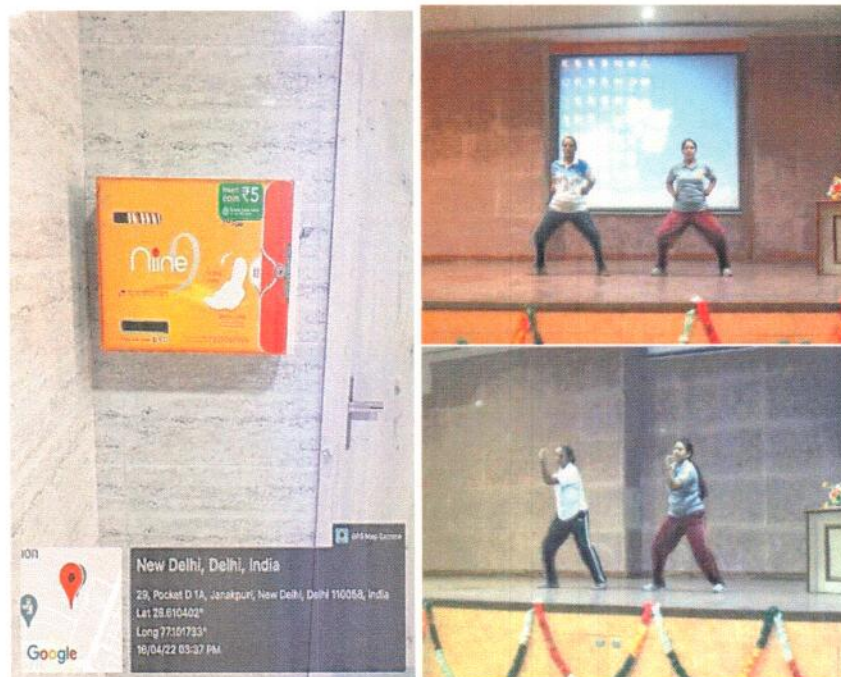
A gender-friendly institute ensures that its infrastructure and environment are inclusive, safe, and accommodating for all genders. Such facilities play a vital role in fostering a sense of belonging, promoting equality, and enhancing the overall learning experience.

Institute of Information Technology and Management has always maintained a high standard of safety and security using the following measures:

- **Restrooms and Hygiene Facilities:** Separate, well-maintained restrooms for all genders, along with gender-neutral restrooms, sanitary product dispensers, and adequate hygiene supplies.
- **Common Rooms:** Designated common rooms for relaxation, privacy, and fostering a sense of safety and belonging for all genders.
- **Safe and Secure Campus:** Adequate lighting, CCTV surveillance, and well-monitored public spaces to ensure safety.
- **Health and Wellness Services:** Accessible first-aid facilities, counseling support, and health services addressing gender-specific needs.
- **Inclusive Policies:** Grievance redressal mechanisms, anti-harassment committees, and gender-sensitization programs to address and prevent discrimination.
- **Accessible Infrastructure:** Gender-inclusive signage, ramps, and seating arrangements to accommodate diverse needs.
- **Training and Awareness:** Regular workshops and campaigns to promote gender equality and inclusivity among students and staff.
- **Flexible Support:** Options such as flexible academic schedules or leaves for gender-specific needs (e.g., maternity leave).
- Proper record of visitors is maintained in a log book with the details of the visitors and the reason for their visit to the institute premises
- **Community Engagement:** Platforms for open dialogue and activities that celebrate diversity and promote a culture of mutual respect.

Few glimpses of Gender friendly facilities and activities





Commitment to Inclusivity and Diversity:

The college is actively fostering the idea of gender sensitivity in various ways. Visualization and taking concrete actions allow us to focus on diverse spaces of empowerment and engage with issues impacting women's lives on campus. With a moderately high proportion of female faculties, staff, and students, we try our best to empower them.

- A women's common room with an attached washroom and sanitary pad vending machine is available for female students.
- A special certificate course on self-defence is offered for female students.
- Organizing Talks / Workshops / Conferences / Quiz / Debates / Webinar on gender-related issues
- Counseling sessions are being organized from time to time.
- The campus is on CCTV surveillance and physical monitoring by the security staff is ensured for safety and security
- The committee of proctors/mentors consists of both male and female faculty members.
- Lady staff members always accompany female students during study tours/college functions and other such activities.

- Availability of Internal Complain Committee, anti-ragging cell, Grievance Redressal Cell, etc. The Internal Complaints Committee exists to handle sexual harassment-related issues
- Gender equity and equality are also discussed during the handling of cross-cutting issues during curriculum delivery
- Girls Common Room with all necessary amenities is available.
- Wheelchairs and other facilities are available for specially-abled students
- There is a provision of maternity leave/ child care leave/ special leaves for women staff.

Conclusion

The Gender Audit of IITM reveals both strengths and areas requiring focused attention in fostering gender equity within the institution. While notable progress has been made in certain aspects, such as representation in specific academic and administrative roles, there remain significant gaps in achieving a truly inclusive environment. The audit highlights systemic challenges in gender representation, policies, and infrastructure, which, if addressed, can pave the way for a more equitable and supportive campus.

The findings emphasize the importance of institutional commitment to gender sensitivity, not only in policy but also in practice. By promoting awareness, fostering accountability, and implementing actionable recommendations, IITM has the opportunity to set a benchmark for gender equity in higher education. Enhancing inclusivity across all levels will contribute to a vibrant academic and cultural environment, unlocking the full potential of diverse talents and perspectives.

Dr Ramandeep Kaur
IQAC Coordinator

Dr Monika Kulshreshta
Director
(Institute of Innovation in
Technology and Management)

Prof. Anuradha Jain
Principal
(Vivekananda Institute
of Professional Studies)