

**Report – Short Term Certificate Course**  
**Gender Sensitisation, D&I and POSH**

**Internal Complaints Committee & Internal Quality Assurance Cell**  
**Mata Sundri College (W) , University Of Delhi**  
**In Collaboration with**  
**White Swan 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 White Swan Consulting Group.

The duration of course was **30 hours**, starting from **30 Jan. 2021** to **28 Feb. 2021**.

**Course instructor:**

The course was instructed by **Dr. Anjali Nigam CEO & Founder Director, WhiteSwan Consulting Group**. She has been honoured 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.

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

**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 better understanding of the students.

**Group Work & presentations** was the key feature 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 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 the 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 the society in regard to gender equality.



