



D Y PATIL
DEEMED TO BE
UNIVERSITY
NAVI MUMBAI

D.Y.PATIL UNIVERSITY, NERUL

(Deemed to be University)

Re-accredited by NAAC with a CGPA of 3.40 on a four point scale at 'A' Grade
(An ISO 9001:2015 Certified University)

Action Taken

1. It was decided to conduct an interactive workshop in collaboration with 'Adamyia' the theatre group of the University shall be conducted in all girls hostels regarding Gender Sensitization and appointment taken for the same.
2. It was decided to conduct a Legal Literacy Workshop in HRDC for teaching and non-teaching staff of the University.
3. It was decided to conduct self-defense workshops and at girls hostel fortnightly.



Conveyor of the Meeting

From Conveyor of the meeting.



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1. An email had been sent to Dean Students Welfare requesting to give ten minutes slot to GenSen cell to apprise the students coming in new session regarding the working and Scope of the cell.
2. It was decided the screening of short film for students should be done every month for sensitized.
3. A small Questionnaires developed and small workshops were decided to hold each quarter in all departments for sensitization.



Conveyor of the Meeting

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Action Taken

- It was decided to notify campus girls regarding prevention from eve teasing is to socialize with the right, carry safety equipment, prevention is always better than cure and to protect yourself from unwanted and anti-social elements, make a use of technology and be self-reliant.
- Regarding measures to be taken, The Committee decided to organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination.
- Fulfill the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender-based discrimination.



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Action Taken

Regarding sexual harassment at work place, it was found by the members that not a single grievance has been brought to the notice of the Committee during the session, thus redressal is nil.



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Action Taken

1. It was decided to Set explicit ground rules for a class, encourage gender balance in elections for class reps Often, facilitate equitable class participation Studies show that men are more likely to monopolize in-class participation, establish a gender mix in group assignments Insofar as possible, diversify your examples and class reading list When providing readings or formulating examples. Similarly, do not distinguish between research projects and subjects according to gender: any subject may be scientifically treated, regardless of gender, engage openly with the topic of gender equality etc.
2. Under Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH), it is mandatory for all workplaces having ten or more employees to frame an anti-harassment policy and constitute an Internal Complaints Committee under the Act for each of the offices separately.



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Regarding measures to be taken, it was decided to promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender based violence in the campus, hence safety and security to the girl students should be given priority. To develop principles and procedures for combating sexual harassment. That women student representatives be included in the committee so that the girl students will be able to share with fellow students, the measure that are being taken towards sexually harassed students in the college. Marginalized communities are those excluded from mainstream social, economic, educational, and/or cultural life. More direct media sessions need to be done for marginalized group, but are not limited to, groups excluded due to race, gender identity, sexual orientation, age, physical ability, language, and/or immigration status.



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Action Taken

It was decided to publish the module in the university newsletter about The National Commission for Women, which was set up as statutory body in January 1992 under the National Commission for Women Act, 1990 with a mandate to safeguard the constitutional rights of women. In keeping with its mandate, the Commission has, from time to time taken various initiatives for gender awareness and sensitization in the society regarding rights of women. It has been experienced that gender-based discriminations exists in all walks of life and every part of society, including everyday interactions at the workplace and public space. The Commission believes that introducing Gender Sensitization and Legal Awareness Programme at school level would facilitate inculcating values of equality, inclusivity and diversity, which are essential for building a healthy society among the adolescent boys and girls. Moreover, knowledge of laws relating to women and gender sensitization is not only crucial for balanced development of young minds; it will also help students in building correct values, self-discipline and national spirit.

The Commission is hopeful that the students would find this material useful and interesting. This simple literature on gender issues is expected to ignite young minds to think objectively and rationally to help us to move towards a gender-balanced society.



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It was decided to conduct webinar to enable the students to share their perceptions of gender equality and explain how it is beneficial to both women and men, to make students understand that gender equality is part and parcel of delivering our commitments to equal human rights for all, to understand the role gender plays and to acquire the knowledge and skills necessary for advancing gender equality in their daily lives and work, to reiterate the distinctions between “formal” and “substantive” equality and the importance of equality of results, etc. Live in a safe and equal society, have equal access to power, resources and opportunities, be treated with dignity, respect and fairness to retain core value.



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Action Taken

It was decided to review the duties and responsibilities of gender sensitization committee, majorly: Preventive and Remedial Preventive.

- To work towards creating an atmosphere promoting equality, nondiscrimination and gender sensitivity.
- To promote and facilitate measures to create a work and study environment that is free of sexual harassment.
- To receive and take cognizance of complaints made about sexual harassment at the university and give every complaint serious consideration.
- Crisis Management, Mediation and Counselling.
To conduct enquiries into the complaints, place findings and recommendations regarding penalties against the harasser in accordance with the rules and procedures laid down by the GSCASH, before the University Administration.



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It was decided to take interactive workshop for Gender equality which does not mean that men and women become the same; it means that their access to opportunities and life changes is neither dependent on, nor constrained by, their gender. It is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women/girls and men/boys are equally valued and favored. It also implies that the specific interests, needs and priorities of girls/women and boys/men are taken into consideration; that the diversity of different groups, is recognized; and that they can each make choices and not be limited by stereotypes and prejudices about gender roles in society.



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Action Taken

It was decided to print and spread Positive deviants are those in the community who serve as community connectors and catalysts and the community readily knows who they are. Moreover, from a positive deviance perspective, individual difference is regarded as a community asset, which is essential in discovering noteworthy variants. Positive Deviance is based on the observation that in every community there are certain individuals or groups whose uncommon behavior and strategies enable them to find better solutions to problems than their peers. Jerry and Monique Sterrin operationalized the Positive Deviance concept as a tool to promote behavior and social change to organize various PD-centered interventions around the world. Positive Deviance was demonstrated as a social change approach, first to childhood malnutrition, and then expanded its successful application to a variety of seemingly intractable problems in diverse sectors, such as public health, education, and child protection, among others.



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Action Taken

It was decided to enable the students to understand the differential behavior norms ascribed to boys/men or girls/women, to identify sources that influence and reinforce these behaviors, to understand the consequences of different behavior for girl/women boys/men.

It was decided to Set explicit ground rules for a class, encourage gender balance in elections for class reps Often, facilitate equitable class participation Studies show that men are more likely to monopolize in-class participation, establish a gender mix in group assignments Insofar as possible, diversify your examples and class reading list When providing readings or formulating examples. Similarly, do not distinguish between research projects and subjects according to gender: any subject may be scientifically treated, regardless of gender, engage openly with the topic of gender equality etc.



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Action Taken

- The Committee decided to organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender based discrimination. University already has Internal Complaint Committee, Board of the committee members shall be displayed in the display areas of the University.
- Duties and responsibilities of gender sensitization committee shall be printed and displayed in the display area as well as University portal
- Regarding measures to be taken, it was decided to promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender based violence in the campus, hence safety and security to the girl students should be given priority.




VICE CHANCELLOR
D. Y. PATIL DEEMED TO BE UNIVERSITY
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