

# **GENDER SENSITIZATION PROGRAMME**

Organized by

**Center for Open and Distance Learning**

in collaboration with

**Centre for Inclusive Development and Chandraprabha Saikiani Centre for Women Studies, Tezpur University**

23rd August, 2019

## **The Report**

The enactment of University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 is a commendable step taken to ensure gender friendly environment in academic institutions. Though the Regulation mostly addresses problems of women, men and other categories are also not excluded from this. Recently, conducting of Sensitization programs are mandated by UGC considering the seriousness of the issue.

In pursuant to the aforesaid regulations, Centre for Open and Distance Learning organized a gender sensitization programme in collaboration with Centre for Inclusive Development and Chandraprabha Saikiani Centre for Women Studies, Tezpur University on 23<sup>rd</sup> August, 2019 at Academic Building I.

Over 65 participants including faculty, staff and students took part in this half day sensitization programme.



Director, CODL, Prof Debabrata Das addressing the gathering

Addressing the gathering Prof. Debabrata Das, Director, CODL acknowledged and appreciated UGC for its initiatives to ensure a safe campus for women and directing to HEIs to conduct gender sensitization programmes as a specific activity towards that. He emphasized that Tezpur University has always been in forefront to implement such initiatives and extending enduring efforts to make the campus a place for better living. He was of view that though women were more vulnerable to sexual harassment in workplace, incidences of such harassment were not rare in case of other genders too. Therefore, sensitization programmes of this kind would certainly make all the stakeholders aware of their responsibilities and rights.

Dr. Rajeev K Doley Director, CID elaborated on the presence of ICC in the University which is in charge of receiving and attending complaints from a sufferer. Simultaneously, he also advised not to go for fake complaints as any grievance turned out to be false might revert back to the complainant himself/herself.

Dr. Madhurima Goswami, Director, CSCWS raised the question of why gender sensitization programme is important. Expressing her concern for the vulnerable condition women in states like Assam she said that while Delhi was no.1 in the list of crime against women and Assam was next to Delhi. Sensitization programme is not only for students, it is also important for the employees of the institutions. According to Dr. Goswami organizing sensitization programme should be a continuous process and training should be done right from school level. Dr. Goswami concluded by saying that understanding the trauma and mental condition of a victim would lead to visible improvement in the whole effort.

Dr. Suchibrata Goswami, Assistant Professor, CODL presented the PPT meant for this occasion by the University on laws related to sexual harassment of women at workplace. She explained the important terms and circumstances. Dr. Goswami further mentioned about the presence of ICC in the University and how it functions. A demonstration on the process of lodging the complaints in the campus is also made in the sensitization programme. After the presentation many queries were put forward by the students regarding the complaint procedure which were responded by the faculty members.

The programme ended with Vote of Thanks from the organizer.

### **Recommendations:**

Following recommendations are put forwarded by the stakeholders

- The complaint portal should be in fully functional mode which was not seen during the time of demonstration.
- The format given to lodge a complaint has less clarity. Proper instruction should be there for the complainant for easy and quick lodging of the incident.
- There should be at least two sensitization programmes every year.

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## FEW GLIMPSES OF THE EVENT



Director , CID Dr. Rajeev K Doley during his interaction

Director, CSCWS, Dr. Madhurima Goswami exchanging her views



Dr Suchibrata Goswami, Assistant Professor, CODL explaining the participant about ICC's



Demonstration on lodging complaint in TU website

### **The Organizing Committee**

#### **Patrons**

Prof Debabrata Das, Director, CODL

Dr. Rajeev K. Doley, Director, CID

Dr. Madhurima Goswami, Director, CSCWS

#### **Convener**

Dr Suchibrata Goswami

#### **Members**

Dr Mousumi Mahanta

Ankita Bhattacharyya

Madhusmita Boruah

Dr Bhanu Pangging Gogoi

Sonali Boro

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