



**NATIONAL WORKSHOP  
ON  
SAFE CAMPUS: IMPLEMENTATION OF UGC  
GUIDELINES/REGULATION ON GENDER  
CHAMPIONS AND POSH**

**January 22 -23, 2020**



**Organized by**

**Centre for Women's Studies,  
Pt. Ravishankar Shukla University, Raipur (C.G.)**

**Sponsored By**

**Association of Indian Universities (AIU)  
Summary and Report**

## **BACKGROUND**

Higher Education Institutions (HEIs) can play a significant role in ensuring the safety of students by putting in place fool proof mechanisms and impregnable standards of safety. The key lies in institutionalising the best practices and standard operating procedures that can substantively protect students from any threats and assaults, physical, social or psychological.

The University Grant's (UGC's) commitment to create safe and gender just spaces for faculty and students in all HEIs was reiterated in a Notification issued by UGC on 17th December 2015. These guidelines envisaged the engagement of Gender Champions in all educational institutions across the country in order to increase the outreach for creating an environment that fosters gender equal workplaces. This notification was later amended on 8th March 2016 to include in its ambit "Transgender as third gender".

The Notification envisaged the role of students as gender champions in creating gender just and equal campuses. It also envisages a role for a nodal teacher to be selected from among the faculty to support the gender champion to fulfil their responsibilities. "The broad mandate for the notification is to lay down an integrated and inter disciplinary approach to understand the social and cultural constructions of gender that shapes the experiences of young men and women in society"

The need for creating an environment that fosters gender just and safe spaces within HEIs was further articulated by UGC by the enactment of the UGC Regulations for the Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in HEIs of India, 2015 through a Notification issued by the Ministry of Human Resources on 2nd May 2016.

The key lies in institutionalizing the best practices and standard operating procedures that can substantively protect students from any threats and assaults, physical, social or psychological. In order to develop practical understanding of implementation of various elements of policies on gender issues, it is important to convene workshops both for students and as well as for faculty of educational sectors and other academic, administrative, health and private domain dealing with communities at various levels to

identify the gaps for the same, in order to bridge the lacuna on safecampus issues and the roles of gender champions of various institutions to meet their individual roles.

## **AIMS AND OBJECTIVES OF THE WORKSHOP**

A two day National Workshop was organised by Association of Indian Universities (AIU) and Centre for Women's Studies Pt. Ravishankar Shukla University, Raipur on 22-23 January 2020 in Raipur in collaboration with Martha Farrell Foundation and PRIA. The workshop was facilitated by experts from Martha Farrell Foundation.

The workshop was organised with the belief that in order to develop a practical understanding of implementation of various elements of both these policies, it is important to convene workshops for students and faculty identified by the institution to meet these roles.

The objectives of the workshop were:

1. To equip and empower Gender Champions and Nodal Teachers to achieve their roles and responsibilities
2. To enhance capacities of Internal Committees to fulfil their role in the prevention, prohibition and redressal of sexual harassment of women employees and students within HEIs
3. To develop an operational plan for implementation of the policies in a time bound manner
4. To evolve a shared learning platform for ongoing mutual support and learning on this theme

## **PROCEEDINGS**

55 faculty members from 21 universities and institutions including several students from participating universities attended the national workshop in Raipur. (Annexure 1: Participant list)

The workshop was conducted using participatory methodologies. It was activity based and participants from different backgrounds and experiences were provided ample space to

interact with and learn from each other. The training was designed to enable participants in locating the relevance of this issue within their own contexts, including their work as students, practitioners and academicians. (Annexure 2: Design of workshop)

The workshop was inaugurated with a panel discussion on the role of HEIs in creating safe environments for students and faculties. The eminent panel was Chaired by Prof. Keshari Lal Verma, Honorable Vice Chancellor of Pt. Ravishankar Shukla University, Raipur; the Guest of Honour Dr. Bijayalaxmi Nanda, Principal, Miranda House, University of Delhi; Chief Guest Dr. MeeraBaghel, Chief Medical and Health Officer, Raipur; Special Guest Ms. Harshita Pandey, Advisor, NCWincluding Dr. Rama Devi Pani, Editor, University News, AIU and Ms. Nandita Bhatt, Director of Martha Farrell Foundation and PRIA, New Delhi.

Prof. Reeta Venugopal, Director Center for Women studies and Professor of Physical Education welcomed the panel and the participants. Dr. Rama Devi Pani reiterated AIU's commitment towards creating a safe and gender just campus. The panel also brought forth the the importance of creating a safe and gender just environment on campus. They said that it is the responsibility of Universities to enhance the capacities of Gender Champions and pressed for the need to provide safe spaces to have conversations around gender and it's dynamics within campus spaces.

The workshop was conducted by Ms. Nandita Pradhan Bhatt, Director of Martha Farrell Foundation. She initiated the discussion on the issue of Safe campus and the UGC regulation on Gender Champions with a discussion on gender. The workshop was divided into two parts; the focus of the first was on building understanding on Gender, the Guidelines for Gender Champions, learning from experiences of participating universities if implemented and understanding challenges for implementation. The second part of the Workshop was designed to build an understanding on the issue of sexual harassment at workplace and the UGC Regulations that calls for the Prevention, Prohibition and Redressal of sexual harassment within University spaces.

The rich discussions and candid sharing of experiences and challenges led to a very robust planning for the implementation of both the Guidelines by the participating HEI.

The workshop was inaugurated by Dr. Meera Baghel, Chief Medical & Health Officer, Raipur, Chhattisgarh. The program was presided over by Prof. Keshari Lal Verma, Honorable Vice-Chancellor, Pt. Ravishankar Shukla University, Raipur.



### **INAUGURATION AND RELEASE OF AIU NEWS LETTER**

**Dr. Reeta Venugopal**, Director, Centre for Women's Studies, Pt. Ravishankar Shukla University, Raipur welcomed the honourable guests and delivered the welcome speech. She briefed about the programme agenda of the workshop and highlighted the urgent need for organizing programmes on **Safe Campus, POSH and Gender Equality**. In the face of the rising cases of violence against women and girls, it becomes imperative to address the stereotypes that lead to creation of mindset that allows the perpetration of violence and harassment against women to continue.

**Dr. S. Rama Devi Pani**, Editor, University News Association of Indian Universities (AIU), New Delhi briefed about the various activities carried out by AIU. She also discussed about the need for women empowerment and the actions taken AIU for the same.

Special Guest **Ms. Harshita Pandey**, Advisor, National Commission for Women, New Delhi shared that the National Commission for Women also supports research and seminars on women and gender issues. She added that we already have a well-known Zero Tolerance policy for violence against women at the universities and colleges but what we need now is behavioural change. Behavioural change can only happen if youths are involved.

Guest of honour **Dr. Bijayalaxmi Nanda**, Principal, Miranda House, University of Delhi began by asking the definition of safe campus from the participants. She said that the reason men in that room felt safe in the presence of the majority of women, was because safe space is defined by the presence of women. Even the men find those places safe where women can move about freely, geographically. Being a part of the internal committee, she has found that men do not understand all that much about rape and sexual harassment. Patriarchy has laid down a rigid structure around the behavioural patterns of society. She spoke about Bhanwari Devi, her activism against child marriages and her gang rape. Sexual atrocities go a long way in limiting the workspace for women. That is something that men cannot understand. That is why such gender consciousness must be discussed and practised around men too.

Chief Guest **Dr. Meera Baghel** (Chief Medical & Health Officer, Raipur, Chhattisgarh) shared her experiences as a health expert regarding handling cases of gender based violence. She emphasized on the need to engage with boys in order to address gender discrimination and violence against women and girls.

Presidential addressee **Prof. Keshari Lal Verma**, Honourable Vice-Chancellor, Pt. Ravishankar Shukla University, Raipur said that ensuring safety within university campuses is a priority in PRSU. Staff members including him; take personal responsibility for the same. A number of measures have already been taken by the university in creating safe campuses including organizing health camps and safety and cleanliness regulations to make the campus safe and healthy. He assured that all the recommendations of the workshop will be implemented by the University.



**Prof. Keshari Lal Verma, Honorable Vice Chancellor, Pt. Ravishankar Shukla University**



Ms. Harshita Pandey, Advisor, National Commission for Women



Dr. S. Rama Devi Pani, Editor, University News Association of Indian Universities, New Delhi



Dr. Meera Baghel, Chief Medical & Health Officer, (C.G.)



Dr. Bijayalaxmi Nanda, Principal, Miranda House, University of Delhi



## **WORKSHOP PROCEEDINGS: DAY 1**

**Ms. Nandita Bhatt**, Director of Martha Farrell Foundation and PRIA, New Delhi conducted the 2 day workshop. She began the workshop by sharing the UGC Guidelines/Regulation on Gender champions to set the context to the workshop.

Locating the self in the gender discourse becomes even more important as the role of the gender champion calls for personal commitment and action. Since one of the criteria for a successful implementation of the guidelines is having a good understanding on gender, the first session was assessing participant's personal experience of understanding gender. It helped the participants and gender champions in locating the relevance of issues within their own context, including viewing their roles and contributions as students and teachers in the implementation of the guidelines. The session ended with a long discussion on the importance of choice and acceptance.

She discussed at length with the participants about the prevailing gender norms and stereotypes within individuals that are reflected on campuses as they are at other work places across the world. She emphasized that as gender champions it is important to be mindful of this as there is a danger of prevailing stereotypes influencing judgements.

Ms. Nandita made the session very lively by activity-based learning about gender issues. She used several case studies to discuss the issues further and everyone was able to freely share their views and idea on gender. The discourse further moved on to understanding the role of gender champions, including the selection criteria and roles of nodal officers. Nodal officers play an important to complement and support the work of the gender champions in its letter and spirit. She explained about the critical roles that gender champions will play at the institutional level for ensuring gender justice and safety for all students on campus.

The Safe Campus Regulation for Gender Champions was discussed at length with the participants. The discussion highlighted ways in which Higher Education Institutions (HEIs) can play a significant role in ensuring the safety of the students by putting in place mechanisms and impregnable standards of safety.



**Prof. Venugopal** elaborated on the role of gender champion. She called for making efforts to end gender discriminations and to organize gender clubs to take forward sensitize drives on campus.

#### **Responsibilities of Gender Champion:**

- Provide overall guidance to peer group in integrating /mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, poster competitions etc.
- Engage a variety of stakeholders from schools, college, civil society organizations, women's groups and media in gender mainstreaming activities.
- Identify gaps in school/college activities vis-a-vis gender, and make recommendations on how to address these gaps, e.g. observe classrooms to detect bias in interactions
- Promote Gender Champion Clubs in their educational institutions and undertake innovative activities, like creating a website or blog on gender equity; regularly writing a column on issues such as untold stories of extraordinary men and women who changed lives of women and girls or about enabling legislations, government schemes
- Gender Champions to organise in his/her educational institution, events and competitions on various issues from a gender perspective including organizing film fest on gender equity, organize awareness programmes on various gender issues including legislations to influence behaviour change.
- This could be facilitated through workshops, theme based plays, films, painting competition, etc.
- Organize the school annual function or the college fest on the theme of gender equality and women's empowerment and encourage students to sign up and express their support for gender justice and equality.



**Group Photo**

## **WORKSHOP PROCEEDINGS: DAY 2**

The morning session began at 9.30 AM sharp by **Dr. Beulah Shekhar**, Professor and Head, Department of Criminology and Criminal Justice, Manoniam Sundarnar University, Tamil Nadu, India. She explained about the UGC Regulation on the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013.



She explained here about the crucial role of ICC (Internal Complaints Cell), as mentioned in the Regulation. **Ms. Nandita Bhatt** then explained about the Sexual Harassment Law the Both faculty members explained each clause with the help of examples, case studies and relevant live examples. The roles of the Chairperson and committee members were also discussed. The new UGC guideline 2015 was discussed at length with their amendments with respect to POSH Act. This technical session was a great success.

**Ms. Nandita Bhatt** then went on to discuss the definition of sexual harassment and biases around the understanding of inappropriate and appropriate behaviour. She stressed on how such a Committee should be unbiased during investigation. She explained how to deal with various cases of sexual harassment and informed the importance of the ICC for taking the decisions regarding such types of cases.

After a long and fruitful discussion, the participants were asked to sit in same University groups to prepare action plans their universities. (Annexure 2)

## RECOMMENDATIONS FOR ENSURING A SAFE AND GENDER JUST CAMPUS

- Gender and Safety Audit of University campuses must be made mandatory
- Restrictions for entry of outsiders through check points
- Campus must be enclosed within a proper wall and gates guarded by security
- Forest area in campus (if any) must be properly enclosed.
- Installation of CCTV Cameras on the university, roads, checks points, gardens, forest areas
- Organising awareness programmes on gender and sexual harassment at work place must be made mandatory for every University to conduct:
- Attendance for such programmes must be made mandatory for all teachers, staffs and students
- Such sessions must be conducted using participatory approaches rather than regular lectures to ensure behaviour change in participants
- NukkadNatak, ICT and Community Radio should be used for creating awareness
- Identification of areas lacking Gender savvy facilities (Coordinating with administration for installation for such facilities)
- Strengthening of IC is urgent. They must be empowered with necessary knowledge and information
- More Democratic and transparent selection of ICC members

The valedictory function began at 4:30 pm. Valuable feedback is taken by participants. All the participants were very satisfied with workshop action activities. Valedictory function ended with a certificate distribution ceremony. Vote of thanks was given by **Prof. Aditi Poddar**, Associate Director, Centre for Women's Studies, Pt. Ravishankar Shukla University, Raipur.



Group activities

## **ANNEXURE 1: LIST OF PARTICIPANTS**

<b>S.No</b>	<b>Name</b>	<b>Designation</b>	<b>Institution/University</b>
1.	Dr. Swati Shiradkar	Professor	MGM Institute of Health Science, Navi Mumbai (M.H.)
2.	Dr. Mansee Thakur	Professor	MGM Institute of Health Science, Navi Mumbai (M.H.)
3.	Prof. Suman Jamwal	Professor	Department of History University of Jammu, Jammu
4.	Dr. Archana Chahal	Professor	Allahabad University
5.	Dr. Nutan Jain	Professor	IIHMR, University, Jaipur
6.	Dr. Padmavathi V.	Coordinator Center for Women Dev. & Associate prof.	ICFAI Business School (IBS,IFHE University) Hyderabad
7.	Dr. Bobby Sharma	Head & Associate Professor	Dept. of Computer Science Assam Don Bosco University
8.	Dr. (Smt.) Neeta S.Nair	Sport Officer	Govt. Kamla Devi Rathi Mahila MahavidyalayaRajnandgaon, Chhattisgarh
9.	Dr. Swatilekha Bhattacharya	Assistant Professor	Vidyasagar University, Midnapore, West Bengal
10.	Dr. D. Swanti	Assistant Professor	Dayalbagh Educational Institute (DEI), Dayalbagh, Agra
11.	Dr. Karuna Singh	Assistant Professor	Dayalbagh Educational Institute (DEI), Dayalbagh, Agra
12.	Mr. ShanthalembiLisham	Assistant Professor	Dept. of Social Work, new dimensions of women empowerment, Assam Don Bosco University
13.	SupritPanigarahi	Assistant Professor	Rama Devi Women University, Bhubhneswar
14.	Dr. Shalini Chaudhary	Assistant Professor & Co-ordinator,	Department of Economics, School of Social Science, Uttarakhand Open University (UOU), Uttarakhand, India
15.	SnehaThawait	Assistant Professor	Naveen Govt. College, Janjgir Champa, Nawagerth (C.G.)
16.	Dr. Navneet Kaur	Assistant. Professor	Rama Devi Women's University, Bhubaneswar, Odisha
17.	R. NaveenaBhargavi	Associate. Professor	CVR College of Engineering, Vastunagar, Mangalpalli(V), Telangana
18.	Ms. Sunita Nigam	Assistant Professor	IIHMR, University, Jaipur

19.	Dr. Manisha .P. Ingalkar	Research Associate	SantGadge Baba Amravati University, Amravati
20.	Ms. SonalKhare	President Student Club Aaina	ICFAI Business School (IBS,IFHE University) Hyderabad
21.	Dr. Aati D. Ghuikhedkar	Office Assistant	SantGadge Baba Amravati University, Amravati
22.	Prof. AnoghaAmbekar	Assistant Professor	KavikulaguruKalidas Sanskrit University - Digital University
23.	Dr. RenukaBakare	Public Relation Officer	KavikulaguruKalidas Sanskrit University - Digital University
24.	Mrs. Rekha B	Assistant Regional Directry	Uttrakhand University
26.	Surbhi Meshram	Advocate	District Court
27.	Dr. Anita Samal	Professor	Kalinga University, Kotni, Naya Raipur
28.	Dr.Sushma Dubey	Head of the dept. Biotechnology	Kalinga University, Raipur
29.	Dr. Ritesh Mishra	Assistant Professor	Pragati College, Raipur, Chhattisgarh
30.	Dr. Sameer Thakur	Principal	RITEE College of Management, Raipur
31.	Ku. Bobby Rajput	Assistant Professor	Agrasen College, Raipur
32.	Mahima Singh Thakurai	Assistant Professor	Shri Shankracharya Institute, Raipur
33.	Sandhya Bhattacharya	Assistant Professor	Shri Shankracharya Institute, Raipur
34.	Ritu Dubey	Sports Officer	Govt. Dr. WamanWasudevPatankar Girls PG College, Durg,
35.	Dr. Asha Chaudhary	Assistant Professor	Department of Philosophy, Govt. J.Y.C.G, Chhattisgarh College, Raipur
36.	Dr. Sarla Jain	Assistant Professor	Department of Commerce, Govt. J.Y.C.G, Chhattisgarh College, Raipur
37.	Rashmi Singh	Assistant Professor	Govt. College Arjunda dist.-Balod
38.	Dr. Asha Amhhaikar	Professor & Dean	Kalinga University, Raipur
39.	Dr. Saumya Tiwari	HoD B.Ed. Dept.	Disha College, Raipur
40.	Dr. Guddi Singh	Assistant Professor	Kanlinga University, Atal Nagar, Raipur
41.	Dr. PailoshDube	Assistant Professor	Kanlinga University, Atal Nagar, Raipur

42.	Dr. G.S.Gautam	Assistant Professor	CBS, Pt. Ravishankar Shukla University, Raipur
43.	ShaliniDwivedi	Research Scholar (Dept. Law)	Pt. Ravishankar Shukla University, Raipur
44.	Rishi Diwan Pandey	Head Computer Sc.	MAIC College, Raipur
45.	Dr. Prachee Sharma	Assistant Professor	RIT, Raipur
46.	AnikshaVaroda	Research Assistant	Centre for Women's Studies, Pt. Ravishankar Shukla University,Raipur
47.	Hitesh Kumar	Research Scholar	SoS in Linguistics & Language, Pt. Ravishankar Shukla University,Raipur
48.	Khomeswar Sahu	Research Scholar	SoS in Philosophy & Yoga, Pt. Ravishankar Shukla University,Raipur
49.	Kanchan Yadav	Research Scholar	School of Studies in Physical Education, Pt. Ravishankar Shukla University, Raipur
50.	Komal Kumar Verma	Research Scholar	School of Studies in Physical Education, Pt. Ravishankar Shukla University, Raipur
51.	Geetanjali Pankaj	Research Scholar	SoS in Economics, Pt. Ravishankar Shukla University, Raipur, Chhattisgarh
52.	ShaliniDuivedi	Research Scholar	SoS in Law, Pt. Ravishankar Shukla University, Raipur , Chhattisgarh
53.	Narendra Kumar Verma	Research Scholar	SoS in Psychology, Pt. Ravishankar Shukla University, Raipur
54.	Aarti Mishra	Research Scholar	SoS in Psychology, Pt. Ravishankar Shukla University, Raipur
55.	Pragati Krishnan	Research Scholar	SoS in Economics, Pt. Ravishankar Shukla University, Raipur, Chhattisgarh

## ANNEXURE 2: DESIGN OF WORKSHOP

<b>DAY 1: 22 JANUARY 2020</b>		
<b>Time</b>	<b>Programme</b>	<b>Hosting</b>
<b>09.30-10.00</b>	Registration	
<b>10.00-12.00</b>	Inaugural Function	
<b>12.00-01.30</b>	First Session - Group discussion on role and challenges of Gender champions	Facilitated Nandita Pradhan Bhatt, Director, Martha Farrell Foundation
<b>01.30-2.30</b>	Lunch	
<b>02.30-5.30</b>	Enhancing capacities of gender champions to: <ul style="list-style-type: none"> <li>• Conduct orientation on gender</li> <li>• Conduct assessment on gender and safety</li> </ul>	Facilitated Nandita Pradhan Bhatt, Director, Martha Farrell Foundation

<b>DAY 2: 23 JANUARY 2020</b>		
<b>Time</b>	<b>Programme</b>	<b>Hosting</b>
<b>8.00-09.30</b>	Breakfast - Guest House, Pt. RSU, Raipur	
<b>9:30 – 12:00</b>	Introduction to the UGC Regulation on the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013	Dr. Beulah Shekhar, Professor & Head, Department of Criminology and Criminal Justice, Manoniam Sundaranar University, Tamil Nadu, India.
<b>12:00 – 1:00</b>	Introduction to the Law on the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013 Enhancing understanding on role of IC members: Prevention of sexual harassment	Facilitated Nandita Pradhan Bhatt, Director, Martha Farrell Foundation

<b>1.00-2.00</b>	Lunch	
<b>02:00 – 03:30</b>	Enhancing understanding on the role of IC members: Prohibition.	Facilitated Nandita Pradhan Bhatt, Director, Martha
<b>03:00 – 05:30</b>	Enhancing understanding on the role of IC members: Redressal  Preparing road map	Farrell Foundation



## **ANNEXURE 3: ROAD MAP EXERCISE**

### **Group 1: (Pt. Ravishankar Shukla University, Raipur )**

#### **Challenges:**

- Outside Intrusion
- Improper Lighting in campus
- Several Lonely pocket in campus
- Breach of security
- Gender sensitization is less among teachers, staffs and students.
- Gender savvy basic facilities lacking
- Gender sensitive communication lacking

#### **Type of Complaints:**

- Survey
- AIU
- Certificate

#### **Recommendations:**

- Restrictions of outsiders should be done through check points, entry into the SBI and Indian Coffee House (ICH) & temples.
- Campus must enclose within a proper wall & gates must be guarded by security guard.
- Forest area behind the life science dept. and electronics must be properly enclosed.
- Installation of CCTV cameras in the university, roads, checks points, gardens & other sensitive areas.
- Password should be given to heads of respective departments (one male and female faculty).
- Awareness among teachers, staffs and students for Gender Sensitization.
- Identification of areas lacking Gender savvy facilities (Coordinating with administration for installation for such facilities)
- Organizing awareness programs against sexual harassment at work place and making attendance mandatory.

#### **Mandatory:**

- Gender and safety audit.
- Ranking of institutions in terms of compliance of UGC Guideline.
- Need based amendments in the UGC Guidelines
- Regular training to be conducted by UGC
- Publication of (magazine) online newsletter appreciating gender champions

#### **Safe Campus Vision:**

- Where people feel safe while learning, working, visiting.
- Where people can find free space to talk

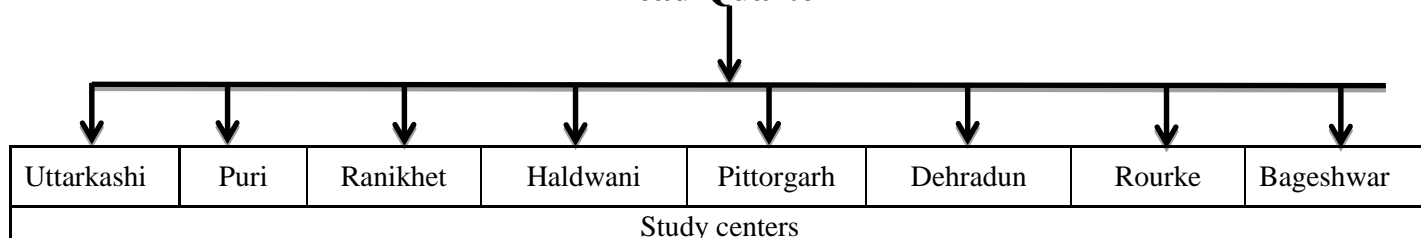
#### **Requirements**

- Having knowledge of “what is being safe”
- People who can help others to understand the value of being safe.

## Group 2: Uttrakhand Open University, Haldwani

### Safe Campus

#### Head Quarter



Guideline
Women Empowerment Cell
Awareness Programmers
Implementation of UGC Guideline

Challenges
Geographical Condition of Uttrakhand
Diversity in age group (18-80 Years) of learners
Campus is vast and scattered
Funds

Remedies
Workshops / Seminar
Use of ICT and Community Radio
NukkadNatak

## Group 3: Kalinga University, Raipur

S. No.	GUIDELINE	CHALLENGES	SOLUTIONS
1.	Interim Relief of getting the accused transformed/ work from home	Impossible to take the confidentiality intact	Prejudices by other employees to change of responsibilities so that to maintain confidentiality
2.	Faulty members Nomination for ICC	Biased Committee members can be there if nominated/ favoritism can be practiced which lead to unfair decision / report.	More Democratic & transparent selection of ICC members
3.	ICC to be very fare and sensitive towards the issues	Uses political nexus to influence decision	Accuse should not use political influence / nexus to get result in favor
4.	Texting and calling to coordinate students after work hours lead sometimes to SH	Faculty is under pressure to meet their work based objectives.	Job expectations & profile must have time limits as per professional roles.

**Group 4: IIHMR, University, Jaipur, ICFAI Business School (IBS,IFHE University)**

**Hyderabad and MGM Institute of Health Science, Navi Mumbai.**

**Challenges:**

**Challenges:**

- Safe Campus at university based on Gender Sensitization.
- Change of behavior of all stakeholders, students, faculties, research scholars, higher management.

**Guidelines:**

- Selection of rules / laws by UGC Act on Gender Champion and POSH Act.
- Rules have to follow and Implemented by head of Institution/ University.

**Selection of Nodal Teacher:**

Step-1: Selection of Nodal Teacher based on nomination or interest of faculty.

- a. Management should decide the number of nodal teachers based on the strength of institute.

Step-2: A circular or internal communication should be made to announce the program within the institute.

**Selection of Gender Champion:**

Step -1: A circular & internal communication of such program to all students & institute. The circular should involve the qualities and job role of Gender Champions.

Step-2: Within a specified deadline interested student can apply for the position of Gender Champion.

It could be asked from Candidates.

Ques. 1- What do they understand by Gender Champion?

Ques. 2- Define Gender in your own prospective?

Step-3: Based on the response and Number of applicants, should be selected by the nodal teachers, VC's, head of the department.

Step-4: Selected candidates should be intervened by personal interview and task based question by HR and Gender related questions should be asked in the interview by the panel.

Step- 5: Selected Gender Champions should be informed and called for next phase of training.

**Step- 6: Designing of training program**

A Gender Champion program should be designed in consultation with gender SME (subject matter expert) along with nodal teachers while using UGC Guideline.

**Things to include:**

- Gender sensitization training
- Panel discussion with speakers on education on gender disparities
- Group discussions

Step: 7- Intensive training on gender champion by nodal teachers.

Implementation of gender champion activities:

- Gender champion can design activities around the theme.
- LGBT+QAA+ inclusion
- Nukkad Natak on theme of Gender equality
- Campaign to sensitize the students on gender
- Programs and panel discussion to have an open on gender issues.
- Start an open forum in the institute or safe space for students to discuss about it.

**Reporting:**

Gender champions are required to follow format of reporting designed by nodal teacher on a monthly basis. It should include: - activity conducted, issues faced, challenges/ concern raised by students

**Format would be:**

<b>Date:</b>		<b>Champion Name:</b>		
		<b>Nodal Teacher:</b>		
<b>S/ No.</b>	<b>Activates</b>	<b>Date</b>	<b>Participant</b>	<b>Comments / Reasons</b>
<b>Issues</b> .....				
.....				
.....				
.....				
<b>Signature:</b>				
.....				

**Group 5: KavikulaguruKalidas Sanskrit University, Digital University Department of History University of Jammu and Manoniam Sundaranar University, Tamil Nadu, India.**

**Guideline:**

- It needs to implement in word and spirit.

**Challenges:**

- Pressure on ICC to pick side (Autonomy of members)
- Pressure on Victim by
  - Administrative authority
  - Family and peer group
- Lack of gender sensitivity of ICC members.
- Consequence of non-compliance is not followed.

**Road Map:**

**Mandatory:**

- Gender and safety audit.
- Ranking of institutions in terms of compliance of UGC Guideline.
- Need based amendments in the UGC Guidelines
- Regular training to be conducted by UGC
- Publication of (magazine) online newsletter appreciating gender champions

**Safe Campus Vision:**

- Where people feel safe while learning, working, visiting.
- Where people can find free space to talk

**Requirements**

- Having knowledge of “what is being safe”
- People who can help others to understand the value of being safe.

## **Group 6: Durg University, Chhattisgarh and Student from PRSU**

### **Guideline**

- Students and staff (Teaching and non-teaching must be made aware of the committee. induction programme any interaction.
- Make provisions strictly that when there is an issue it should be reported only to the committee.
- Monitoring should be done in the campus us time to time.
- Parents teaches meet to be held mandatorily at least twice a year.
- Awareness programme to be started from school level.
- Regular training programmes for the committee members & others.

### **Challenges:**

- Generation gap
- No support from the staff & parents.
- Enquire or procedure must not be too long.
- Fear of exposure, work, family, friends.

### **Solutions:**

- Regular interaction with students and others about the problems faced by them.
- The committee can have minimum no. of parents also so that it can get their confidence and they fed part of the institution.
- Staffs to be made aware that it is their problem also.
- Time limit to be followed strictly.
- Confidentiality to be maintained strictly.

## **Group 7 Assam Don Bosco University, Dayalbagh, Dayalbagh Educational Institute (DEI), Agra and Shri Shankracharya Institute, Raipur**

### **Challenges:**

- Money matters every where
- No of helping hands

### **Roadmap:**

- **1<sup>st</sup> week:** Reporting to the VC (by us) within a week.
- **2<sup>nd</sup> week:** Formation of ICC (by VC) 15 days & introductory workshop for staff / students regarding UGC guideline & POSH
- **3<sup>rd</sup> week:** Nomination of Chief Nodal Teacher by VC 1 week (- Lack of interest because of busy schedule)
- Nomination of Nodal Teacher (by CNT) 1 Week (- Teaching Load & others responsibilities, lack of interest)

- **4<sup>th</sup> week:** Election of GC (Campaigns, awareness program, election, selection of GC)
- **5<sup>th</sup> week:** Training/workshop/ seminar for NT, GC
- **7<sup>th</sup> week:** Designing a working model
- **8<sup>th</sup> week:** Identification of problems (religious & social)
- **9<sup>th</sup> week:** Start the conservation by creating free space
- **12<sup>th</sup> week:** Evaluation

**Group 8: (Vidyasagar University, Midnapore, West Bengal, Rama Devi Women's University, Bhubaneswar, Odisha; IIHMR, Jaipur; Student from PRSU)**

**Safe Campus**

**Key Principles:** Transparent, Non-Judgmental, and Inclusive

**Effective Implementation of GC & POSH Guideline**

<b>Gender Champions</b>	<b>Head of Org.</b>
Creating Awareness of GC Program through student manual	Strengthening IC * Nominated Faculty? *Selection of student's rep.? * Selection of NGO rep.?
Invite Nominations (Gender Balance)	(Capacity Building)
Selection of GC's by Nodal faculty	Create Awareness through Seminars/ Workshop/ Dissemination of contact details/ student manual/ HR Documents of regular basis (Faculty/ staff/ students/ others - Non teaching visitors out campus)
Orientation of GC's	Regular documentation of meetings
Develop Action Plan	Processing complaints following guideline (step by step)
Gender sensitization of	Reporting to Appropriate Authority
Exposure visit to other GC Groups/ Gender focused organizations	Various innovations ways to be used: Street Plays, Poster, Competitions, New Letter, Videos, documentary on regular basis.
Observe special day	Disciplinary actions as and when required
Integrate gender focused event in all the activities/ functions of the org.	
connect with other GC's as a group/ network	

**Assumptions :**

Dedicated Budget

Competent Faculty

Pro Active students on GC's

## News Paper Cutting

# आज भी महिला और पुरुष के बीच किया जाता है भेद

पं रविशंकर शुक्ल विवि में दो दिवसीय कार्यशाला का आयोजन

रायपुर (नईदुनिया प्रतिनिधि)। भारतीय विश्वविद्यालय संघ एवं महिला अध्ययन केन्द्र पं. रविशंकर शुक्ल विश्वविद्यालय रायपुर के संयुक्त तत्वावधान में दो दिवसीय राष्ट्रीय कार्यशाला का आयोजन किया जा रहा है। इसका शुभारंभ बुधवार को हुआ। इसमें मुख्य चिकित्सा एवं स्वास्थ्य अधिकारी रायपुर डॉ. मीरा बघेल मुख्य अतिथि थीं।

विशिष्ट अतिथि सलाहकार राष्ट्रीय महिला आयोग हर्षिता पाण्डे ने संबंधित विषय पर विचार व्यक्त करते हुए करते हुए महिला और पुरुष की समानता पर बल दिया, असमानता को दूर करने की बात कही।

कार्यशाला में विषय विशेषज्ञ डॉ. बिजया लक्ष्मी नंदा, प्रिंसिपल मिरांडा हाउस यूनिवर्सिटी ऑफ विही ने सुश्रुति कैम्पस पर चर्चा करते हुए कहा कि यूजीसी के लैंगिक उत्पीड़न से संबंधित निर्देशों पर विश्वविद्यालय और महाविद्यालयों में



रविशंकर विवि में आयोजित राष्ट्रीय कार्यशाला को संबोधित करते हुए रविवि के कुलपति प्रो. केएल वर्मा • नईदुनिया

विद्यार्थियों से चर्चा की जानी चाहिए।

कार्यशाला के प्रथम सत्र में विषय विशेषज्ञ नंदिता भट्ट, मार्शल फैरिल फाउंडेशन के निर्देशक ने लिंग समानता पर चर्चा की। नंदिता भट्ट ने जेंडर चैपियन पर बात रखते हुए आने वाली युवा पीढ़ी की योग्यता पर जानकारी दी।

### असमानता को पाटने की जरूरत

नंदिता भट्ट ने दूसरे सत्र में प्रतिभागियों को समूह में विभाजित कर विभिन्न गतिविधियां कराईं। प्रतिभागियों से चर्चा करते हुए कहा कि हमारे समाज में महिला और पुरुष के मध्य भेदभाव आज भी विद्यमान है। समज कपड़े, व्यवहार आदि के माध्यम से महिला

और पुरुष को पृथक मानता है। लैंगिकीय पृथकता के साथ साथ सामाजिक चारणाओं के माध्यम से भी अंतर किया जाता है। आवश्यकता इस अंतर को पाटने की है, ताकि महिला और पुरुषों के मध्य कोई असमानता ही न हो।

# समाज में महिला और पुरुषों में भेदभाव विद्यमान

• **असमानता दूर की जाय**

पं. रविशंकर शुक्ल विश्वविद्यालय में यूजीसी की गाइडलाइन के अनुसार सैफ कैम्पस विषय पर आयोजित राष्ट्रीय कार्यशाला में प्रतिभागियों ने कहा कि समाज में महिला और पुरुषों के मध्य भेदभाव विद्यमान है, समाज

### कार्यशाला

• **सैफ कैम्पस के संघर्ष में नेशनल लैंग्वेज का पठन दिन**

• **महिला और पुरुषों के बीच असमानता दूर करने पर जोर**

कार्यशाला में आयोजित सत्र में महिला एवं पुरुषों को पृथक मानता है, लैंगिकीय पृथकता के साथ-साथ समाज द्वारा सामाजिक चारणाओं के माध्यम से भी इनके अंतर किया जाता है। आवश्यकता महिला एवं पुरुषों के मध्य के अंतर को कम करने की है ताकि असमानता को दूर किया जा सके।

राष्ट्रीय विश्वविद्यालय संघ एवं महिला अध्ययन केन्द्र पं. रविशंकर शुक्ल विश्वविद्यालय के तत्वावधान में दो दिवसीय कार्यशाला का आयोजन



मार्शल फैरिल फाउंडेशन एवं प्रिया फाउंडेशन के सहयोग से किया जा रहा है। मुख्य अतिथि सीएचएल डॉ. मीरा बघेल थीं, अध्यक्षता रविवि के कुलपति प्रो. केएल वर्मा ने की। विशेष अतिथि के रूप में राष्ट्रीय महिला आयोग की सलाहकार हर्षिता पाण्डे, मार्शल फैरिल फाउंडेशन की डायरेक्टर नंदिता भट्ट, डॉ. एन. रामा देवी पानी एडिटर यूनिवर्सिटी ऑफ विही, आयोजन समन्वयक डॉ. भारतीश्वर शर्मा के अतिथि में कार्यशाला में विशेषज्ञ विषय चर्चा

इस मौके पर राष्ट्रीय महिला आयोग की सलाहकार सीएल पाण्डे ने महिला एवं पुरुषों की समानता पर बल देते हुए पुरुष एवं महिलाओं के बीच असमानता को दूर करने की बात कही, मिरांडा हाउस यूनिवर्सिटी ऑफ विही की प्रिंसिपल डॉ. बिजया लक्ष्मी नंदा ने यूजीसी के लैंगिक उत्पीड़न से संबंधित निर्देशों की चर्चा विश्वविद्यालयों और महाविद्यालयों के चारणाओं के माध्यम से भी अंतर किया, कार्यशाला की सफलताओं को, सीमा केएल वर्मा ने आयोजित अतिथियों एवं प्रतिभागियों का सफल आयोजन किया।