

INTERNAL COMMITTEE – ANNUAL REPORT 2023

[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:

- 1) Prof Chhavi Mehta – Chairperson (Faculty)
- 2) Prof. Neena Sondhi – Member (Faculty)
- 3) Prof. Shailendra Nigam – Member (Faculty)
- 4) Prof. Swati Dhir – Member (Faculty)
- 5) Mr. Anup Sharma – Member (Staff)
- 6) Ms. Jiji Abraham – Member (Staff)
- 7) Ms. Priyanka Mishra – Member (PGDM student)
- 8) Ms. Mahak Gupta – Member (PGDM-HR student)
- 9) Mr. Akarsh Tikmani – Member (PGDM-BFS student)
- 10) Dr. Mala Bhandari – External Member from NGO (SADRAG)

Details of the GSCASH meetings held are as follows:

1. Online meeting of GSCASH, IMI New Delhi held on 21st March 2023

- The new Chairperson – GSCASH was introduced to the existing members.
- The new chairperson was briefed about GSCASH by the existing members. The committee also discussed how the previous year went by. The student members shared their experiences regarding the role of GSCASH.
- The student members were informed about proposing the names of the new GSCASH student members for AY 2023-24 by 30th March.
- It was decided that the next meeting would be conducted after the new student members joined GSCASH.

2. Online meeting of GSCASH, IMI New Delhi held on 28th April 2023

- The Chairperson started the 1st Meeting of AY 2023-2024 by welcoming and introducing the new members to the existing members.
- The chairperson then briefed them about GSCASH at IMI, New Delhi, and its role. Since IMI, New Delhi already has a GSCASH policy document, the committee decided to review it once and suggest changes, if any.
- The committee members discussed the way forward during AY 2023-24. The members gave the following suggestions regarding how to explain what sexual harassment is, build awareness about GSCASH, its role, and how it can be made more vibrant.
 - Zaria, the dramatics club of IMI, Delhi, can be roped in to conduct street plays during the orientation program.
 - To increase awareness regarding GSCASH, posters can be put at prominent places at IMI, New Delhi campus. Some of the places identified for this purpose are the canteen, near the women's washrooms, hostels, etc. The chairperson will take stock of the previously made posters and review if they need modification.
 - A sensitization workshop with every group at IMI, New Delhi (students, employees etc.) can be conducted.
 - GSCASH should be made more visible on the IMI portal. The link to a person who can go and file her grievance should be available upfront on the portal.
 - We need to ensure that the students are confident that their identity will not be disclosed at any cost when making a complaint. Therefore, during the sensitization workshop, this point should be emphasized.
 - It was also very important to understand the difference between sexual harassment and harassment. Many times, harassment is misunderstood as sexual harassment, and harassment cases are registered under sexual harassment. The ICC committee, in such circumstances, declares this complaint as not applicable, leading to distrust in the committee and organization. Hence, it is crucial to understand the difference between harassment (general harassment such as ragging, bullying, etc.) and sexual harassment. Also, the student handbook should contain a note clearly differentiating the two, which should be a part of all programs' handbooks, including the FPM program.
 - Currently, IMI's website mentions GSCASH under the grievance section. However, GSCASH should be made more visible on the IMI website and the OLT. This needs to be discussed with Mr. Dinesh Sharma.
 - The chairperson will also contact our alumni working on gender sensitization and involve them in the GSCASH events to bring GSCASH to the forefront.
- Further, one of the student members raised a query – If any student is facing a sexual harassment issue but not lodging a complaint, how can they help in such a situation? The committee explained that if the student is unable to file a complaint due to her physical or mental incapacity, anyone (such as the person's friend, roommate, classmate, relative, etc.)

who is in the know-how of the incident could file a complaint on her behalf. The student can also file a complaint using an anonymous email id. However, once the complaint comes to the attention of GSCASH, the committee is obliged to talk only to the concerned student to take up the issue further. If the student backs out, the committee cannot help the student.

- The committee allows both the complainant and the person against whom a complaint has been filed to put across their point of view for verification and natural justice.
- There will be another meeting much before the orientation program to decide the action plan for making GSCASH more visible, vibrant, and useful.
- The chairperson and the student members will also work on the earlier presentation to make it short (preferably 6-8 slides) and impactful. They will present this in the next meeting.
- The chairperson will plan events for AY 2023-24 for all the GSCASH activities and present them in the next meeting.
- The chairperson informed the committee that from now onwards, the following three email-ids should be used for future correspondence:
 1. gscash.chair@imi.edu (a new email id) – For correspondence with the GSCASH chairperson
 2. gscashcommittee@ imi.edu – For correspondence with the GSCASH committee
 3. gsgcash.complaint@imi.edu (revised email id) – To register any complaint (this id will be accessed only by the GSCASH chairperson)

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