



Mata Sundri College for Women

University of Delhi , Delhi- 110002



Internal Complaints Committee



ICC MSC
Internal Complaints Committee

EMP ♀ WERED



Volume -II

Mata Sundri Ji



Mata Sundri Ji is best known as the wife of the tenth Sikh Guru, Guru Gobind Singh Ji. She was the daughter of Bhai Ram Saran, a Kumarav Khatri of Bajwara, in the present-day Hoshiarpur district of Punjab. Mata Sundri Ji became an inspiration and leader in the history of Sikhism. Upon the death of her husband in October 1708, she articulately propagated the sayings and teachings of the Granth amongst the masses.

Mata Sundri Ji fit perfectly in all the roles for a woman, she was a devoted wife, an ideal mother, and a confident and farsighted guide of the community. She bravely raised her four sons on the martyrdom tales of their grandfather, Guru Arjan Dev Ji. She made them understand that Sikhs never run from the battlefield. Her teachings were the guidance to her sons and they happily attained martyrdom. She received Amrit on the Vaisakhi of 1699 at the Amrit Sanchar Ceremony and attained the name 'Sundar Kaur'. She stands as an epitome of guidance and an ideal for inculcated upbringing in order to raise a courageous and dauntless upcoming generation. Breaking boundaries of caste and amalgamating traditions and teachings, the Granth teaches us a lot more than just spirituality. Even though the ideals date back to several centuries, the primary objectives of universal fraternity and peace resonate with us even today.

Principal 's Message



I make a move to congratulate the INTERNAL COMPLAINTS COMMITTEE(ICC) for assembling the second release of their annual E-Magazine "EMPOWERED" for the year 2020-21. It is absolutely necessary to mobilise students about the importance of healthy working environment and different aspects of sexual harassment. This drive is a brilliant stage as it supports growing abilities by bringing to the front the innovativeness of youthful personalities which have no limits furthermore, are loaded up with vitality.

The E-Magazine is a captivating read via its mixed combination of substance. It enables the readers to be vocal of their grievance and become more aware.

I wish the Internal Complaints Committee (ICC), the absolute best in all their approaching versions.

**Warm Regards
Dr. Harpreet Kaur**

From The Chief Editor's Desk



It gives me colossal delight to announce the Second edition of ICC's annual E-Magazine. The reflection of the students' inventions and accomplishments is the core of the magazine. They have advanced their thoughts that are too profound and too solid to ever be stifled.

This Magazine is before you with the consolidated endeavours of the Editorial Board, I make a move to thank all of the contributors as their commitment makes this magazine charming.

I'm truly appreciative of our regarded Principal, Dr. Harpreet Kaur, for entrusting us with the obligation of editing this magazine. I generously wish all the readers, the very best and hope that this magazine fulfil their curiosity quotient and enables them to evaluate critically on the theme.

**Dr. Kamlesh Kaur
Editor In Chief**

From Student Editor's Desk



It is with great pleasure that we publish this issue of 'EMPOWERED', the magazine of Internal Complaints Committee (ICC), MSC for the academic session 2020-21 .

This magazine is a platform on which students present their literary skills and innovative ideas. Our heartfelt gratitude goes to everyone who has contributed to the success of these efforts. We are very grateful to the management for the support, encouragement and free hand in this endeavour. Last but not the least, we would like to thank all the authors who contributed their articles to the magazine.

We sincerely hope that the following pages will be interesting read which covers a broad spectrum of issues.

Although we have made all our best efforts in creating this magazine, we deeply regret any mistakes. We look forward for your feedback.

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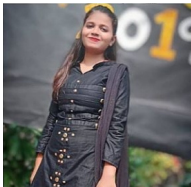


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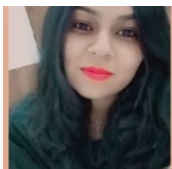
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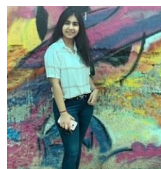
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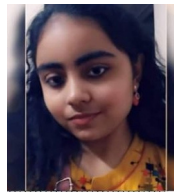
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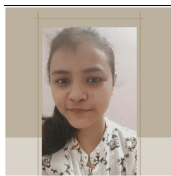
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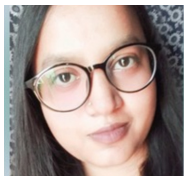
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THE TEHALKA CASE : REFLECTING THE MISLEARNINGS
OF
JUDICIARY ON SEXUAL VIOLENCE

By- Dr. Kamlesh Kaur, Associate Professor
(Dept. of Commerce), Presiding Officer, ICC



“Women who accuse men, particularly powerful men, of harassment are often confronted with the reality of the men’s sense that they are more important than women, as a group.” May 21, 2021, the Court of Sessions Ld. From Mapusa, Goa while approving a 527-page order, was delighted to acquit former editor-in-chief of Tehelka magazine Tarun Tejpal in a 2013 case involving him as an accused of sexually molesting his then-colleague in an elevator at a five-star hotel in Goa. Tejpal has been charged under Sections 376 [rape], 354 [attacking or using criminal violence against a woman with intent to violate her modesty], 354A [sexual harassment], 354B [attacking or using criminal force against a woman with willful intent] Undressing], 341 and 342 [unlawful detention] of the Indian Penal Code (IPC).

Well, acquittal in and of itself is not a problem here. The alleged “legal and logical rationale” used by the Court of Sessions, Court of Justice to obtain this acquittal is very problematic today. Mr Tejpal’s acquittal is currently being contested by the

State of Goa in the Goa Bench of the Honorable High Court of Bombay.

Fallacies: There are many things that are fundamentally and outrageously wrong about the acquittal, which explores the roots of deeply ingrained patriarchal thinking in our society and much more. In the Goa State appeal against this acquittal, Tejpal categorically described this order as a “manual for rape victims” as it appears to be a comment on how the victims behave and should behave before, after and during attempted rape or sexual assault against her.

Relevance of the Victim’s Behaviour: It is important to note that in cases of sexual assault or rape, the victim’s behaviour or behaviour is absolutely irrelevant and does not affect the decision on conviction or acquittal of the accused, unless the behaviour in question proves conduct . The court that settles a sexual assault or rape case should not concern itself with the victim’s earlier or later behaviour as it is completely outside of its scope and is not a determinant of the victim’s guilt.

In addition, the victim’s behaviour during the alleged sexual assault or rape offense is only available to the court in exceptional cases where the behaviour in question proves the victim’s consent to the alleged act.

The present case, in which the above-mentioned acquittal of Mr. Tejpal, the judge of the additional sessions Ld. (ASJ), has made several unsolicited observations about the behaviour and character of the victim in the past and claims that:

“The narrative of the victim is extremely implausible, it is impossible to believe that she, a woman who is aware of the law, is intelligent, vigilant and in good physical condition (as a yoga trainer) would not pressurize the accused or frighten when they bump it against the wall.”

The trial court had further questioned the victim’s behaviour and conduct in its ruling, stating that it had not shown any “normative behaviour” such as trauma and shock that became important to a victim of sexual abuse.

As a result of such obvious defamation of the victim by the court cruelly overlooked essential legal premises such as Section 354A of India’s Penal Code, which is designed to demonstrate that “sexually tinted comments” are sufficient to make a defendant guilty of sexual harassment. Rather than worrying about the defendants’ behaviour, ASJ has expanded the scope of the sentence and started making repeated references to the victim, watching in order over the steps it should have taken to prevent the crime.

By completely ignoring the context of the defendant’s apology for the crime he committed. Additionally, the Sessions Court ignored and disregarded Section 53A of the Indian Evidence Act of 1872, which states that (the victim’s) or previous sexual

experiences are not relevant in certain cases “(For example: Section 354 and Section 376 of the IPC crimes often times, the credibility of the accuser / victim in sexual harassment cases is undermined by the effects of unsubstantiated murders.

Shaming of the victim: When consequently the behaviour of the victim and not that of the accused becomes the central concern of the court judgment in a case of sexual violence against women, this leads to the shame of the victim. An unfortunate truth of our legal system is that shaming and blaming the victim, preventing future victims from reporting such incidents of violence and sexual harassment against women is not at all acceptable.

Duty of proof in cases of sexual violence: In general, in criminal cases of sexual violence against women, the prosecutor / victim has to prove the lack of consent as soon as the burden of proof has been established and not the rebuttal. The entire criminal process falls to the accused, especially in the light of this section 114A of the Indian Evidence Act of 1872, which relates to the “Presumption of Lack of Consent in Certain Rape Prosecutions”. If the courts now move to shame the victim for the murderous nature of the victim and to worry unnecessarily about the victim's past or future behaviour and sexual relationships, this inadvertently leads to the fact that not only responsibility for proving the victim's Act shifts the alleged

sexual acts, but also indirectly asks the victim to demonstrate his "chastity" and "character", as happened in the present case, in which the victim was questioned repeatedly by Mr. Tejpal during the entire acquittal, taught and observed by Lieutenant ASJ how to behave in the event of sexual assault and how to prevent this by restricting your freedom of movement in the last few hours.

It's also problematic as it is reversing the Apex court ruling in *Aparna Bhat & Ors. Madhya Pradesh State & Anr.*, made earlier this year, in which the court established comprehensive guidelines that the judiciary must follow when deciding on sexual violence against women. One by AM Khanwilkar and S.Ravindra Bhat, JJ has argued that "the use of reasoning / language that mitigates the crime and tends to trivialize the survivor should be particularly avoided at all costs." This decision marked a turning point in the history of gender equality in India. as it demolishes stereotypes like the notion of an "ideal victim". However, the evidence presented to Aparna was actively ignored by Judge Joshi in the Tejpal judgment. In this acquittal, too, the Court of Sessions failed to observe the essential principles of criminal law and case law as prescribed in the articles of association and in case law.

To conclude, Tarun Tejpal case judgment must be overturned, else, it'll stay as a nasty precedent that impedes the safety of women at workplace.

Dr. Kamlesh Kaur
Presiding Officer

SEXUAL HARASSMENT AND TECHNOLOGY
BY Mrs. Poonam Sharma , Assistant Professor ,
(Dept. Of Political Science) , ICC MEMBER



That Hon'ble Supreme Court of India in the case of Punjab and Sind Bank & thers vs. Mrs. Durgesh Kuwar in civil appeal no 1809/2020 held that sexual harassment of a woman at the workplace is an affront to her fundamental rights of equality, right to live with dignity and right to practice any profession or to carry on any occupation, trade or business.

From this it is evident that the courts have sought to protect women at their workplace every step of the way.

With the on-going pandemic and the work from home model here to stay, the trend of online meetings and digital communication technology has amplified enormously leading to a rise in virtual/online workplace harassment making it crucial to provide for wider protection to women.

In the recent case of Sanjeev Mishra vs. Bank of Baroda in S.B. Civil Writ Petition No. 150/2021, Rajasthan High Court has widened the scope of the term 'workplace harassment' to include online harassment. In this case, a complaint of sexual harassment was lodged against another employee working in a different State of the same bank. The Court held that in the present digital world, workplace for employees working in the bank and who may have worked in the same branch of the bank and later on shifted to different branches, will be treated as one work place on a digital platform regardless of the employees being situated in

different branches/States. With the global shift to the work from home model owing to the on-going pandemic, more individuals and particularly women are finding themselves vulnerable to online sexual harassment and hence this amounts to workplace sexual harassment and prima facie would come within the meaning of misconduct under the Regulations.

Sexual harassment understood as unwelcome verbal or physical behaviour of a sexual nature by a person but at the time of pandemic where everyone is bound to work from home, women are now facing another type of sexual harassment in the form of technology i.e. by way of "Online /internet Sexual harassment".

Online sexual harassment involves a wide range of behaviours that use digital content i.e. (intimate images, videos, unwarranted video calls ,posts, messages, non- consensual sexual acts recorded digitally and shared , cyber bullying ,pages) on a variety of different platforms (private or public) have increased manifold.

It can make a women feel threatened, exploited, coerced, humiliated, distressed, sexualised or discriminated against. The experience and impact of online sexual harassment is unique and can be felt both in the short-term but also can have long-term impacts on mental health and wellbeing of a women . Such harassment produces disproportionately negative outcomes and experiences for women and girls also.

Online sexual harassment can intersect with discrimination and hate crimes, relating to a person's actual or perceived gender, gender identity, sexual orientation, race, religion, special educational need or disability.

Online sexual harassment happens on an electronic platform and as per Section 67 of the Information and technology Act 2000 prescribes punitive measures for publishing and/or transmitting obscene content on an electronic platform and further Section 67A stipulates punishment for publishing or transmitting material containing any sexually explicit act, in an electronic form and also attract penal provisions under the Indian Penal Code under section Sections 354A, 354D or 509 of the Indian Penal Code, 1860 where a person sexually harasses a woman by stalking her on the internet, and through his words or act or gesture intends to insult the modesty of a woman and considered as serious criminalities.

As per Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act") every organization has to set policies on harassment. The Act was enacted with the aim to provide protection to women against sexual harassment at the workplace and for speedy redressal of sexual harassment complaints . These kinds of harassment are also considered as serious crimes and working women should not stop themselves to report such incidents. It is always advisable to seek help from legal experts or as a last resort, approach local authorities and take legal course of action. Several remedies are available:

- 1)You can approach Cyber cells which comes under crime investigation departments to deal with cybercrime .**
- 2)File a complaint/ F.I.R. at a local police station. It is obligatory for a police station to register an F.I.R.**
- 3)The National Commission for Women also offers services to help victims of online harassment deal with the police. The Commission has the power to set up an inquiry committee, which is empowered to conduct spot inquiries, collect evidence, interrogate witnesses and summon the accused to expedite the investigation.**
- 4)Reporting on social media websites is also an option where you have been harassed.**

5) Most of these websites have the option of reporting the crime since they are obliged under the IT rules 2011, to take action within 36 hours of reporting to stop the offensive content from spreading.

6) Further also the new IT Rules 2021 aim to empower ordinary users of social media platforms and OTT platforms with a mechanism for redressal and timely resolution of their grievance with the help of a Grievance Redressal Officer (GRO) who should be a resident in India.

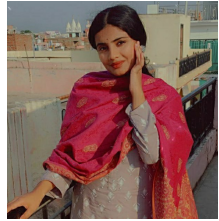
7) Further in the New IT rules 2021, Special emphasis has been given on the protection of women and children from sexual offences, fake news and other misuse of the social media.

In a 2008 case of Saurabh Kumar Mallick vs. The Comptroller and Auditor General of India and Ors. Hon'ble Delhi High Court emphasized on the role of technology in sexual harassment cases. The court recognized that while it may be difficult to define the term 'workplace' in straight jacket as the same would depend on the facts and circumstances of the case at hand, the court laid down a test to determine whether a particular place can be regarded as a 'workplace' by assessing the following factors:

1. Proximity from the place of work;
2. Control of management over such place/residence where working woman is residing; and
3. Such residence has to be an extension or contiguous part of working place. Hence, the beginning of new standard i.e. work from home has made it possible for people to harass others any time they want, making a perplexing state for women. Women might not understand how to draw the line, what is offensive or indecent in an online world.

Hence, it's an organization duty to create awareness, and set guidelines for the safety and welfare of women. There is a need for providing a suitable and congenial atmosphere to women at their place of work where they can continue with their service with honour and dignity.

Poor Enforcement of India's Sexual Harassment Law



In 2013, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act appeared, to secure workers in the formal and informal sector.

This law was a significant legislative step for India, yet for the majority of the country's women workers, particularly those in the informal sector, the law exists just on paper.

Albeit numerous women in the formal area are raising their voices against sexual harassment, and organizations are gradually finding a way to conform to the law, activists announced that women reposed despite reading reprisal. The Sexual Harassment of Women at Workplace in 2013 Act widened the meaning of the work environment and brought the informal area, including domestic laborers, under its domain. Prevalently known as *posh*, the demonstration gives assurance to all workers in the health, sports, education just as out in the open and private areas or government institution and any place of employee's travel during their planning, including transportation. This law precludes sexual harassment through physical contact and attempts, or requests or demands for sexual favors, erotic comments, showing of porn or pictures, or some other undesirable physical, verbal, non-verbal conduct of a sexual sort. Any of these demonstrations, regardless of whether immediate or symbolic, is sexual harassment under the law. This law gives another alternative to filing a criminal complaint with the police. To appoint a law board to hear complaints, investigate and suggest activity against criminals, employers in privately owned business matters, or obliges local government authorities in case of the informal sector. Actions can range from written apologies to expulsion from jobs.

Even after this, women can lodge up a police complaint under the Indian Penal Code to manage sexual harassment or assault. However, unlike criminal cases that can be forthcoming for quite a long time, the complaint boards are relied upon to get snappy and compelling staying remedy. There is no investigation in India that archives the degree to which sexual harassment in the working place is answerable for leaving women in jobs. Seven years after the 2013 Act came into power, the govt has not distributed any information or data on the function or Impact of local committees, which are liable for the grievances of sexual harassment in the Informal Sector. Households workers are another significant class of workers who are especially at risk of sexual harassment and viciousness because of their Isolation in private homes and the exclusion of different laborers several key labor protections are guaranteed. In spite of the developing national and worldwide movement for acknowledgment and assurance of household laborers, India has not endorsed the International Labor Organization's household workers agreement. India's textile industry is the second biggest employer of females after horticulture in the country. Activists say that alongside sexual harassment in Indian articles of clothing plants, serious flaws in checking and addressing them are stressful. Albeit the majority of the laborers in this industry are women, most men remain in management. Women hear erotic remarks, stinging questions concerning their sexual experiences, chasing, and lightning their remaining burden, and offers of sexual favors instead of leave. India's "Me Too" development, which mirrors a more extensive issue, actually incorporates a small group as their dread of reprisal and lack of awareness or trust in internal committees remain major obstacles in the way of filing reports. Influential men also use legal tricks to stop those who accuse them.

Immediately bring issues to light and usage of laws and policies prohibiting harassment at the workplace as a collaboration with state governments, civil society organizations, women's rights activists, trade unions, and the private sector, the public authority needs to uphold and implement the Sexual Harassment of Women at Workplace Act, 2013, including the checking, review, and investigation of the formation and effective operation of committees, punishing employers who fail to comply, and the complaint system and compensation of victims including ensuring access to relief measures are included.

The government ought to publish data every year on the number of sexual harassment cases recorded and dealt with by internal and local committees, including the type and resolution of cases. special consideration ought to be paid to areas of the high risk of domestic work such as violence and harassment.

Over the last few years, the level of female security has fallen consistently. The reason for this is the increase in crime. From the archaic period to the 21st century, there has been a consistent decline in the reputation of women. women also have equal rights as men. Women contribute half of the nation's populace and are additionally a significant contributor to the nation's development.

Despite the enactment of stringent laws, rather than a reduction in female crime, there is a consistent boom each day. women's safety is a social issue and should be settled at the earliest as possible. Women establish practically 50% of the nation's populace, who are physically, mentally, and socially tormented. It is turning into an impediment to the development and progress of the country. The responsibility of changing the unsafe work atmosphere for women isn't just that of the government however of each person so every woman can carry on with her life proudly.

**Tanupriya Jain
(Former President)**



Self Defense- Need of an Hour

I am not your dog that you whistle for; I'm not a stray animal you call over, and I am not, I never have been, nor will I ever be, your "baby!" " — Joy Jennings

In present world being a female is a curse; you never know when you are going to be harassed or raped. Every religion in the world considers women as a holy figure who symbolizes purity, love, power with an ability to reproduce which is ironic to the current situation. They are considered as inferior sex which has no other work but to satisfy a man lust and to give birth. These discriminations only deteriorate women conditions both physically and mentally. So what exactly sexual harassment is: It is the unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work. This includes unwelcome physical, verbal or nonverbal conduct. As mentioned earlier its major cause is the culture and value system and the relative power and status of the men and women in our society. Another reason is the way both the genders are brought up. The women are brought up in society which expect them to be quiet, obeying not rebellious and restrict them from having their own opinion. As a result, women lack self-confidence, and which customized them to suffer in silence. Whereas men are brought up to be macho with strong character which visualizes women as a toy to play with and can easily carry out these activities at workplace. These patriarchal credence give men the freedom to harass women at workplace while women remain silent and vulnerable. Most women choose to remain silent because of their financial conditions. Moreover, they do not know where to go or seek help; corruption and societal pressure only increase their ordeals which left them with no other option but to submit before their oppressor.

Even in contemporary India parents/guardians of girl child does not want to educate them as they are meant to get married and raise children. Many girl children are killed in the womb and are not allowed to see the world. The cases of domestic violence or act of using force on women by men and others have been increased. Many females are sold or put to prostitution. And dowry i.e., amount of money or property which women's family give to male's family is a form of patriarchal abuse. Women is always judged in society no matter what. If she is not educated, she is considered illiterate and if she is educated, then according to society she is arrogant. If our society would **never** stop criticizing women or judging her. Women empowerment is the need of the hour. It refers to the ability for women to enjoy their right to control and benefit from resources, assets, income and their own time as well as the ability to manage risk and improve their economic status and wellbeing.



Tarushi Jain
(Former Vice President)

DEAR DEVILS

She's often perceived as self-seeking, When she's
just being ambitious, She's often stopped while
speaking, They say her dreams are fictitious

She dreams to love and to be loved, Yes she wants a
family someday, You're mistaken; her hands can't
be cuffed, 'Cause she carves her own way

Forgetting she kept them in the womb, They built
hell and named it doom, They have been killing her
hope; slum or tomb, But she still roots for the stars
and the moon

Sister... it's about the world and not just this town,
All of us; black, white and brown, They are scared
and they know deep down, We're running for it and
we'll own the crown.he

Aaina Dahiya

FORBIDDEN

In an inescapable land
she is forbidden
she has been imprisoned
between her own thoughts.
And chained to his evocations !

In here
it is as dark as his soul
And as shallow as his heart
The memories?
For her they are like a Cage's creeps
They surround her
croud around
Then, bite her !
the fight for freedom
is dripping
in the form of glazed blood
But the cage and thoughts
Are too tough
They are rigid if broken by Physical strength
And flexible
If broken by willpower
But, she is forbidden
in an inescapable land.....

महिला सशक्तिकरण की बारी आयी हैं

लोगों की बड़ी-बड़ी बातें और समाज के नियम हैं मेरी समझ के पार, जितना ही समझुं उतना ही उलझुं, मुझे अब तक ना समझ आया आखिर क्या हैं इनका सार?

पुरुष प्रधानता हैं इस ढोंगी समाज का मुख्य आधार बिना तुक की बातों का पता नहीं क्यों किया जाता हैं यहां प्रचार-प्रसार ?

गली-गली में मिलेंगे आपको समाज के ठेकेदार, बड़े-बड़े दावें हैं जिनके और दिखलाते हैं खुद को सबसे समझदार, सिखलाते हैं मुझको मेरा तन ढकना, क्यों नहीं लगाते हैं ये अपनी गंदी नज़रों पर कोई लगाम, कभी हँसकर तो कभी ताने कसकर मेरे मनोबल को तोड़ने की कोशिशें की जाती हैं सरेआम, ना जाने क्यों हैं इनकी छोटी सी मानसिकता इतनी बीमार

अपने मूल 'अधिकारों की मांग करने पर मुझे बताया जाता हैं बेशर्म और किया जाता हैं बदनाम, अपनी सहूलियत के अनुसार नियमों को बदलने वाले इस बहुरूपिये समाज को ही आखिर क्यों तय करना हैं मेरी उड़ान का आसमान, कोई पूछों जाके इनसे क्यों नहीं हैं इनकी नज़रों में हम इंसान?

क्यों कम आंकते हैं मुझको और क्यों बनते हैं ये मेरे भगवान?

आज की नारी

आज की नारी सब पर भारी... यूँ तो ये थी किचन में पाई जाती, यूँ तो पहले ये थी सबकी खुशियाँ बड़ाए जाती, यूँ तो पहले रखती थी ये सबको आगे,

यूँ तो पहले चुप चाप सुन लेती थी ये बातें, बड़ते जमाने के साथ इसने भी है कई बात मानी, बड़ते जमाने के साथ इसने भी है कई बात ठानी, बड़ते जमाने के साथ इसने भी है दी अपने सपनों को उड़ान, बड़ते जमाने के साथ इसने भी है पाया अपना सम्मान, नाही सिर्फ सोशियल मीडिया पे बल्कि चांद पे भी छोड़ी है इन्होंने अपनी छाप ॥ भले ही इस जमाने ने की कोशिशें कई सारी॥

कभी माँ बनकर.... तो कभी बेटी बनकर.... तो कभी एक बहन

बनकर हर कदम पे दिया है साथ, हर कदम पे ली है ज़िम्मेदारी,

हर कदम पे चली हैं हाथ से हाथ मिलाकर,

जंग के मैदान में भी थे इनके तेवर भारी ना झुकी जंग के मैदान में नाही कभी इसने हार मानी,

पता नहीं क्यों है इस जमाने को ये गलतफ़हमी.... की बनना चाहती

है यह भी किसी की फेमिली

इंटर की परीक्षा खत्म हुई नहीं की बस टूंड दो इनका सोलमेट और कितना पढ़ेगी और कितना बड़ेगी.... और पढ़कर भी क्या करेगी

बस यहीं तक लिमिटेड है इस जमाने की चिंता सारी ॥

खूब सबक सिखाए इस जमाने ने

खूब बाते बताई इस जमाने ने

समय समय पर पाबंधी भी लगाई इस जमाने ने ना झुकी ना डरी, आज की नारी बस यूँ ही आगे बढ़ती रही॥

Akansha Bisht
B.com (Prog)
I Yr

I BEG YOU

I can't breathe in this air
Hey! please don't pull my hair
Don't do this it hurts me
Oh! I'm just a kid, plz forgive me
first I thought that there is a bit humanity,
left in you,
But you're filled with cruelty

Oh! I see why parents kill their girl
because they know
there are some devils like you
in this world
I wish my parents would have also
done so,
Do you know?
I shouted at least 1000 times
'No',
How can you do that to me
Even after when I laid down on my knees
when you touched me
I felt like I'm in hell,
I was more scared than
when dad used to yell,
Don't do that to me,
are you mad,

see I respect you,
cause you're like my dad,
Oh, God I've my last wish
Because I know I'll be finished
can't you listen the voices of million
people asking justice for me
Better don't give birth to a girl
or get rid of these devils of this
World !!!

Manpreet Kaur
Bcom (Hons)
I Yr

WHO ARE WE ?

Who are we? Can anyone in this world explain us who are we actually?

When asked such questions we get the same answer every time, we are women. We constitute roughly half the census. We are one of the creatures made by Almighty. According to scholars men and women are equal. But I feel this is a great example of hypocrisy, how are men and women equal. Women are subject to enormous pain, torture and trauma by the very society where we live. Women are treated unfairly and unlawfully but many people do not realise this.

Without women the very existence of mankind is in danger. Yet we forget this fact and commit sins which will have a harmful impact on the world. When the almighty has created no differences between both the genders then who are we to decide which strata is superior and which is inferior. No court or legislation has given this freedom to any individual to harm or risk life of any other living creature.

Let us forget other attributes and virtues but humanity is expected by each and every individual. But unfortunately we even fail in this parameter. Cases of violence and injustice is happening every second, every minute. In spite of all these we are blindfolded and act as nothing wrong is happening around us. When will things change? When will women and the underprivileged will be treated with equal dignity and respect? There are millions of such unanswered questions which require an answer.

SHORT TERM CERTIFICATE COURSE ON GENDER SENSITISATION, D&I AND POSH

Internal Complaints Committee & Internal Quality Assurance Cell

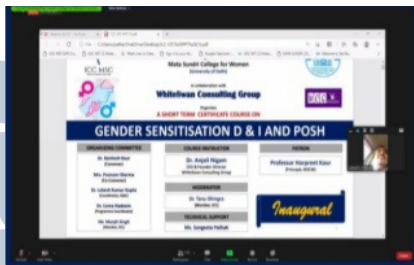
Mata Sundri College (W), University Of Delhi

In Collaboration with

WhiteSwan Consulting Group

A short term course on Gender Sensitisation D&I and POSH

was conducted by Internal Complaints Committee and Internal Quality Assurance Cell, Mata Sundri College (W) in collaboration with WhiteSwan Consulting Group. The duration of course was 30 hours, starting from 30 Jan. 2021 to 28 Feb. 2021.



Patron :

Dr. Harpreet Kaur , Principal MSCW was invited to inaugurate and conclude the session to share valuable words. She threw light on the future scope of this course to the students and emphasised on the importance of healthy working environment for women.

Organizing Committee:

Dr. Kamesh Kaur (Convener)
Mrs. Poonam Sharma (Co-Convener)
Dr. Lokesh Kumar Gupta (Coordinator, IQAC)
Dr. Uzma Nadeem (Programme Coordinator)
Mr. Manjit Singh (Member, ICC)
Ms. Sangeeta Pathak (Technical Support)

Course Instructor:

The course was instructed by **Dr. Anjali Nigam CEO & Founder Director, WhiteSwan Consulting Group**. She has been honored by PowerToFly Globally with 2021 Women Leadership, IFTDO Global HRD Award 2013 for 'Improved Quality of Working Life', by President of India and many more.

Course objectives :

The course was aimed to develop Gender Sensitive workplaces and respect of other Gender. Understand Recent POSH law and Rules, Preventive steps to avoid complaints.

Topics covered :

The wide spectrum of topics was covered during the course. It mainly included:

- Gender Sensitization: Gender Biases, Stereotypes & Subconscious level of Gender prejudices and their impact.
- Re-generating Values & Company specific Value Framework.
- POSH Act and Rules, 2013- Role of ICC, HR and Procedure.
- Preventive role of organization, How to reduce complaints & create mutual trust and respect.
- Role of Managers, Employees and Organizations in creating harmonious & gender Sensitive workplace

About **170 students participated in The course from various institutions all across the country**. The course was conducted entirely in online mode only. Certificate are to be provided after the completion. Classes were held after college hours and on weekends and weekdays.

The course was highly **interactive, participative and action oriented**. Live case studies while maintaining confidentiality were narrated by Anjali ma'am throughout the course for a better understanding of the students.

Group Work & presentations were the key features of the course in which students were **divided into 16 small groups**. Each of the groups was required to prepare and give presentations on various different topics allocated to them beforehand. It enhanced the learning among students in a more effective manner.

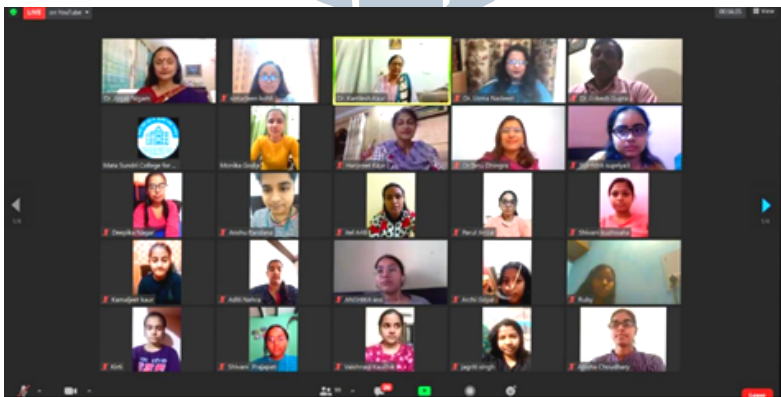
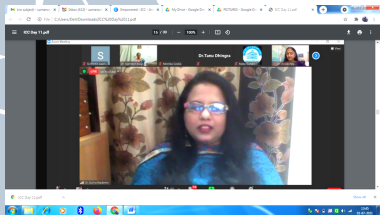
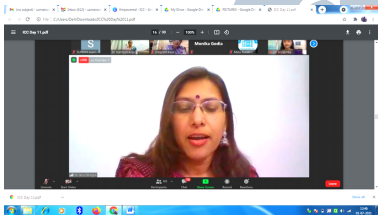
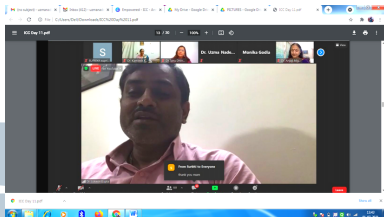
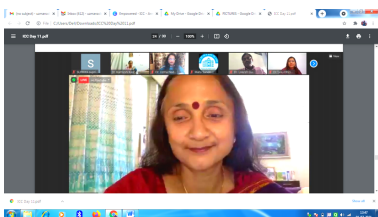
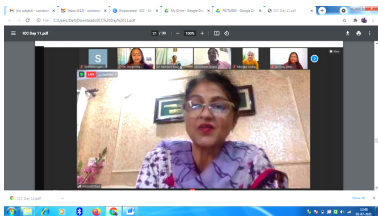
Tools like **Videos and films and Practical Action planning** were also the part of methodology adopted during the course so as to make the session fun and productive.

The course included **assignments & presentations (10 marks), Quiz (30 marks) and a written examination (60 marks) at the end of the course** for the proper evaluation of the students.

A **10-hour optional practical project** was also discussed in the the course which was the **Neem school project** under the guidance of Anjali ma'am for which interested students could apply.

The course proved to be a huge success. It was highly advantageous for the students who are now motivated and equipped with the immense knowledge to take up the action-oriented plans for the betterment of society in regard to gender equality.





Zoom Meeting | Screen Share | 17:08

Gender Sensitisation POH & Respecting Values

Dr. Anand Nigam, CEO & Founder Director, WCC & Founder Consulting Group

Zoom Meeting | Screen Share | 17:08

CURRENT GENDER STATUS OF INDIA

Gender inequality is a complex issue that affects women's lives in many ways. It is a result of centuries of discrimination against women and is a major barrier to their economic and social progress. Gender inequality is a global issue that affects women in all countries, but it is particularly acute in developing countries. It is a result of centuries of discrimination against women and is a major barrier to their economic and social progress. Gender inequality is a global issue that affects women in all countries, but it is particularly acute in developing countries. It is a result of centuries of discrimination against women and is a major barrier to their economic and social progress.

Zoom Meeting | Screen Share | 17:08

Zoom Meeting | Screen Share | 17:08

Gender Inequality Index (GII)

Note: 1 indicates absolute inequality and 0 indicates perfect equality. Source: UNDP (2018)

Gender Inequality Index by Developing Region, 2017

Region	GII Score
South Asia	0.75
Latin America and the Caribbean	0.85
Sub-Saharan Africa	0.65
East Asia and the Pacific	0.95
North America	1.00
Europe	1.00

4. MASS MEDIA: A tale of courage marking the women's movement

From Rupan Deol Bajaj's ME ALONE to Priya Ramani's #METOO

A historic judgement - PRIYA RAMANI ACQUITTED

Society must understand the impact of sexual abuse and harassment on its victims.
 Woman has even to put her grievance even after decades.
 Right of reputation can't be protected at the cost of right to dignity.

Questions for discussion:-

1. What's the bigger victory? That long. Gender biases OF courts now understand that it can take time for women to speak.
2. The victim is acquitted but why perpetrator is not punished?
3. Debates in the mainstream media - if enough evidence to convict then why not prosecute the perpetrator?

Zoom Meeting | Video Call | 17:08

Safod Khande...

Zoom Meeting | Screen Share | 17:08

Gender Diversity

Meeting details

Zoom Meeting | Screen Share | 17:08

Difference between diversity and inclusion

Diversity

- 1. Being a part of something
- 2. Being a part of something
- 3. Being a part of something
- 4. Being a part of something
- 5. Being a part of something

Inclusion

- 1. Being a part of something
- 2. Being a part of something
- 3. Being a part of something
- 4. Being a part of something
- 5. Being a part of something

Case Laws

1. Institute of Hotel Management, Catering Technology and Applied Nutrition & *Sudhanshu Dey & ans. Calcutta High Court (2019) WPCT 137 - 13th March, 2020*
 The copy of complaint was not given to the respondent and he was not allowed to cross examine the witnesses or Complainant. Hence Natural Justice was not provided. Court reversed the order of Dismissal of the Respondent.
2. *Union of India v. Ramesh Srinivasan Iyer, WP Nos. 10689, 24290 and 4339 of 2019, Madras High Court decided on 27th February, 2020*
 POH Act cannot be misused by women to harass someone with non-existent allegations.
 Madras High Court: A Division Bench of M. Sathyanarayanan and R. Hemalatha, JJ., while addressing the issue of Sexual Harassment of Women at Workplace, held that:
 "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is intended to have an equal standing for women in the work place and to have a cordial workplace in which their dignity and self respect are protected. It cannot be allowed to be misused by women to harass someone with an exaggerated or non-existent allegations."
 "A solitary allegation of intertemporal language against a female employee does not constitute an offence under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".

Zoom Meeting | Screen Share | 17:08

Secular Prayer for Value Regeneration

WCC & Founder Consulting Group

Creative Arts Shinning Spotlight **on Sexual Harassment**

Visualization and reading fictions can prove to be one of the best ways to learn. Below are some of the recommended short films, movies and novels for students to get better understanding of what are the real life implications of sexual harassment in different contexts.

Short films

UNMUTE - Voices of endless girls who combat towards exclusive sorts of violence are suppressed on a each day basis. One such appalling shape of violence is sexual harassment at workplace. In this, the short movie launched through Population Foundation of India (PFI), a younger expert narrates her frightening enjoy of sexual harassment on the palms of her boss.

This movie is a part of the Bas Ab Bahut Ho Gaya (Enough Is Enough) marketing campaign to give up violence towards girls and women through the Population Foundation of India (PFI)

<https://youtu.be/5tkZz8v2xVk>

Her - calls out sexual harassment at workplace and showed how the onus is unfairly thrust upon women to behave in a certain way so as to not attract the male gaze. Her: Let The Voice Be Yours, stars Maanvi Gagroo playing a character who calls out her boss for his predatory behaviour.

https://youtu.be/_BkG2IIPJGs

Zaroorat (Need) - another short story of a young girl coping with the hostile working environment to sustain the financial and economic needs of her family. What does she do?

<https://youtu.be/HSJlj9GvES0>

movies evolved on same issues that are recommended by the critics are

- Inkaar (denial) – 2013- Sudhir Mishra's Inkaar (2013) is probably the most realistic depiction of sexual harassment in Hindi cinema and also a fine portrayal of life in the advertising industry.

- 'The Assistant', from director Kitty Green,, is an intriguing, seemingly authentic and thoroughly enjoyable woven around the concept of sexual harassment at workplace. In this Julia Garner plays the role of assistant at movie production company.

- Friends star character "Ross" Played by David Schwimmer makes a short film The boss #ThatsHarassment .

Three Books delve into the topic of sexual harassment in the workplace:

1. STRANGE JUSTICE - The Selling of Clarence Thomas

By Jane Mayer and Jill is a deep dive into the case of Anita Hill, whose 1991 testimony against Supreme Court Justice Clarence Thomas ignited conversations about women's experiences at work.

2. STARTUP - By Doree Shafir takes aim at start-up culture to expose patriarchal structure in technology field.

3. LIGHTNING RODS - By Helen DeWitt is a satirical novel . If women, as this book's protagonist thinks, "were being molested in the workplace solely because their colleagues did not have a legitimate outlet for urges they could not control," wouldn't it stand to reason that an organized system for providing men with on-site sex could solve the problem?

Ice Event 2020-21

Inter College Poster Making Competition

TOPIC: Vulgar gesture, Dirty touch, Stop flirting and Dirty staring

TOTAL ENTRY: 31

DATE: 7 JUNE 2021

LAST DATE TO REGISTER: 12 JUNE 2021

Internal Complaints Committee of Mata Sundri college for Women has organised an inter-college Poster making competition on 12th June, 2021 on the theme : Sexual Harassment of Women, and the following topics were covered under this theme, i.e - Vulgar gesture, dirty touch, stop flirting and dirty staring. There were total 31 students who have registered for poster making competition and this competition was coordinated by Dr. Uzma Nadeem.

Quiz Competition

TOPIC : Sexual harassment of women during lockdown

TOTAL ENTRY : 90

DATE: 13 JUNE 2021

Internal Complaints Committee of Mata Sundri college for Women has organised an inter-college Quiz making competition on 13th June, 2021 on the theme : Sexual Harassment of Women during lockdown. There were total 90 students who have registered for Quiz making competition and this event was coordinated by Dr. Uzma Nadeem.

Ice event 2020-21

Survey Conducted by ICC

TOTAL ENTRY: 101

DATE: 14 April, 2021

Internal Complaints Committee of Mata Sundri college for Women has organised a Survey, The survey was about INTERNAL COMPLAINTS COMMITTEE , IT'S FUCTIONING AND POSH ACT

Link

https://docs.google.com/forms/d/e/1FAIpQLSfBvZg-gLAhBfbHKrqC4eSmGEE3JPXFWKRO_qk_sZU0-l8ckw/viewform?usp=pp_url

Quiz Competition

13.06.2021



1st position – Noori
Satyawati College, DU



2nd position – Nitika Jain
Mata Sundri College (W)



3rd position – Keshav Kumar
Hansraj college

Poster Making Competition 7.06.21 - 12.06.21



**1st position – Nisha
Mata Sundri College (W) , DU**



**2nd position – Laxmi Panchal
Miranda house, DU**



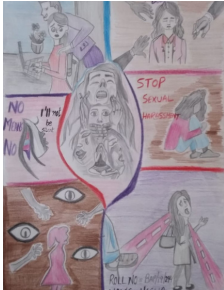
**3rd position – Yashika Chopra
Amity University**



**Consolation – Ishika
Mata Sundri College(W) , DU**

Poster Making Competition

7.06.21 - 12.06.21



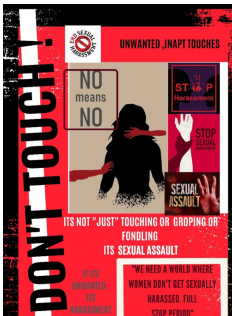
1st position – Nisha

Mata Sundri College (W) , DU



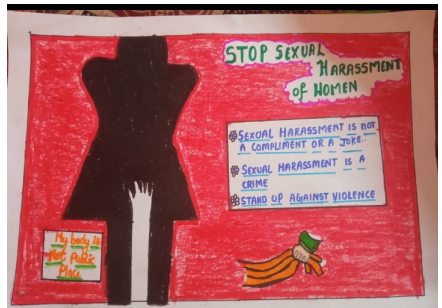
2nd position – Laxmi Panchal

Miranda house, DU



3rd position – Yashika Chopra

Amity University



Consolation – Ishika

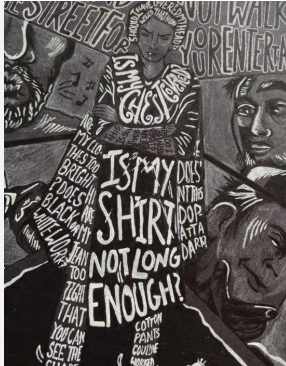
Mata Sundri College (W) , DU

Photo Gallery

**WOMEN'S RIGHTS
ARE HUMAN RIGHTS**



Shatter the silence. Stop the violence



We stand against sexual harassment of women in lockdown

Stop violence against women

The power of change is in our hand



#METOO
#NO MEANS NO

Enough is enough stop sexual harassment

SEXUAL HARASSMENT IS COMPLEX, SUBTLE, AND HIGHLY SUBJECTIVE

#STOP TOUCHING
IT'S CRIME



WE NEED A WORLD WHERE DO NOT GET SEXUALLY HARASSED

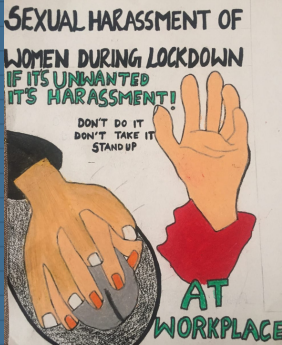
**LISTEN WHEN A
GIRL SAYS
NO**



Stop IT

Injila fardeen
bap/19/464

Photo Gallery



SEXUAL HARASSMENT OF WOMEN DURING LOCKDOWN

FOR WORK FROM HOME WOMEN

The Prohibition of Sexual Harassment Act 2013 (POSH) was enacted which mandate institutions to provide a safe working environment by forming an Internal Complaints Committee (ICC).



Home is not a safe place?

If one is experiencing domestic sexual harassment, it may be helpful to reach out to family, police, friends and neighbours. Just speak it!!



WAYS OF HARASSMENT

Indecent behavior

- Making sexual remarks, Unusual behavior, Showing vulgar gestures

VERBAL

- Offensive comments
- Inapt questions
- Displaying offensive pictures

Online stalking

- Threat, blackmail around sexual favors, Flirting

Gestures and Innuendos

- Any sexual gestures implied sexual behavior, Dirty staring



Don't touch

We don't want to use the word "harassment". What is happening today is sexual terrorism.

Kashika



Innocence will erode into nightmare, all because of bad touch and care.

Made by - Yashika Chou
@ IIT Bombay

WOMEN EMPOWERMENT

"A woman without a man is like a fish without a bicycle."

- Gloria Steinem

Women Empowerment or 'empowering the women' in general means to strengthen women to stand for their rights and needs fearlessly in an arena including socio-cultural, political, psychological et al situation. Feminism movement is closely related to this notion as it focuses on bringing equality between genders and try to pause or subdue stereotypical prejudices related to 'female' as a whole. But the problem arises when one feels the need for this empowerment. Why does a woman need external support to empower herself? Does this reflect lack of self-confidence or the overboard of societal pressure over women? The idea of feminism isn't just a contemporary one. It started in the 19th century and therefore has been in existence for almost two centuries. But still one isn't successful in bringing about this equality because of deep embedded stereotypes and male ego which they showcase by suppressing women and not allowing them to voice out their opinion or act 'freely' as they want. It, maybe, because of two reasons. Either men feel that women may excel in some areas, overcoming men, or they believe that women are not capable enough to even participate in activities outside home. They feel women are intellectually, physically, emotionally and psychologically inferior and therefore fit only to perform household chores. Making them stay indoor is meant for their protection, is the excuse given for bondage of women. But why need to safeguard women? Shouldn't the men from whom women need protection be fortified in home, and restricted to do certain chores, to bring about breakthroughs and 'protect' women? Men exploit women for sexual needs and psychologically want to prove themselves superior but how badly it affects a woman is not even considered by them. Feelings and emotions of women are backhandedly ignored and are so quotidian in a country like India that many women don't even feel that it is a problematic situation enough to raise their voice against. Women have internalised this situation/condition and started to concur their mind-set with that of men in the society. It is very much akin to Imperialism where the West rationalised and gave the reason for colonisation as the backwardness and illiteracy of Natives or third world citizens. Therefore they labelled it as white man's burden to educate them and unveiling them to modernity to bring about opulence and create an equitable just world. But reality constituted exploitation of humans, natural resources and degradation of Native's Culture and Religion.

The idea of laying down norms and dictating women's behaviour goes way back from Romanticism to Renaissance to Victorian to Modern Era. Exploitation of women can be discerned in literary texts such as 'Rape of Lock' by Alexander Pope in which a lock of Arabella's hair was chopped off by Petre, without her consent because he had faced rejection from her. In the play 'The Rover' by Aphra Behn, women's code of conduct is laid out and they are labelled as 'angels' or 'devils' depending upon the choices they make. On one hand 'Angels' would either join Church and become nuns or marry a boy chosen by their family whereas prostitutes or Courtesans were put under the category of 'devils'. The play 'A Doll's House' by Henrik Ibsen showcases how a woman has to suppress her feelings for her family and camouflage all her sacrifices from them. In numerous texts women are objectified and even dehumanised by juxtaposing them with animals. Also, in religious mythologies women are portrayed as the one who stirred up a hornets' nest and induced bloodshed. Eve is held accountable for committing original sin and making Adam have the forbidden fruit and is often considered as the reason for doomed mankind. Draupadi is considered to be the reason for brothers, i.e. Pandavas and Kauravas, going against each other and fighting the war of Mahabharata. Sita had to prove her purity to everyone, including her husband, by performing Agnipariksha after the death of Raavan.

Hence, it becomes important to make women aware of their rights, accept their wants and be powerful enough to voice out their needs and opinions in public, instead of living a degrading life. Every voice counts and every step is crucial to gain progress. As Malala Yousafzai says, "When the whole world is silent, even one voice becomes powerful." It therefore becomes the duty of women to empower other women by providing moral support so that they become powerful and aware enough and take collective action against injustice and oppression of women. Sometimes self-hesitance acts as hindrance to fight against injustice. Therefore believing in one's own self and gaining self-confidence is the first step to empower oneself. Just believing that no one is inferior enough to step out of the house and be independent is passable. Many women have excelled themselves by managing and striking an equilibrium between professional and personal life. Women have manifested themselves in every profession showcasing that they are no less than men. It isn't just a war against men. It's a fight against those internalised prejudice that women hold against themselves.

SEXUAL HARASSMENT- A

MAJOR CRIME

It is well said by Martin Luther King Jr. "Our life begins to end the day we become silent about things that matter". In a survey by United Nations, for 100 women that suffered sexual violence in their lifetimes, 14% had experienced attempted rape and 2.3% had experienced rape. India was named as the world's most dangerous country for women in a survey of global experts. In India, a woman is sexually harassed every twelve minutes.

Now the question arises what is exactly sexual harassment, is it just rape or include something else?

It is a type of harassment involving the use of explicit or implicit sexual overtones, including the unwelcome or inappropriate promise of rewards in exchange for sexual favours. Sexual harassment includes a range of actions from verbal transgressions to sexual abuse or assault. It includes:

- a) Physical contact and advances.
- b) A demand or request for sexual favours.
- c) Sexually coloured remarks.
- d) Showing pornography.
- e) Any other unwelcome physical, verbal, or non-verbal conduct of sexual nature.

Supreme Court held that the sexual harassment of a woman at a workplace would be violative of her fundamental rights of gender equality and right to life and liberty under Articles 14, 15, 19 and 21 of the Indian Constitution. The court concluded that such Act would be considered as a violation of women's human rights. There are various laws in India regarding this which includes:

1. Indian Penal Code (Section 294, 354, 354A, 354C, 354D, 499, 503, 509)
2. Information and Technology Act (Section 67)
3. Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013

There are many cases in India, For example:

1) Vishakha vs State of Rajasthan in 1997, The incident reveals the hazards to which a working woman may be exposed and the depravity to which sexual harassment can degenerate, and the urgency for safeguards by an alternative mechanism in the absence of legislative measures. In the absence of legislative measures, the need is to find an effective alternative mechanism to fulfil this felt and urgent social need.

2) Another case is Nirbhaya gangrape 2012 in which four convicts hanged in Tihar jail in 2020.

3) Aruna Ramchandra Shanbaug vs Union of India

Aruna was nurse in Mumbai in the year 1973. She was brutally assaulted and lived a vegetative life after 38 years in 2011 it was appealed in Supreme Court to allow her to give up his life. The petition was turn down by the court and gave Passive Euthanasia i.e., withdrawal of life support to person who is in permanent vegetative state.

There are many more cases not only in India but in other countries also irrespective of their caste, religion, sex, age. We are needed to support the assaulted person and keep ourselves safe. So, it is very important to spread awareness about this issue. As "The new beginning of life is now".



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A one on one : from the heart of ICC Vice President

Three years ago, when I stepped into the college, I was fascinated with the idea of thrills to be offered by Delhi University . Typical fests, societies, academics , food and the most awaited was ELECTIONS for various leadership posts.

However being a novice, an entirely alien to me was Elections for Students' Representative for Internal Complaints Committee (ICC) . Although I had voted for the council members, but had the slightest idea of its procedures and functional mechanisms.

It was by the end of first year of college, when I read about Sexual Harassment at Workplace Act 2013 (Prevention, Prohibition and Redressal) . How contemporary social reformer Bhanwari Devi ji who was brutally raped for vocalising against child marriage is responsible for paving the way for safe working environment in India.

It was then that importance of ICC as mandated under the act and Vishakha guidelines made sense to me. However, it still remained a source of intellectual knowledge and filled me with sense of pride for "Women Development in India". Being ignorant enough which I deeply regret, little did I know about how this false consciousness of mine is far from the reality at the same time.

In second year of college, when opportunity of being an ICC member knocked, it not only helped me explore the different area but also cleared the fog of unawareness I had.

A safety audit carried out by the National Students' Union of India (NSUI) across 24 colleges with 736 female respondents, it stated that one in five cases of harassment concerned trolling on social media. The report also stated that not even half of the respondents were aware of the Internal Complaints Committee (ICC) in their institutions. This was the reality check.

With ICC election campaigns all around, I got to know how conducting elections for ICC was in itself a milestone decision for Delhi University.

It all started in 2018, when Two female students - one from Daulat Ram College (DRC) and another from Bharti College - had filed sexual harassment complaints against their teachers. It triggered the women's collective - Pinjara Tod to protest prompting university to direct colleges for an immediate constitution of ICC each with a presiding officer (woman), two faculty members, two non-teaching staff, a representative from an NGO and three elected student representative (preferably women). Therefore elections for student representatives became important after it was found that till date, nominations had been the norm that too with 3 male students in the committee in some cases.

Till now, unawareness about the committee was a big challenge. As a member of ICC, I got the opportunity to closely observe the intricacies involved. The task was not to handle the complaints but making the students know about what to do when you find yourself in an uncomfortable situation , to make them vocal and make them fearless enough to go and complain.

Therefore, under the guidance of our teachers and former Student Council of ICC with Ms Tanupriya as President, I volunteered for various workshops and seminars organised by ICC that year.

An Orientation Program to introduce the committee to students and a talk session on Gender Sensitisation was conducted. To engage more students, poster making competitions and a seminar by Ladli foundation proved to be a huge success. In the consequent and the last year of my college, I was motivated enough to contest for the post of Vice President. I, as part of student Council was sure of my intention to reach out to more and more students especially in the pandemic when cases of cyber harassment rose exponentially.

Following the legacy, with our teachers - presiding officer as Dr. Kamlesh Kaur, Mrs. Poonam Sharma, Dr. Tanu and Manjit Sir, we organised the introductory session for all the first year students of college and made sure to keep our Instagram page updated covering broad range of issues. Milestone in our journey was the Short term Online Course on Gender

Sensitisation, Diversity & Inclusion that we conducted for the students in collaboration with Whiteswan group. More than 170+ students participated in the course which gave a sense of little achievement. To make the process more interesting, poster making and quiz competition ensured more participation.

The vision of Bhanwari Devi ji in her own words is :-

"I am not afraid. What more can they do? I am not alone in my fight. The justice and the case is not just about me anymore. I am fighting for a society where there is gender equality; where there is no discrimination between two siblings of a household; where both brother and sister get equal rotis and education opportunities." The mission is humongous but will be achieved when we start taking our tiny steps.

I urge each one of you to speak up against the wrong, don't be afraid of being trapped in legal formalities involved. The fight is much beyond that. Next time you hear two girls talking about how they are being eve teased at workplace by anyone (be it male or female) all that is needed to be done is to be fearless and take the legal course provided. Find out the ICC Committee at your workplace and lodge a formal complaint. Do not ignore it as your day to day (sadly) instances. It will take time but we will win definitely if not immediately.

This journey doesn't end with the cease of college and academic session, there's a long way to go.

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COVID-19 Lockdown- Addressing Sexual Harassment in the Virtual Workplace



"Intentional cultivation of workplace culture matters, and none of us should let that fall away in the adjustment to a new norm".

Working from home, or **telecommunicating** has become a compulsory norm in the wake of social isolation amidst the COVID-19 pandemic. Everyone has entangled themselves in the ropes of advanced technology, which has proven to be a boon in the 21st century to keep pace with work. **Whether, the profession is that of a tutor/professor, a business-woman or a lawyer, keeping ourselves connected with the people we come across in a workplace is obligatory so as to meet the results of the organization.**

Organizations like "World Health Organization" have declared that this new norm of "Work-from-Home", should be embraced universally as soon as possible, being the only solution going forward, as the world tackles the dangerous pandemic that has taken many lives and has forced half of the world into isolation. After the Government of India declared lockdown 1.0 on 24th of March 2020, it further extended on three occasions, keeping in the mind the world wide threat that the virus poses to people. Further, in what seems like a boon to the mobile software industry, app based organizations like Hangouts, Google duo, Zoom and Microsoft teams have regained their lost popularity, to now being the only formal grounds for holding meetings from stakeholders to teachers. We might assume that this social distancing would remove the risk of a hostile work environment. However, Sexual Harassment can take place in any form in the workplace. The main issue at hand is, "Are women still safe in such working spheres given that harassment could exist through virtual connectivity as well?".

Virtual Harassment

The COVID-19 pandemic caught the entire world off guard and tossed it into upheaval. It forced people to stay indoors and constrained companies to shift to work from home mode. Remote work became the new normal, and home became an extended workplace. Platforms like Zoom, Skype, and Meet became the ideal choice for business meetings. A large body of data and reports from those on the front lines have shown that the resultant stay-at-home orders have spurred increases in violence against women and girls, severe enough to be marked a pandemic itself, a "Shadow Pandemic." Although a great deal of the attention has focused on domestic violence, we underline another element of the shadow pandemic, i.e. the workplace sexual harassment. It is the most predominant type of violence against women and girls worldwide and adversely affects employees' physical and psychological health, disturbs employment trajectories, and reduces financial prosperity.

Sexual harassment has been customary since time immemorial: calling names, stalking, verbal or non-verbal, etc. These problems were tackled through state introduced mechanism or the "National Commission for Women" at different places under various acts for protecting women from physical abuse. However, online crimes against women which includes stalking and sending harassing and threatening mails/messages, creation of fake accounts, revenge porn contents, non-consensual sexual content, non-consensual image sharing, bullying, trolling, online reputation damage cases have also started surfacing, which are not given much concern.

Everyone has turned to the usage of the video calling for conferencing with people, which has made applications like Zoom, Whatsapp, Microsoft teams, Hangouts, etc. popular. For the purpose of imparting education for taking lectures-based classes and sharing any study materials, reference materials, and for entertainment purposes for some during online classes. However, as it goes with human nature, things can easily fall into the wrong hands and as such there has been growing rise in virtual harassment through these media based technological platforms, especially during the present ever extending lockdown.

Female teachers and faculties has increasingly reported about privacy infringement and cyber security all over the world, as students conduct of the misbehaviour remains unknown because applications like Zoom which allow users to use any username with their videos off. Passing led comments, bullying, trolling, cyber flashing and disruptive communications, all of which become a medium to break the class ambience. In India, the law is quite in such manner as taking of screenshots don't fall under the classification of Voyeurism or protection infringement as addressed to under "Section 354C of the Indian Penal Code & 66E of the Information Technology Act, both tending to Voyeurism. Thus, these cases are not legally addressed as there exists no mechanism for control of grievances of the like, and are waived off on the basis of general technological mishap and misunderstanding.

Survey Report On Virtual Sexual Harassment

The Coronavirus pandemic has seen working from home as the new normal. With that, a sense of security also prevailed among women employees who had to face sexual harassment at the workplace. But according to an online survey, that isn't the case. Sexual predators still targeted subordinates with unwanted advances during video calls or through messaging apps.

The Survey, done between April 6-19 by the Southeast Asian Freedom of Expression Network (SAFE-net) and Never Okay Project, found that about 27% of the respondents faced sexual harassment during the work from home. The study which was conducted in Southeast Asia region, has 315 people taking part. But even then, the number was staggering. Out of the total number, 68 respondents witnessed sexual harassment while 30 of them were victims of both.

Harassment not Gender- Specific

However it was not just limited to women. All gender identities received unwanted advances from superiors or colleagues while working from home. But 94% didn't report the instances as most of the workplaces had no policy to curb the sexual harassment for employees working from home while 38% of them felt the Human Resource Department would not initiate any action. From a Survey, 85% of companies don't have the policy of sexual harassment during "Work-from-Home," Alvin Nicola, Initiator of the Never Okay Project, said.

With job cuts due to the COVID-19 pandemic becoming another major concern for employees, victims did not wish to report them fearing job loss. Another interesting factor was that most of the victims were either contractual or worked on a freelance basis.

Children targeted too.

It is not just workplace harassment though. During the lockdown phase, children were targeted with sexual advances and harassment as well. During a sting operation by the British Broadcasting Corporation (BBC), an internet safety campaigner and investigator posed as a 14-year-old girl. She encountered multiple such advances and received nude photos.

Chief Constable, Simon Bailey, National Police Chiefs Council Lead for Child Protection expressed his concern adding that such cases including online grooming were on the rise during lockdown.

Understanding Virtual Sexual Harassment and Laws in India

In India, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH ACT") is the primary legislation that seeks to ensure the protection of women against sexual harassment at the workplace. The POSH ACT defines Sexual Harassment as any unwelcome act or behaviour (whether directly or indirectly), namely, physical contact and advances, or demand or request for sexual favours, or making sexually coloured remarks, or showing pornography, or any unwelcome physical, verbal or non-verbal conduct of sexual nature.

Further, the POSH ACT has been very clear with its definition of workplace and employees, thus making virtual offices and employees working remotely well within the purview of the Act. It defines "WORKPLACE" in an inclusive and non-exhaustive manner to include within its purview any place visited by the employee in the course of employment, including "a dwelling place or house". Therefore, it can be constructed that the employee's own home would be included within the purview of a workplace.

In 2008, the High Court of Delhi in the case of Surabh Kumar Mallick vs. the Comptroller & Auditor General of India held that the expression "WORKPLACE" could not be narrowly described to confine its meaning to the commonly understood expression of an "OFFICE"- that is the place where any person of the public could have access. The court further held that if a person conduction work through video conferencing indulges in the act of sexual harassment with an employee, it can't be open for him to say that he had not committed the act at a "Workplace". Recently, the High Court of Rajasthan, in its judgement in the case of Sanjeev Mishra vs. Bank of Baroda, has widened the scope of the term "workplace harassment" to include online harassment.

Virtual sexual harassment happens in cyberspace, i.e. on an electronic platform, and therefore such acts of inappropriate behaviour which would amount to harassment may also attract provisions of the "Information Technology Act, 2000. This is commonly referred to as online abuse or online violence.

Practical Steps to Deal with Virtual Sexual Harassment

The challenge for organizations in recognizing and addressing sexual harassment misconduct is augmented with remote working. A whole host of operational issues arise when all or some of the organizations's workforce work remotely. As a minimum, we suggest that organizations consider the following:

REVIEWING EXISTING POLICIES: Organizations need to ensure that the existing POSH policies are reviewed and updated to reflect changes in working arrangements, including the rise in remote working and the increased utilization of digital technology.

SET EXPECTATIONS: Your employees should be aware of what amounts to sexual harassment and the etiquette surrounding work-related communications during periods of remote working. Organizations may consider imparting mandatory POSH training, which shall include not just topics like dressing appropriately and keeping the conversation limited to work but shall also ensure that employees fully comprehend what is appropriate and what is not in the case of video call.

PUBLICISE REPORTING PROCEDURES: Employees should be provided unambiguous information on how they can report any incidents of sexual harassment. The POSH policy should be accessible on the organisation's intranet or an equivalent source that can be easily accessed remotely and should be easy to use.

BE RESPONSIVE: If a sexual harassment complaint is received from an employee, it should be handled sensitively, thoroughly and, promptly. Reporting incidents like sexual harassment is often overwhelming, as victims can confront with feelings of guilt and shame and can fear recriminations. It is crucial for employers to consider that employees may well have invested an enormous amount of time and nervous energy in getting to a phase where they can present their complaints. Further, to have done so and be met with silence is highly stressful. It is also essential for organisations to bear in mind that if employees feel their concerns are not taken seriously, they are more averse to bring up further issues later on.

DISMANTLING THE CULTURE OF POWER: A large body of research suggests that workplace sexual harassment is a consequence of power differentials. It is not primarily a result of physical access. It is a mirror reflecting male power over women. Also, having a top-level position does not shield an employee from sexual harassment. When women are on equal footing with men in powerful, their power position and level of autonomy can incite resentment and increase vulnerability to sexual harassment. Disrupting these patriarchal principles is the thing that will eventually exterminate sexual harassment at the workplace, thereby creating more virtual and physical workplaces.

Conclusion

India is quickly progressing in its formative goals and an ever-increasing number of women are switching to corporate work structures. The distinguishing proof of the privilege to security against sexual harassment is an inherent part of the assurance of women's human rights. It is a stage towards giving a woman autonomy, equality of opportunity and the privilege to work with respect in a dignified manner. Sexual Harassment in the work-from-home environment is a social and legitimate test that should be tended to, in immediacy. The major problem is that the technological set-ups are missing the safety that should be provided for all genders, the law abundance and an easy procedure to make delivery of justice a faster cause because - "JUSTICE DELAYED IS JUSTICE DENIED".

EDUCATION with regard to different types of sexual harassment must be put in place to dodge potential casualties.

"While a murder destroys the physical frame of the victim, sexual harassment degrades and defiles the soul of a helpless woman".

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