

# **MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR**

(A Govt. Aided UGC Autonomous & NAAC Accredited Institute Affiliated to RGPV, Bhopal)

## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 17.09.2021

**Name of Activity:** One day Workshop on “**UNDERSTANDING GENDER SENSITIZATION, Phase-I**”

**Date of Activity:** 17 September, 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of participants attended the workshop: 116**

**Name of Speaker:** Ms. Purna Priya, Faculty Jiwaji University

The Girls Grievance Cell of MITS, Gwalior organized a workshop on "**GENDER SENSITIZATION**" on 17.09.2021. The objectives of the workshop in short are stated as follows:

#### **Objectives:**

- To discuss the need of gender equality in workplaces
- To discuss about the issues faced by every gender identity due to gender bias
- To facilitate discussions between male and female employees, with the goal of highlighting positive as well as discriminatory workplace practices.
- To identify and address unconscious biases and prejudices that creep into the workplace.
- To create safer workplaces
- To build better understanding between all gender identities and create a cohesive environment

#### **Outcomes:**

After attending the workshop it is expected that the participants would be able to

- Create the right kind of gender-sensitive environment which will lead to mutual respect regardless of their gender
- Make an effort to decrease or completely eradicated gender pay gap in institutions
- Adhere to a gender sensitive environment that will attract more female candidates, leading to a balanced male-female ratio, and higher morale and retention.
- Create a safe platform where grievances of everyone is heard and action is taken immediately
- Realize that gender sensitization helps employees as they feel valued and cared for within the organization.

- Build a gender sensitive environment that will help positive and gender-intelligent organizational culture, growth and progress of women leaders, and lower levels of gender conflict and harassment.

### **Brief Outline of the Workshop:**

**Speaker:** Ms. Purna Priya, Faculty Jiwaji University, Gwalior.

**Chief Guest:** Dr. Manjaree Pandit, Dean Academics, MITS

The workshop commenced with greetings and pleasantries. Followed by that Ms. Purna began her addressal. She started with the basics of Gender sensitization, what is Gender sensitization, its need in today's world, and why its high time that workplaces start embracing Gender sensitivity effectively. Our biases and prejudices are unknown to us, and this is where Gender sensitization is required. To address our bias and overcome them.

She discussed what kind of behavior promotes gender inequality, asked everybody to introspect their actions, because gender bias leads to a performance loss, absenteeism and stagnant growth of organization. Gender sensitization means representation and acceptance of a person without being overshadowed by their gender. Gender sensitivity leads to voices being heard, which promotes holistic growth of everyone and the organization.

Ms. Purna mentioned that it is also important to distinguish between intention and behavior, if ill treatment of a co-worker is intentional it should be reported and action must be taken, but if it is an unconscious trait, then the person should be informed and communicated about their gender biased behavior. She continued that it is expected from each and every one to respect and be sensitive about every person in their environment regardless of their gender. She also said that establishing better communication is the key to eradicating these issues. Gender sensitization promotes a positive and cohesive work environment with mutual respect for one another.

Workshop was interactive and towards the end of the workshop Ms. Purna answered the questions raised by the faculty members. The workshop was also attended by Dr. R. Kansal, Dean, Student Welfare and Dr. Pratesh Jayaswal, Registrar of the Institute. In the end, coordinator thanked the speaker and the audience.

**Attendance Link :**  [17.09.2021.pdf](#)

## Glimpses:



# SUNDAY पत्रिका PLUS

ग्वालियर, रविवार, 19.09.2021

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## एमआइटीएस में 'ब्लॉकचेन और क्रिप्टोकॉरेंसी' विषय पर वर्कशॉप करेंसी और डिजिटल रिकॉर्ड रखने का अच्छा प्लेटफॉर्म है ब्लॉकचेन

पत्रिका PLUS रिपोर्ट

**ग्वालियर** • ब्लॉकचेन एक प्लेटफॉर्म है जहाँ ना सिर्फ डिजिटल करेंसी बल्कि किसी भी चीज को डिजिटल बनाकर उसका रिकॉर्ड रखा जा सकता है। यानि ब्लॉकचेन एक डिजिटल लेजर है। इसकी डिमांड इंडिया में समय के साथ जबरदस्त बढ़ी है। वहीं विटकोइन एक डिजिटल माध्यम है, जिसके जरिए कुछ चीजें बेची और खरीदी जा सकती हैं। यह जानकारी इनाइट अकादमी रजिस्ट्रार के प्रमुख सचिव भागव ने वर्कशॉप में दी।

मायब इन्स्टीट्यूट ऑफ टेक्नोलॉजी एंड साइंस (एमआइटीएस) में हुई इन सोसायटी फॉर टेक्निकल एडवेंसमेंट की ओर से दो दिवसीय 'गिनितेश' वर्कशॉप की शुरुआत शनिवार को हुई। इसे एआइसीटीई स्पष्ट के द्वारा प्रस्तुत किया गया। शुभारंभ आइएसीटीई की अध्यक्ष डॉ मंजरी पांडे ने किया। इस अवसर पर छात्र कल्याण सेंध के अध्यक्ष डॉ प्रकाश कौशल एवं राजेश्वर डॉ प्रभा जगन्नाथ मौजूद रहे। कार्यक्रम की संपरेखा आइएसीटीई के ससम्बन्धक प्रोफेसर विशाल चौधरी ने प्रस्तुत की। वर्कशॉप से दोपहर के एक बजे रजिस्ट्रार ने भाग लिया।



जाने-अनजाने में महिला होने का एहसास करा देते हैं पुरुष

आइएसीटीई और गैलरी ग्रीवांस सेल को ओर से 'अंतरराष्ट्रीय जेडर कोन्सिटिजेंशन विषय पर कार्यशाला' हुई। कार्यशाला में पौषाजी युनिवर्सिटी की धेरणा विद्या ने जेडर सेन्सिटिजेंशन पर व्याख्यान दिया। उन्होंने बताया कि महिलाएं, पुरुषों से किसी मामले में कम नहीं हैं। वे

बात हम हर रोज चुनते हैं, कहते हैं और किताबों में बढ़ते भी हैं, लेकिन असल जीवन में इनका पालन बहुत कम लोग ही करते हैं। जीवन के हर मोड़ पर पुरुष जाने अजाने में महिलाओं को उनके महिला होने का एहसास करने से नहीं बूकते। यही एहसास लैंगिक संवेदनहीनता का

जनक है और इसी को खत्म करने के लिए जेडर सेन्सिटिविटीयन यानि लैंगिक संवेदनशीलता जरूरी है। कार्यशाला ने लगभग 150 फेकल्टी मेंबरों उपस्थित रहे। अतिथि के रूप में डॉ मंजरी पांडे, डॉ प्रतेज जायसवाल और डॉ राजीव कौशल मौजूद थे।

### नियम के दायरे से बाहर हैं क्रिप्टोकॉरेंसी

वर्तमान में विटकोइन और अन्य क्रिप्टोकॉरेंसी भारत में कानूनी दायरे से बाहर हैं। हम उन्हें अभी नहीं बूक सकते। क्योंकि वे अभी तक देश में किसी भी केंद्रीय प्राधिकरण द्वारा उपयोग के लिए अतिवृत्त नहीं किया गया है। क्रिप्टोकॉरेंसी फिलहाल किसी भी विनियम या नियम के दायरे से बाहर है। इस वजह से विटकोइन और अल्ट्रकोइन लेनदेन जोखिम भरा है।

### रजिस्ट्रार ने समझी डेवोपस की कार्य पद्धति

कार्यशाला में मंदरबडी सौर्या के प्रमुख निदेशक मकरन ने डेवोपस की कार्य पद्धति को समझाया एवं इसके कोशल का वर्तमान व भविष्य में उपयोग में लाने के महत्वपूर्ण विषय बताए, जिससे छात्र-छात्राएं इन कोशल का उपयोग अपने सुन्दर भविष्य के लिए कर पाएं। कार्यशाला का उद्देश्य भारत सरकार द्वारा पलायन एवं अभियान रिकल इंडिया को बढ़ावा देना है, जिससे रजिस्ट्रार अपने कोशल एवं चारित्र्य को बढ़ाकर राष्ट्र निर्माण में योगदान दे सकते हैं।

**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

# **MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR**

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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 28.09.2021

**Name of Activity:** One day Workshop on “**UNDERSTANDING GENDER SENSITIZATION**”

**Date of Activity:** 24 September, 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of participants attended the workshop:** 71

**Name of Speaker:** Ms. Purna Priya, Faculty Jiwaji University

The Girls Grievance Cell of MITS, Gwalior organized a workshop on "**GENDER SENSITIZATION**" on 24.09.2021. The objectives of the workshop in short are stated as follows:

#### **Objectives:**

- To discuss the need of gender equality in work places.
- To discuss about the issues faced by every gender identity due to gender bias.
- To facilitate discussions between male and female employees, with the goal of highlighting positive as well as discriminatory workplace practices.
- To identify and address unconscious biases and prejudices that creep into the workplace.
- To create safer workplaces
- To build better understanding between all gender identities and create a cohesive environment

#### **Outcomes:**

After attending the workshop it is expected that the participants would be able to

- Create the right kind of gender-sensitive environment which will lead to mutual respect regardless of their gender
- Make an effort to decrease or completely eradicated gender pay gap in institutions
- Adhere to a gender sensitive environment that will attract more female candidates, leading to a balanced male-female ratio, and higher morale and retention.
- Create a safe platform where grievances of everyone is heard and action is taken immediately
- Realize that gender sensitization helps employees as they feel valued and cared for within the organization.

- Build gender sensitive environment that will help positive and gender-intelligent organizational culture, growth and progress of women leaders, and lower levels of gender conflict and harassment.

**Brief Outline of the Workshop:**

**Speaker:** Ms. Prerna Priya, Faculty Jiwaji University

**Chief Guest:**, Dr. Pratesh Jaiswal

The workshop began with formal greeting and the chief guests and speaker were welcomed.

Followed by that Ms. Priya began with the workshop. She began that we discuss about gender equality every so often but in reality, people are made to feel inferior because of their gender. Our biases and prejudices are unknown to us, and this is where Gender sensitization is required. To address our bias and overcome them. She explained the basics of Gender sensitization, its definition, its need in today's world, and why its high time that workplaces start embracing Gender sensitivity effectively.

She emphasized that Gender sensitization means representation and acceptance of a person without being overshadowed by their gender. Gender sensitivity leads to voices being heard, which promotes holistic growth of everyone and the organization.

She discussed what kind of behavior promotes gender inequality, asked everybody to introspect their actions, because gender bias leads to a performance loss, absenteeism and stagnant growth of organization.

Taking immediate and correct action against intentional ill treatment is extremely important, because it promoted a safer environment. But if it is an unconscious trait, then the person should be informed and communicated about their gender biased behavior. This will promote holistic growth. It is expected from each and every one to respect and be sensitive about every person in their environment regardless of their Gender. She also said that establishing better communication is the key to eradicating these issues. Gender sensitization promotes a positive and cohesive work environment with mutual respect for one another. Which is in turn important for an overall growth of the organization.

Workshop was interactive and towards the end of the workshop Ms. Prerna answered the questions raised by the members of staff. In the end, coordinator thanked the speaker and the audience.

**Attendance Link:** [24.09.2021.pdf](#)

**Glimpses:**



A small, square image containing a handwritten signature in black ink on a light-colored background.

**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

# **MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR**

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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 01.10.2021

**Name of Activity:** One day Workshop on “UNDERSTANDING GENDER SENSITIZATION”

**Date of Activity:** 1st October, 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of participants attended the workshop: 62**

**Name of Speaker:** Dr. Anshu Chaturvedi, Archana Tiwari, Dr. Karuna Markam, Dr. Sapna Kumari

The Girls Grievance Cell of MITS, Gwalior organized a workshop on "GENDER SENSITIZATION" on 01.10.2021. The objectives of the workshop in short are stated as follows:

#### **Objectives:**

- To discuss the need for gender equality in workplaces.
- To discuss the issues faced by every gender identity due to gender bias.
- To facilitate discussions between male and female employees, with the goal of highlighting positive as well as discriminatory workplace practices.
- To identify and address unconscious biases and prejudices that creep into the workplace.
- To create safer workplaces
- To build better understanding between all gender identities and create a cohesive environment

#### **Outcomes:**

After attending the workshop it is expected that the participants would be able to

- Create the right kind of gender-sensitive environment which will lead to mutual respect regardless of their gender
- Make an effort to decrease or completely eradicate gender pay gap in institutions
- Adhere to a gender sensitive environment that will attract more female candidates, leading to a balanced male-female ratio, and higher morale and retention.
- Create a safe platform where grievances of everyone is heard and action is taken immediately
- Realize that gender sensitization helps employees as they feel valued and cared for within the organization.

- Build a gender sensitive environment that will help positive and gender-intelligent organizational culture, growth and progress of women leaders, and lower levels of gender conflict and harassment.

### **Brief Outline of the Workshop:**

The workshop began with a formal greeting by Dr. Anshu Chaturvedi, who was the first speaker for the day. She began with the aims and necessity of the workshop. She mentioned that we are all quite confident that we know about Gender Sensitization, but when it comes to reality, people are unknowingly doing things which reflect their biases and prejudices, and this is where Gender sensitization is required. To address our biases and overcome them. She explained that since the Institute plays an important role towards building the future generation, which ultimately is a part of society and therefore, the employees at level have an important contribution to make and why its high time that workplaces start embracing Gender sensitivity effectively.

The workshop followed with the address of Dr. Karuna Markam. She emphasized that Gender sensitization means representation and acceptance of a person without being overshadowed by the myths prevailing around us or the patriarchy. Dr. Karuna discussed various gender roles and their stereotypes.

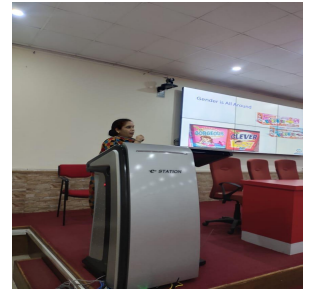
The workshop continued with the discussion from Dr. Sapna Kumari. She discussed what kind of behavior and factors are responsible for promoting gender inequality. She asked the audience to understand that Gender sensitivity leads to voices being heard, which promotes holistic growth of everyone and the organization. There were discussions with the audience where they put their queries and the speaker resolved them. One member from the audience presented a poem on this occasion too.

In the end, Prof. Archana Tiwari, reflected the importance and understanding of gender Sensitization for all, with respect to NAAC. Also she thanked all the participants for listening with patience and also for participating in a very interactive way.

**Attendance Link:** ■ 01.10.2021.pdf



## Glimpses:



**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

# **MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR**

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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 25.10.2021

**Name of Activity:** One day Workshop on “**Sakhsham and UGC guidelines-Awareness program**”

**Date of Activity:** 22nd October, 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of participants attended the workshop: 36**

**Name of Speaker:** Dr. Anshu Chaturvedi, Dr. Karuna Markam, Dr. Sapna Kumari

The Girls Grievance Cell of MITS, Gwalior organized workshop on " **Sakhsham and UGC guidelines-Awareness program**" on 22.10.2021. The objectives of the workshop in short are stated as follows:

#### **Objectives**

- To strengthen measures for safety of women in the HIGHER EDUCATIONAL INSTITUTE
- To ensure feeling of security in all through speedy and effective administration of justice in a holistic manner.
- To discuss the need of understanding the guidelines.
- To Understand the implications of Sexual Harassment Prevention Law at Workplace.
- To spread Consciousness and awareness on violence, education, development, and sexual harassment at the workplace critical for women’s individual and collective empowerment.
- To facilitate discussions between male and female employees, with the goal of highlighting positive as well as discriminatory workplace practices.
- To identify and address unconscious biases and prejudices that creep into the workplace.

#### **Outcomes**

After attending the workshop it is expected that the participants would be able to

- Comprehend about provisions of sexual harassment Act at work place.
- Inculcate confidence building measures among women for a safe and gender sensitive environment.
- Reflect the role played by ICC in higher educational Institutes
- Be more aware about the procedures followed by ICC in the event of occurrence of cases of sexual harassment which is sensitive and crucial.

- Create the right kind of gender-sensitive environment which will lead to mutual respect regardless of their gender
- Create a safe platform where grievances of everyone is heard and action is taken immediately
- Build gender sensitive environment that will help positive and gender-intelligent organizational culture, growth and progress of women leaders, and lower levels of gender conflict and harassment.

### **Brief Outline of the Workshop:**

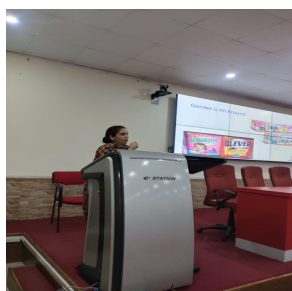
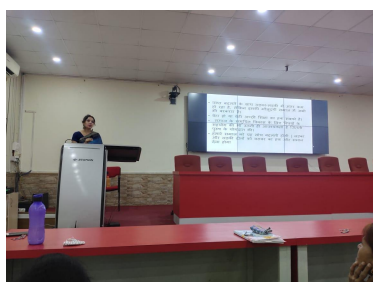
The workshop began with formal greeting by Dr. Karuna Markam, who was the first speaker for the day. She began with the aims and necessity of the workshop. She mentioned that the awareness about Saksham and UGC regulations is a mandate and all needs to understand this.

The workshop continued with the discussion from Dr. Sapna Kumari. She explained what are the terms that are used in context of sexual harrasment. She asked the audience to understand the roles and responsibilities as an employee and as an employer too, which promotes holistic growth of everyone and the organization. The workshop was followed by the explanation of ICC formation, working and procedures by Dr. Anshu Chaturvedi. She also discussed about different types and forms of sexual harassment. Further Dr. Anshu elaborated the making of report by ICC and the enquiry process etc.

In the end, she, reflected the importance and understanding of UGC guidelines for all, with respect to NAAC. Also she thanked all the participants for listening with patient and also to participate in a very interactive way.

**Attendance Link:** [📄 22.10.2021.pdf](#)

### **Glimpses:**





**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

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## GIRLS GRIEVANCE CELL

### Report

Date: 21.01.2022

**Name of Activity:** Webinar on “**Know Your Rights & Laws**”.

**Date of Activity:** 21.01.2022

**Name of Coordinator:** Dr. Karuna Markam

**Name of Co-Coordinator:** Dr. Vikas Mahor.

**Number of participants attended the webinar:** 47 (Girls22; Boys: 25)

**Name of Speaker:** Mr. Rajesh Shukla, Advocate General of MP High Court

Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell, Dr. Karuna Markam, Coordinator and Dr. Vikas Mahor, Co-coordinator of the webinar. Dr. Karuna Markam welcomed the honorable speaker Mr. Rajesh Shukla, Member of state bar council of Madhya Pradesh, Dy. Advocate General M.P. High court bench at Gwalior. He enlightened all the participants with his wisdom and explained the necessity for legal rights and laws.

The objectives of the workshop in short are stated as follows:

#### **Objectives:**

- To empower people by delivering information on issues of health, sexuality and human rights.
- To stop legal social and economic discrimination against women and their exploitation in different ways.
- To work for ensuring that the basic human rights are respected everywhere.
- To effectively work for reducing gender inequalities, exploitations and injustices.
- To sensitize cyber safety this includes cyber stalking, bullying and how the law deals with it.

#### **Outcomes:**

After attending the workshop it was expected that the participants would be able to:

- Spread awareness about the various legal rights and fundamentals rights for women in our constitution.

- Educate the students on the latest acts and amendments around important rights governing them e.g. Section 377A, the Criminal Law amendment and laws related to consent and sexual harassment at workplace.
- Attentively file FIRs, arrest, detention and cyber safety.  
The highly enriching and interactive webinar ended with everyone taking a pledge to be an equality warrior and stand up for equality in mankind. The webinar not only inspired the women but also equipped them with the right legal tools so that they don't hesitate from voicing their concerns.
- **Link for the Webinar:** <https://meet.google.com/nix-ipni-jbj>
- **Poster For Webinar:**

**MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR**  
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**Girls Grievance Cell (GGC)**  
is organizing a Webinar  
on

**“KNOW YOUR RIGHTS & LAWS”**

Date & Day: 21st JAN' 2022, FRIDAY  
Time: 3 PM Onwards

**SPEAKER**



**Mr. Rajesh Shukla**  
Member of State Bar Council and Deputy Advocate General of M.P.

**Coordinator** - Dr. Karuna Markam,  
Asst. Professor, Dept. of Electronics Engineering  
MITS Gwalior  
(Contact: 9425300709, karuna\_markam@mitsgwalior.in)

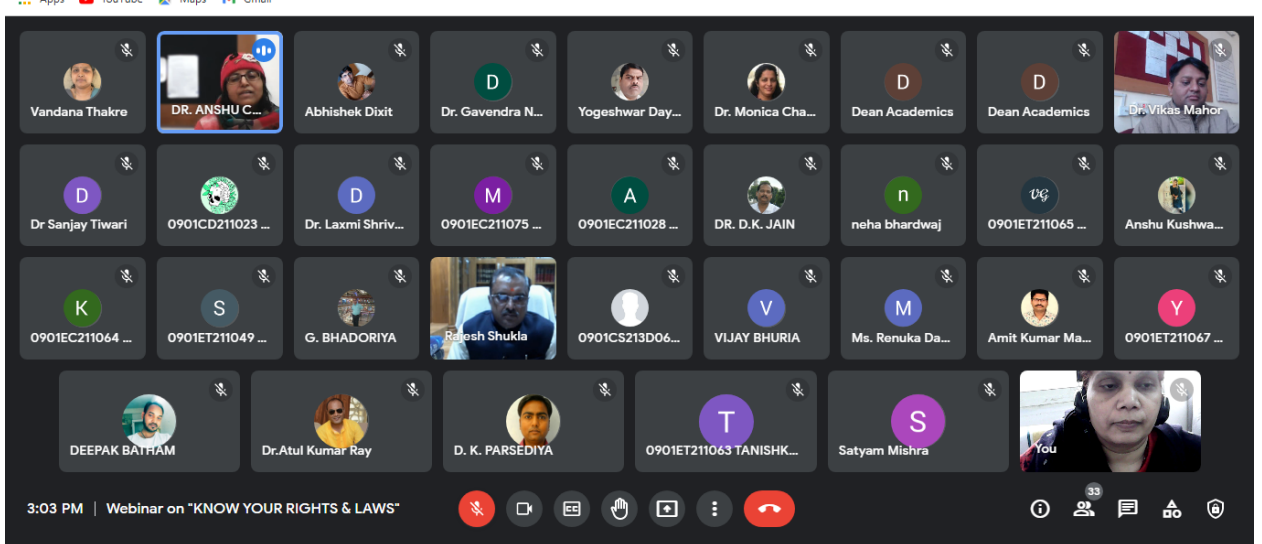
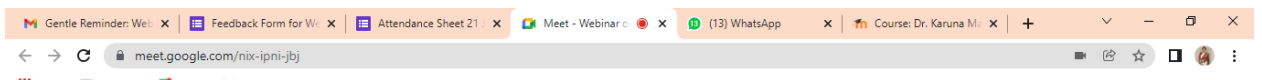
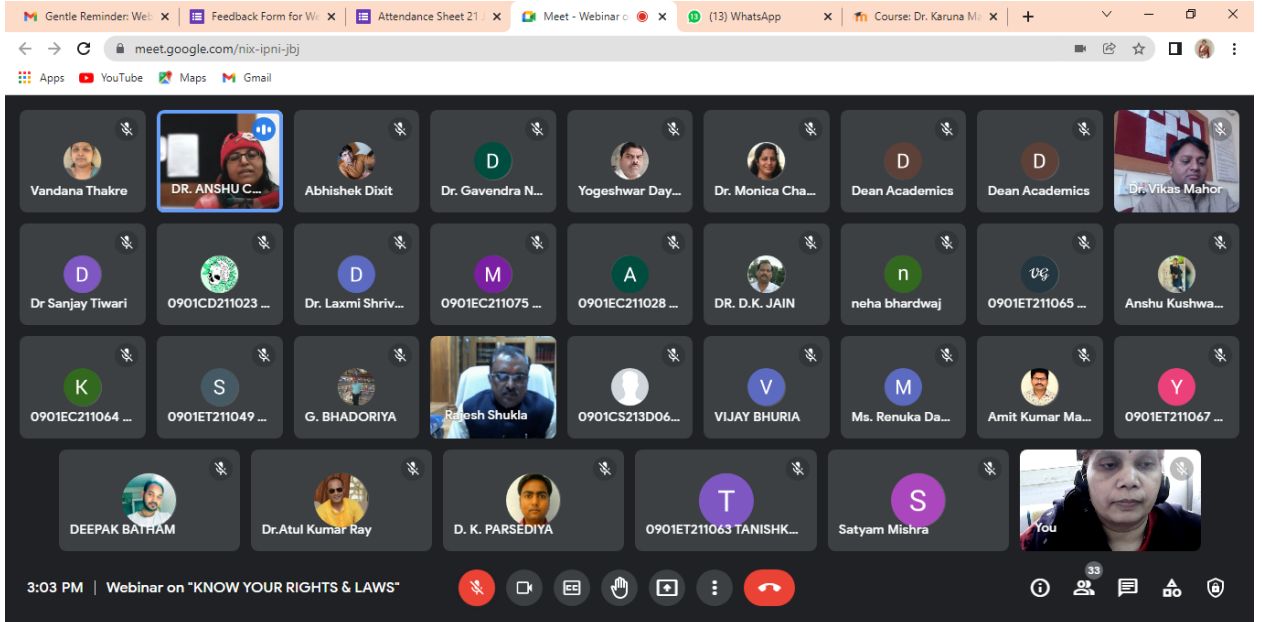
**Co-coordinator** - Dr. Vikas Mahor, Asst. Professor  
Dept. of Electronics Engineering  
MITS Gwalior

Join Via Google Meet: <https://meet.google.com/nix-ipni-jbj>

Attendance

link: [https://docs.google.com/spreadsheets/d/14djqSgm\\_viyJ7J93z4eZ2aIHbvJP2pQI/edit?usp=sharing&ouid=111425210732716506213&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/14djqSgm_viyJ7J93z4eZ2aIHbvJP2pQI/edit?usp=sharing&ouid=111425210732716506213&rtpof=true&sd=true)

**● Glimpses of the Webinar: -**



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**(Dr.KarunaMarkam)**

**Coordinator**

**(Dr.VikasMahor)**

**Co-coordinator**



**Dr.AnshuChaturvedi**  
Chairperson,  
Girls Grievance Cell,  
MITS, Gwalior.



# MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR

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## GIRLS GRIEVANCE CELL

Date: 09.03.2022

### Report

**Name of Activity:** WORK LIFE BALANCE” on the occasion of women’s day.

**Date of Activity:** 08.03.2022

**Name of the speaker:** Dr. Manjaree Pandit

**Number of Participants attended the workshop:** 50 (22 boys, 28 girls)

The Girls Grievance Cell organized a workshop on 08.03.2022 titled “WORK LIFE BALANCE” on the occasion of women’s day.

The workshop commenced with the warm welcome of the participants by the Gender Champion. Our honourable speaker Dr. Manjaree Pandit spoke about work-life balance as the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. She discussed that it is important aspect of a healthy work environment and maintaining work-life balance helps reduce stress and other health issues in the workplace.

#### **Objectives:**

1. To recognize the advantages of a work-life balance.
2. To identify the signs of an unbalanced life and its effects.
3. Learn various techniques for a balanced lifestyle.
4. Learn time management skills by setting priorities.
5. Developing goal-setting Skills.

#### **Outcomes:**

After the workshop the participants would be able to:

1. Understand the various benefits of a work-life balance
2. Master time management and goal setting in both ways.
3. Work at a home and office productively.
4. Improving life at home by spending time alone i.e. exercises, yoga, meditation.
5. Drawing a boundary between work and home.
6. Learn to manage stress.

**Conclusion:**

The workshop was organized in SAC at MITS. On these occasion male faculty members also actively participated and presented their views regarding work life balance and importance of gender sensitization. The Gender Warriors of Girls Grievance Cell sang song and made cards for all members in the workshop. The workshop ended with vote of thanks by GGC Chairperson, Dr Anshu Chaturvedi.

**Attendance Link:**

 [Work life balance.pdf](#)

**Glimpses:**





Dr. Anshu Chaturvedi

Chairperson

Girls Grievance Cell

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**GIRLS GRIEVANCE CELL**

**Report**

Date: 29.10.2021

**Name of Activity:** “Role of women in getting India a recognition” – Instagram campaign

**Date of Activity:** 14 September 2021 – 9 October 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of posts:** 6

**Number of participants:** 173

The Girls Grievance Cell of MITS, Gwalior organized an Instagram campaign – “**Role of women in getting India a recognition**”, started on 14.09.2021 and going on till date. The objectives of the workshop in short are stated as follows:

**Objectives**

- To promote and enable equality between the sexes
- To enhance the status of women and improve their education and career opportunities
- To spread awareness among the people about their different roles and responsibilities
- To attain equal opportunities and rights for women
- To give women freedom and control over their own lives

**Outcomes**

After attending the campaign, it is expected that the participants would be able to

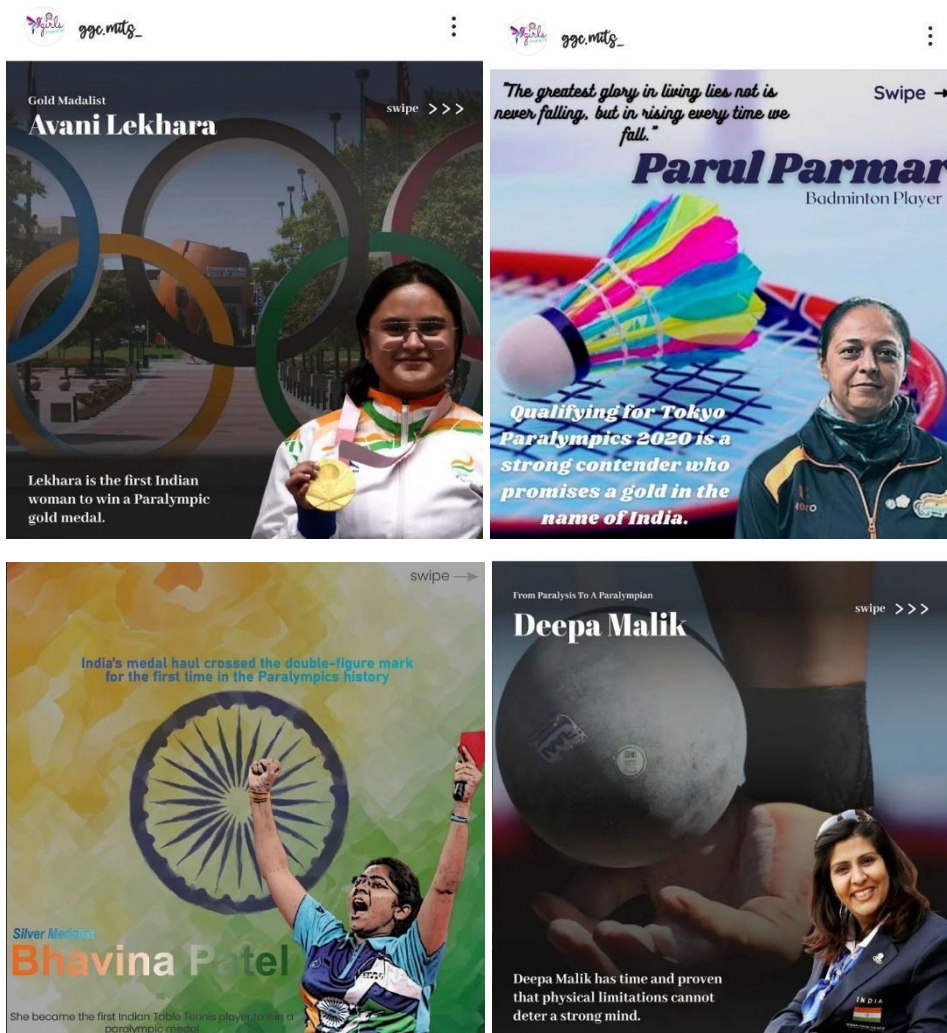
- Build gender sensitive environment that will help positive and gender-intelligent organizational culture, growth and progress of women leaders
- Have a positive approach about gender sensitisation and women leading the society
- Differentiate equity, oppression and justice, which are central themes in public health ethics as well
- Embrace rather than avoid the inescapable political dimensions of mental health
- Abandon multicultural relativism and instead uphold a universal standard of human rights, demanding that women have the opportunity to reach their full potential
- Reassess the global threats to women and men, rethink their vision, rekindle their passion and work in solidarity to liberate humanity.

**Brief Outline of the Workshop:**

The campaign began on 14<sup>th</sup> September, 2021 through the Instagram handle of Girls Grievance Cell, MITS, i.e. “ggc.mits\_”. For every week, a pair of students in the cell were asked to search about various Indian women starting with the latest group of Paralympic women at the Tokyo Olympics.

The students posted about such women every week to raise awareness about the role that women played in getting India a recognition. This campaign not just made them aware about the roles, but also about the various fields where women are now seen. The campaign, as for now, is still going on through the official Instagram handle of Girls Grievance Cell, MITS.

### Posts regarding the campaign:



**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

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## GIRLS GRIEVANCE CELL

Date: 20/10/2021

### Report

**Name of Activity:** Gender Roles in covid 19

**Date of Activity:** 17/10/2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of Participants:** 489

To get an overview of how the roles of gender were affected due to the covid 19 pandemic, the members of the girls grievance cell(GGC) took the initiative to talk about this. They interviewed people who were ready to share their experiences and the way they managed to cope with the adverse situation.

#### OBJECTIVE

- To know how each gender acted upon the adverse covid situation.
- To understand how covid encouraged a sense of equality in the Indian household.
- To know how covid affected professionally.

#### OUTCOMES

The COVID-19 pandemic underlines society's dependence on women both on the front line and at home, to summarize this the gender warriors of the girls grievance cell took the initiative to cover the stories of common people by interviewing their experiences.

The students interviewed Mrs. Deepshika who is professionally a lawyer and a resident of Gwalior. Being a mother of an eight-year-old child and a wife of a front-line worker, she explained how difficult it was to manage everything and to make sure that everybody was safe.

Further Mrs. Bhavna who is a professor in the Electrical department MITS Gwalior, shared that being in the initial stages of pregnancy, she enjoyed her quality time with her but she also talks about the negative impact of covid and how she managed to recover through it with the help of her family and government support.

Mr. Bhuvan Tagai a resident of Indore, shares his job-related difficulties. That being in the private sector, he had to travel during the peak covid era. Also, he had to take leave from his work as his wife was suffering from covid and he explains how he took care of the household work including cleaning, washing of clothes, making dinner, etc. He concludes by saying that we should normalize men doing household chores and that it is not the sole responsibility of women, but every family member.

The interview videos have been posted on the official Instagram handle of Girls Grievance cell, “ggc.mits\_”.

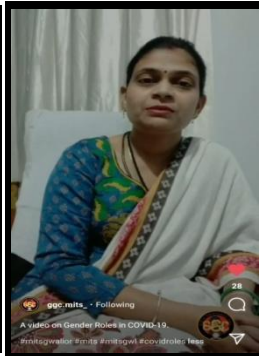
**Glimpses:**



Mrs. Bhavna



Mr. Bhuvan  
Tagai



Mrs. Deepshika





**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior

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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 05.12.21

**Name of Activity:** Pledge Ceremony

**Date of Activity:** 1<sup>st</sup> December 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of Attendees:** 161

The Girls Grievance Cell of MITS, Gwalior organized a Pledge Ceremony for Gender Champions. It saw participation from all the members of faculty fraternity and the student members of Girls Grievance Cell.

The objectives of the Oath Taking Ceremony in short are stated as follows:

#### **Objectives**

- to mark the official beginning of the new term as Gender Champions
- to acknowledge the responsibilities that come with the affirmation of their position as a gender Champion in Society
- to promote Gender sensitive environment on campus
- to reaffirm that the gender champions will strive to raise their voice against patriarchy, prejudices and gender bias
- to reassure that the students on campus will be lent support for their grievances and will be dealt with proper procedures in a safe and confidential environment

#### **Outcomes**

After attending the oath taking Ceremony it was expected that the participants will be able to

- work towards creating a safe and inclusive environment on campus
- empower women and help them fight the odds in the male dominating environment
- aspire to break the pattern of blame game and complaints rather than that we believe in making effective, long term and Sustainable changes.
- identify the gaps and holes in college activities vis a vis Gender and make necessary recommendations.
- See it as their responsibility to deal with the cases / complaints of sexual harassment and any other type of harassment of other students, of the institute.

- strive to create an environment where the students can excel without worrying about Gender biases and prejudices prevailing in the society.
- Will facilitate in enabling change and strengthen the potential of young girls and boys to advocate for Gender equality.

### **Brief Outline of the Workshop:**

The ceremony began with Gender Champions introducing the mission and vision of Girls Grievance Cell. After which they highlighted the duties of Gender Champions. Followed by the oath which was lead by the students of Girls Grievance Cell and followed by everyone from the members of faculty fraternity. The pledge was a solemn promise that the gender champions made before they could officially begin the new term of Girls Grievance cell. It was a ceremonial gesture by the Gender Champions to affirm their responsibilities towards nurturing a gender sensitive society.

The pledge read, " I vow to break free of any sort of gender discrimination and gender stereotypes prevailing in a society. I promise to be a custodian to protect and promote gender equality and eradicate gender bias. I ensure to infuse a sense of equality in my community, family and friends and will make them realize that taking a stand for girls and women is taking a stand for humanity. I pledge my support to disintegrate patriarchy, show zero tolerance towards violence against women and make sure their equal rights are exercised by them so that we can create a more equal world and celebrate the difference."

The pledge signified a promise that each an everyone made, to keep the campus safe, inclusive and gender sensitive.

### **Attendance link:**

 **Pledge Ceremony.pdf**

### **Glimpses:**





**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

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**GIRLS GRIEVANCE CELL**

**Report**

Date: 15.03.2022

**Name of Activity:** “Impact of media in Gender constructs” – Instagram campaign

**Date of Activity:** February 7, 2022 – March 11, 2022

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of Participants: 150**

The Girls Grievance Cell of MITS, Gwalior organized an Instagram campaign – “**Impact of media in Gender constructs**”, started on 07.02.2022 and 11.03.2022.

The objectives of the workshop in short are stated as follows:

**Objectives**

- To understand how literature and media has been impacting the social and gender construct in India
- To acknowledge the challenges faced by women and marginalised community in media industry
- To spread awareness amongst the people about all gender identities and their correct treatment
- To recognise the role media played in uplifting women and giving them a voice
- To inculcate a sense of inclusion in everybody’s mind

**Outcomes**

After attending the campaign, it is expected that the participants would be able to

- Understand their responsibilities towards building a society that is inclusive and gender sensitive
- Appreciate the positive impact that media has on gender construct
- Question when media and literature is unable to highlight the plights of marginalised communities
- rethink their vision, rekindle their passion and work in solidarity to liberate humanity
- Learn from the historic campaigns like Me too, HeForShe, Women supporting women etc and try to be a part of it

## Brief Outline of the Workshop:

Gender Champions Interviewed dignitaries in the field of media and literature.

On February 7 GGC had the honor to interview Ms. Abha Parmar, a renowned Bollywood and television actress who has worked in the area of women empowerment. Ms. Parmar talked about inclusivity, her career, challenges in the film and television industry and how much of impact can be created by TV shows and movies. She enlightened the students with her experiences.

On March 11 members of GGC had the privilege to interact with Padma Shri Awardee Mehrunnisa Parvez. She is a remarkable writer of hindi literature known for her works like, Amma, Pasang etc. She enlightened all the participants with her thoughtful words.

The students posted 3 videos which collectively gained 1,600+ views along with 2 posters on the official Instagram handle of Girls Grievance cell, “ggc.mits\_”. This campaign not just made them aware about the challenges that come with gender parity, but also about the way media has acknowledged the issue over these past years and have sensitively impacted the society.

## Posts regarding the campaign:





**Dr. Anshu Chaturvedi**

Chairperson,  
Girls Grievance Cell,  
MITS, Gwalior.

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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 24.07.2021

**Name of Activity:** Panel discussion on TOPIC “SEXUAL HARASSMENT “*Khamoshi Kab Tak*”

**Date of Activity:** 24.07.2021 (Saturday)

**Conducted by members of girl’s cell:**

**Dr. Anshu Chadurvedi, Chairperson GGC**

**Dr. Sapna kumari, Student Counselor**

**Dr. Parul saxena,**

**Dr. Karuna Markam**

**Dr. Anjali S. Patil**

**Prof. Khushboo Agarwal**

The Girl’s Grievance Cell has organized “PANEL DISCUSSION ON SEXUAL HARASSMENT “students through Online Mode at 10:00 to 5:00PM. In this regard the cell popularized the event with the help of the posters prepared by our Gender Champions. The students were supposed to register through the register link on the poster.

The objectives of the Panel Discussion are as follows:

#### **Sexual Harassment**

The Supreme Court explained that. “Sexual harassment is a form of sex discrimination projected through unwelcome sexual advances, request for sexual favours and other verbal or physical conduct.

The basic definition of sexual harassment comes from the United States Equal Employment Opportunity Commission (EEOC), which is as follows: Unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual’s employment, unreasonably



interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

This definition has been further elaborated in the following manner: Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim. The harasser's conduct must be unwelcome.

**Aim:**

1. Panel discussion on the knowledge of the subject to prevent sexual harassment.
2. Creating awareness regarding Sexual Harassment its Prevention, Prohibition and Redressal Act, 2013.
3. Awareness and Gender Sensitization.
4. To develop confidence among students for public speaking.

**Objectives:**

- ✓ To Address Gender Issues
- ✓ Present views on Gender Discrimination
- ✓ Create Awareness about Sexual Harassment
- ✓ Acknowledge the Related Judicial Act
- ✓ Creating a Gender Sensitization
- ✓ Suggestion and Feedback

**The Panel Discussion focused on what can be learned about Sexual Harassment from personal narratives and thought process through online mode.**

**PANELISTS INCLUDED: STUDENTS OF ALL DEPARTMENTS**

**Department wise Panel Discussion**

**Department of Computer Science**

**No. of Registration of students: 22**

**No. of Participants: 25**

**Panelists discussed:**

1. About the Prevention of Sexual Harassment.

2. The most effective way against sexual harassment is creating Awareness and Talking about the issue.
3. Students presented their views the harassment will worsen if not reported on time.
4. Most successful preventive strategies and plans on sexual harassment require the involvement of all those concerned and specialized and have a clear thought process regarding the issue.

#### **Department of Information Technology**

**No. of Registration of students: 20**

**No. of Participants: 29**

**Panelists discussed:**

1. Having an Anti-Harassment Cell does not mean that there will be no harassment we need to have more effective policy and procedures.
2. Self Defense training is required to in preventing harassment and support individuals who are being harassed to come forward
3. It is very important that that the problem is addressed quickly and effectively.
4. Providing education and information about harassment on a regular basis is very important.
5. Open communication and guidance is very important in removing the way of silence which often surrounds cases of sexual harassment.
6. Communicating the problem is important.

#### **Department of Electronics and Tele Communication**

**No. of Registration of students: 21**

**No. of Participants: 14**

**Panelists discussed:**

1. Self Awareness and responsibility of the Topic is important.
2. The Awareness needs to involve training, information and education.
3. Carefully investigating and dealing with all complaints of harassment is needed.
4. Provide support for those who feel they are being harassed.

#### **Department of Electrical Engineering**

**No. of Registration of students: 38**

**No. of Participants: 12**

**Panelists discussed:**

1. Do not avoid the jokes or sexually oriented comments regarding appearance, or be touched, stared at, flirt or sexual favors at any cost or situation.
2. Ask yourself if your verbal or non-verbal behaviors might have a negative impact on others.
3. We need to analyze our behaviors, gestures, and comments.
4. Never encourage the harasser by smiling, laughing at his/her jokes rather say no or show discomfort to harasser know that you do not enjoy and do not want this type of attention/behavior.

### **Department of Mechanical Engineering**

**No. of Registration of students: 39**

**No. f Participants: 20**

#### **Panelists discussed**

1. Sex Education needs to be added in the curriculum
2. Confront the sexual harasser immediately and tell him/her that you find that type of behavior or gesture offensive.
3. Tell the harasser that the behavior affecting you negatively.
4. Seek confidential advice to develop your personal solution to harassment.
5. Document all the incidents of sexual harassment in detail.
6. Importance of social values was discussed.

### **Department of Civil Engineering**

**No. of Registration of students: 30**

**No. f Participants:20**

#### **Panelists discussed**

1. If you know someone who is being harassed provide support.
2. Encourage that individual to talk about it and to take immediate action.
3. Everyone has the responsibility to create Awareness regarding the issue.
4. Educating the regarding Sexual behavior is important.

### **Department of Chemical Engineering**

**No. of Registration of students: 23**

**No. f Participants:20**

#### **Panelists discussed:**

1. Discussed the importance of Self Defense technique.
2. Discussed the significance of Peer Pressure in developing behavior.
3. Raise your voice is the best strategy to deal with sexual harassment.
4. Sex education from home itself needs to be started.

### **Department of Architecture**

**No. of Registration of students: 16**

**No. f Participants: 10**

**Panelists discussed:**

1. It is time to consider various approaches that address the cultures, and climates that enable sexual harassment to perpetuate.
2. Orienting students, faculty, and staff, at all levels for handling sexual harassment.
3. Discussed about Cyber Awareness.
4. Discussed the Cultural Values and its impact on behavior

**Department of Mathematical Computing**

**No. of Registrations of students:**

**No. f Participants: 16**

**Panelists discussed**

1. Be sensitive to individuals who may be uncomfortable by the verbal and non-verbal behavior of others.
2. Always discourage sexual behaviors be it any one or even somebody at home.
3. More topics on Gender Sensitization are needed.
4. Discussed self awareness, self motivation regarding the socially and personally appropriate behavior.

**Outcome of Session**

1. Students will be able identify sexual harassment.
2. Students will be able to prevent sexual harassment.
3. Students will feel supported if in case he/she is harassed or witnesses harassment.
4. Students will be aware regarding the issue and their thought process related to it.
5. .Encouraged Gender Sensitization.

**Concluding Remarks**

The prevalence of sexual harassment perpetrated by known or unknown we need to raise voice and talk about it or report it to concerned authority. The connections between consensual relationships and sexual harassment need to be understood and taught among students. Psychological characteristics that increase the risk of forms of sexually harassing behaviors needs to be checked and observed bro regular basis.

**Attendance link:** [x Panel- discussion-2021-Responses\).xlsx](#)



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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 26.07.2021

**Name of Activity:** Panel discussion on TOPIC “SEXUAL HARASSMENT “*Khamoshi Kab Tak*”

**Date of Activity:** 24.07.2021 (Saturday) and 31.07.2022(Saturday)

**Name of Coordinator:**

Dr. Anshu Chadurvedi, Chair Person GGC

Dr. Sapna kumari, Student Counsellor

Dr. Parul saxena,

Dr. Karune Markam

Dr. Anjali S. Patil

Prof. Khushboo Agarwal

The Girl’s Grievance Cell has organized “PANEL DISCUSSION ON SEXUAL HARASSMENT “for students through Online Mode at 10:00 to 5:00PM. In this regard the cell popularized the event with the help of the posters prepared by our Gender Champions. The students were supposed to register through the register link on the poster.

The objectives of the Panel Discussion are as follows:

#### **Sexual Harassment**

The Supreme Court explained that. “Sexual harassment is a form of sex discrimination projected through unwelcome sexual advances, request for sexual favours and other verbal or physical conduct.

The basic definition of sexual harassment comes from the United States Equal Employment Opportunity Commission (EEOC), which is as follows: Unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual’s employment, unreasonably

interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

This definition has been further elaborated in the following manner: Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim. The harasser's conduct must be unwelcome.

**Aim:**

1. Panel discussion on the knowledge of the subject to prevent sexual harassment.
2. Creating awareness regarding Sexual Harassment its Prevention, Prohibition and Redressal Act, 2013.
3. Awareness and Gender Sensitization.
4. To develop confidence among students for public speaking.

**Objectives:**

1. To Address Gender Issues
2. Present views on Gender Discrimination
3. Create Awareness about Sexual Harassment
4. Acknowledge the Related Judicial Act
5. Creating a Gender Sensitization
6. Suggestion and Feedback

**The Panel Discussion focused on what can be learned about Sexual Harassment from personal narratives and thought process through online mode.**

**PANELISTS INCLUDED: STUDENTS OF ALL DEPARTMENTS**

**Department wise Panel Discussion**

**Department of Computer Science**

**No. of Registration of students: 22**

**No. of Participants: 25**

**Panelists discussed:**

1. About the Prevention of Sexual Harassment.

2. The most effective way against sexual harassment is creating Awareness and Talking about the issue.
3. Students presented their views the harassment will worsen if not reported on time.
4. Most successful preventive strategies and plans on sexual harassment require the involvement of all those concerned and specialized and have a clear thought process regarding the issue.

### **Department of Information Technology**

**No. of Registration of students: 20**

**No. of Participants:29**

#### **Panelists discussed:**

1. Having an Anti-Harassment Cell does not mean that there will be no harassment, we need to have more effective policy and procedures.
2. Self Defense training is required to in preventing harassment and support individuals who are being harassed to come forward
3. It is very important that the problem is addressed quickly and effectively.
4. Providing education and information about harassment on a regular basis is very important.
5. Open communication and guidance is very important in removing the way of silence which often surrounds cases of sexual harassment.
6. Communicating the problem is important.

### **Department of Electronics and Telecommunication**

**No. of Registration of students: 21**

**No. of Participants:14**

#### **Panelists discussed:**

1. Self Awareness and responsibility of the Topic is important.
2. Awareness needs to involve training, information and education.
3. Carefully investigating and dealing with all complaints of harassment is needed.
4. Provide support for those who feel they are being harassed.

### **Department of Electrical Engineering**

**No. of Registration of students: 38**

**No. of Participants:12**

#### **Panelists discussed:**

1. Do not avoid the jokes or sexually oriented comments regarding appearance, or be touched, stared at, flirt or sexual favors at any cost or situation.
2. Ask yourself if your verbal or non-verbal behaviors might have a negative impact on others.
3. We need to analyze our behaviors, gestures, and comments.



4. Never encourage the harasser by smiling, laughing at his/her jokes rather say no or show discomfort to the harasser knowing that you do not enjoy and do not want this type of attention/behavior.

### **Department of Mechanical Engineering**

**No. of Registration of students: 39**

**No. of Participants: 20**

#### **Panelists discussed**

1. Sex Education needs to be added in the curriculum
2. Confront the sexual harasser immediately and tell him/her that you find that type of behavior or gesture offensive.
3. Tell the harasser that the behavior affecting you negatively.
4. Seek confidential advice to develop your personal solution to harassment.
5. Document all the incidents of sexual harassment in detail.
6. Importance of social values was discussed.

### **Department of Civil Engineering**

**No. of Registration of students: 30**

**No. of Participants: 20**

#### **Panelists discussed**

1. If you know someone who is being harassed, provide support.
2. Encourage that individual to talk about it and to take immediate action.
3. Everyone has the responsibility to create Awareness regarding the issue.
4. Educating the regarding Sexual behavior is important.

### **Department of Chemical Engineering**

**No. of Registration of students: 23**

**No. of Participants: 20**

#### **Panelists discussed:**

1. Discussed the importance of Self Defense technique.
2. Discussed the significance of Peer Pressure in developing behavior.
3. Raise your voice is the best strategy to deal with sexual harassment.
4. Sex education from home itself needs to be started.

### **Department of Architecture**

**No. of Registration of students: 16**

**No. of Participants: 10**

**Panelists discussed:**

1. It is time to consider various approaches that address the cultures, and climates that enable sexual harassment to perpetuate.
2. Orienting students, faculty, and staff, at all levels for handling sexual harassment.
3. Discussed about Cyber Awareness.
4. Discussed the Cultural Values and its impact on behavior

**Department of Mathematical Computing****No. of Registration of students: 32****No. of Participants: 16****Panelists discussed**

1. Be sensitive to individuals who may be uncomfortable by the verbal and non-verbal behavior of others.
2. Always discourage sexual behaviors be it any one or even somebody at home.
3. More topics on Gender Sensitization are needed.
4. Discussed self awareness, self motivation regarding the socially and personally appropriate behavior.

**Outcome of Session**

1. Students would be able to identify sexual harassment.
2. Students would be able to prevent sexual harassment.
3. Students would feel supported if in case he/she is harassed or witnesses harassment.
4. Students would be aware regarding the issue and their thought process related to it.
5. Encouraged Gender Sensitization.

**Concluding Remarks**

The prevalence of sexual harassment perpetrated by known or unknown we need to raise voice and talk about it or report it to concerned authority. The connections between consensual relationships and sexual harassment need to be understood and taught among students. Psychological characteristics that increase the risk of forms of sexually harassing behaviors needs to be checked and observed bro regular basis.

**Attendance**

Link: [https://docs.google.com/spreadsheets/d/1gdDoAoOYijUahcHahpsF\\_f4\\_zQgpKqCL/edit?usp=sharing&oid=111425210732716506213&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1gdDoAoOYijUahcHahpsF_f4_zQgpKqCL/edit?usp=sharing&oid=111425210732716506213&rtpof=true&sd=true)

Glimpses:



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**GIRLS GRIEVANCE CELL**

**Report**

Date: 28.10.2021

**Name of Activity:** Open mic event – “GUFTAGU”

**Date of Activity:** 26 September, 2021

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of participants attended the workshop: 25**

The Girls Grievance Cell of MITS, Gwalior organized an open mic event namely, “*Guftagu – Come spill satire on social evils*” on 26.09.2021.

**Objectives**

The objectives of the event in short are stated as follows:

- To bring out the awareness in people through unmodulated caucus on topics concerning social evils.
- To promote a safe space for every gender and empower them through: poetry, discussions, parody, etc
- To promote gender equality and eradicate social evils through awareness
- To enhance partnerships, networks, and movements among both the genders
- To strengthen skills and knowledge of youth, adolescents, and implementation for gender equality in their local communities.
- To generate the awareness in regard to equality in law, social system and democratic activities.

**Outcomes**

After attending the event it is expected that the participants would be able to

- Bring a definite change in attitude and perception of students towards social issues.
- Understand the various social evils and identify the problems
- Find the suitable solutions needed for bringing a better change in the society
- Recognise the talents and capabilities that were going unnoticed and unexplored
- Raise their voices and keep their own opinions about the different social issues our society has been neglecting
- Contribute to making this society a better place by hastening the process of both horizontal and vertical flow of ideas, knowledge, information and technology

### **Brief Outline of the Workshop:**

The workshop began with formal greeting by the hosts of the event as participants started entering the meet in the given time. The open statement and a short introduction of event and GGC was given. The hosts talked about what the event was and how everyone can feel the college spirit so the participants could share opinions on social issues in their very own innovative ways.

Then the platform was opened for the participants. The various performances of singing, poetry, serious discussions never failed to highlight the different social evils of the society. An open dialog discussion on issues was also opened that led to further discussion and participation of the audience in the event.

Various games were also played by the participants from time to time to encourage mass number of participation. Then by the conclusion of the event and different performances by the participants, the platform was closed by a thank you note from the host's side.



**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

# MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR

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## GIRLS GRIEVANCE CELL

### Report

Date: 22.01.2022

**Name of Activity:** Discussion and Debate Competition on the topic “GENDER ROLES”

**Date of Activity:** 22.01.2022 (Saturday)

**Name of Coordinator:** Dr. Sapna Kumari, Student Counsellor

**Number of participants registered for the workshop:** ( Girls:54, Boys:63)

**Number of participants attended the workshop** (Girls: 14 , Boys: 12)

As per the “Gender Sensitization plan” the Girl’s Grievance Cell has organized Discussion and Debate Competition on the topic “GENDER ROLES” on 22.01.2022 (Saturday) for students through Online Mode at 3:00PM to 5:00PM. In this regard the cell popularized the event with the help of the posters prepared by our Gender Champions. The students were supposed to register through the register link displayed on the poster.

The objectives of the Discussion and Debate Competition are stated as follows:

#### **Objectives:**

1. To encourage the student’s active participation in gender sensitization awareness programme.
2. To allow them to analyze their own thoughts and motivate them for positive change.
3. It would also help both the genders to take stand and promote Gender Sensitization.
4. To make them aware about that the Gender Sensitization is a basic requirement to understand the sensitive needs of a particular gender.
5. To help students to analyze personal attitudes and beliefs and question the realities.
6. To understand the important role of education in instilling positive mindset and make one has a perception that they believe.

#### **Outcomes**

1. Students would be able to understand the concept of gender sensitivity as a way to reduce the barriers caused due to discrimination and gender bias.
2. Students would agree that creating the right kind of gender-sensitive environment leads to mutual respect.
3. Students would be motivated to start accepting and modifying their behaviour.
4. Students were very interactive in presenting their views regarding gender.

5. Students would be able to understand that education plays a significant role in promoting gender equality thought process.

### **Brief Outline of the Discussion and Debate:**

There were 15 students who participated in the Debate Competition and they presented their views On Gender Roles. The main points included:

1. Gender Discrimination
2. Family influence/upbringing on Gender Roles
3. Effect of Society Pressure
4. More employment opportunities for women are required.
5. The Marriage pressure/ expectation existing in societies.
6. More Awareness session needs to be conducted.
7. The Emotional expression among men is restricted.
8. The Gender bias affects behavior, study choices, ambitions and attitudes about relationships.
9. Respect every one having different sexual orientations.
10. Mutual role balancing.

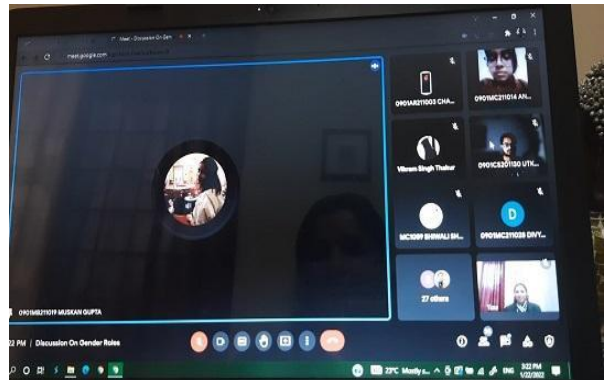
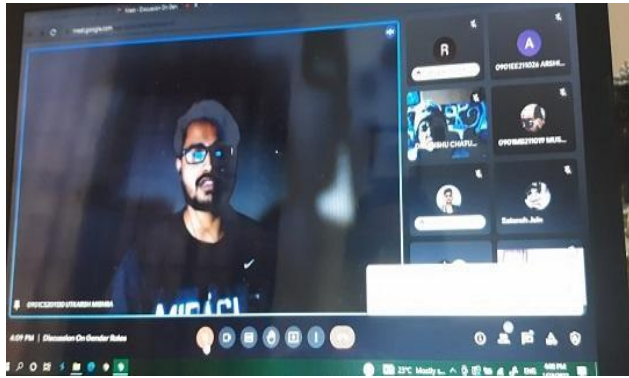
In the end the important role of Education for bringing about gender parity and national development was discussed. All the students agreed that education contributes a lot in overall growth and it deserves a special attention when tackling these obstacles and challenges. Gender sensitivity helps to generate respect for the individual regardless of sex. It was also discussed that teachers are in a position to teach students about gender sensitization through how they conduct their classroom and their interaction with students.

Feedback of students was also taken. Chairperson thanked the students for their active participation and insightful presentation. Overall the event was a great success and the students were happy and motivated.

### **Attendance:**

 **feedback form talk (Responses)**

Glimpse of the events



A small, square image containing a handwritten signature in black ink on a light-colored background.

**Dr Anshu Chaturvedi**  
**(Chairperson, Girl's Grievance Cell)**



# **MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR**

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## **GIRLS GRIEVANCE CELL**

### **Report**

Date: 05.03.2022

**Name of Activity:** Group Discussion on TOPIC “Gender Stereotype”

**Date of Activity:** 05.03.2022 (Saturday)

**Name of Coordinator:** Dr. Anshu Chadurvedi, Chairperson GGC, Dr. Sapna kumari, Student Counselor

**Number of Registered Participants:** 26 (15 boys, 11 girls)

**Number of Participants attended the workshop:** 08

The Girl’s Grievance Cell has organized “DISCUSSION ON GENDER STEREOTYPE “for students through Online Mode at 4:00PM to 6:00PM.

#### **Objectives:**

1. Students will think about characteristics they have for either boys or girls.
2. Students will learn about the idea of “stereotypes” and will consider whether gender stereotypes are fair or unfair.
3. Students will also discuss how it feels to not follow the socially defined gender norms.

#### **STUDENTS OF ALL DEPARTMENTS PARTICIPATED THROUGH ONLINE MODE**

1. Discussed the characteristics of male and female stereotypes in our society;
2. Identified the ways in which their own lives have been affected by these stereotypes.
3. Identified and discussed the stereotypes that are related to violence.
4. Students listed examples of gender stereotypes and discussed their limitations.
5. Students discussed their own gender in relation to stereotypes.
6. Many children grow up identifying certain characteristics as belonging only to boys or girls.

## Outcome:

1. Students would be able to understand, identify and discuss gender stereotypes.
2. Students would talk about ways stereotypes can result in unfair or even harmful situations
3. Students would be aware regarding Stereotype, how people will act, based on the group to which they belong.

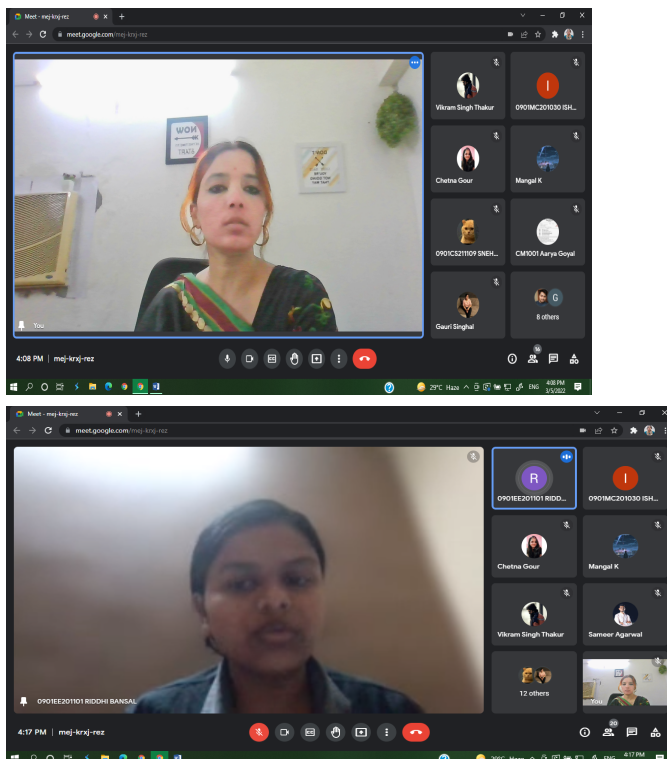
## Concluding Remarks

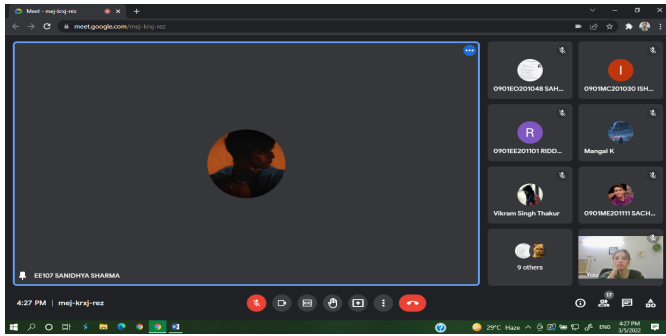
Students discussed the lists of stereotypes for boys and girls. Gender stereotypes are harmful because they take simple ideas and try to prove it works for everyone in a group. Gender stereotypes stop people from doing an activity they like and want to do. They make it harder for people to be their real selves. Discrimination against women includes all those differences of treatment that exist because of stereotypical expectations and behaviours. The roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education will help to achieve this aim.

## Attendance Link:

[+ Gender stereotypes \(Responses\)](#)

## Glimpses:





**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MITS, Gwalior.

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**GIRLS GRIEVANCE CELL**

**Report**

Date: 29.06.2022

**Name of Activity: INSTAGRAM CAMPAIGN ON GENDER PARITY**

**Date of Activity:** April 8, 2022 – April 12, 2022

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

The Girls Grievance Cell of MITS, Gwalior organized an Instagram campaign, started on 08.04.2022 and 12.04.2022.

The objectives of the campaign in short are stated as follows:

**Objectives**

- To gather the views of the students on campus about various topics like Gender sensitization, gender spectrum, gender bias, and gender neutrality
- To acknowledge various views and study how different opinions coexist in our society
- To spread awareness amongst the students on the campus about socially crucial topics
- To recognise the role that the students play in making a difference in the society
- To inculcate a sense of inclusion in everybody's mind

**Outcomes**

After attending the campaign, it is expected that the participants would be able to

- Understand their responsibilities towards building a society that is inclusive and gender sensitive
- Comprehend gender neutrality, gender sensitization in a way that is helpful towards their peers
- Talk about sensitive topics and keep their opinions forward with confidence
- rethink their vision, rekindle their passion and work in solidarity to liberate humanity
- Welcome new thoughts and contrasting opinions with an objective mindset

**Brief Outline of the Workshop:**

Gender Champions Interviewed students of MITS within the college campus.

On February 8 Gender Champions head out to interview students about their thoughts on gender sensitization, gender construct, gender spectrum and inclusivity in the campus. Students proceeded in groups of 5-6 Gender Champions

The questions that were asked were thought provoking and enlightening. Some of the questions are as follows:

1. When we talk about Gender parity then what's the first thought that comes in your mind.
2. How can our education curriculum be made for gender inclusive?
3. Examples of gender equity/gender parity that you have seen in your real life context?
4. Is Gender Equality should account only for women or it is related to all genders. 5. Which domain( education, employment...etc) will stand as a strongest weapon to promote gender equality..?
6. Will you help the society or just by yourself construct a platform, where not a girl but just everyone are equal.
7. Views on people who chooses to live their on terms..in context as LGBT, bisexual, homosexual..?

This campaign garnered a lot of perspectives and Contrasting opinions.



**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell,

MIT, Gwalior.

**GIRLS GRIEVANCE CELL**

**Report**

Date: 29.06.2022

**Name of Activity:** GENDER AWARENESS SURVEY

**Date of Activity:** 29<sup>th</sup> June 2022

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of Respondents:149**

The Girls Grievance Cell of MITS, Gwalior organized a Survey on "**GENDER AWARENESS**". Gender awareness survey raising aims at increasing general sensitivity, understanding and knowledge about gender equality. It is an Awareness raising process which helps to facilitate the exchange of ideas, improve mutual understanding and develop competencies and skills necessary for societal development. It is a gender-mainstreaming method as gender awareness raising is crucial for integrating a gender perspective into various policies and services that respond to the different needs of gender.

**Objectives:**

The objectives of the survey are as follows:

- To raise general sensitivity, understanding and knowledge about gender equality.
- To increase the exchange of ideas, improve mutual understanding and develop competencies and skills necessary for societal change.
- To provide information to build a better understanding of gender equality as a core value of societies.
- To increase gender awareness for integrating a gender perspective into policies, programmes and services that respond to the different needs of women and men.
- Gender awareness raising focuses to change attitudes, behaviours and beliefs that reinforces inequalities between women and men.

**Outcomes:**

The participants would be able to:

- Create the right kind of gender-sensitive environment which will lead to mutual respect.
- To eradicated gender gap in institutions
- It will lead to a balanced male-female ratio.
- To build a gender sensitive environment that will help organizational culture, growth and progress of women leaders, and lower levels of gender conflict and harassment.
- To increase communication and information exchange in order to improve mutual understanding and learning about gender.

## Survey Report:

We received 149 responses.

- The maximum responses were between the age of 18-22.
- 71.1% Of Male and 28.9% of Female participated in survey.
- Regarding the word gender 57.7% respondents agreed that it is Biologically Determined.
- Regarding the opposite of Gender Sensitivity 43% of respondents answered Gender inequality.
- Regarding the preferences towards one gender over the other is termed as 84.6% respondents agreed with Gender Biases.
- Regarding the process of being fair to women and men 59.7% agreed with Gender equality.
- Regarding to stop gender stereotyping in class one must try to put both boys and girls in non-traditional 89.3% respondents agreed in saying good boy or girl.
- Regarding the Gender Diversity 56.4% responses answered equivalence ratio of men and women.
- Regarding the Social structure that institutionalize male physical, social, and economic power over women 41.5% respondents said it to be Patriarchy.
- Regarding Ignoring or failing to address the gender dimensions 54.4% respondents called it to be Gender Blind.
- Regarding having the same number of men and women at all levels within the organization to ensure equal representation and participation in all areas 61.7% respondents agreed with Gender Balance.
- Regarding the scheme provided education to girls and their welfare 90.6% respondents were aware.

## CONCLUSION:

It is very important to keep to respecting all genders in order to promote common values such as respect and equality as well as a common understanding that aim to eliminate inequalities and combat discrimination on various grounds. By increasing female participation and promoting equality between women and men in decision-making we can combat gender-based violence and protect as well as support the victims. Women are more likely to have completed higher education but may be under-represented in careers, in research and in senior posts at the same time men also can remain under-represented in fields of child and elder care. Men have a crucial role to play in ensuring progress towards gender equality, including equal sharing of responsibilities for care of dependents. We require to build new frameworks that allow both women and men to have freedom of choice in work, family and private life which offers advantages to both. Gender awareness is also significant for growth and competitiveness as well as for the sustainability and well-being of our societies.

Survey Form Link: [GENDER AWARENESS SURVEY \(Responses\)](#)



**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance Cell, MITS, Gwalior.

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**GIRLS GRIEVANCE CELL**

**Report**

Date: 13.06.2022

**Name of Activity:** Group Discussion on “**GENDER BLIND**”.

**Date of Activity:** 13<sup>th</sup> June 2022

**Name of Coordinator:** Dr. Anshu Chaturvedi, Chairperson, Girls Grievance Cell.

**Number of participants registered for the workshop:** 109

**Number of participants attended the workshop:** 51 (Girls-18 ,Boys-33)

The Girls Grievance Cell of MITS, Gwalior organized a Group Discussion on "**Gender Blind**" on 13.06.2022. The objectives of the workshop in short are stated as follows:

**Objectives**

- to create a safe environment for females
- to have equal opportunity for financial independence, education and personal development.
- to practice gender blind so that it can help cisgender women overcome this issue.
- to provide students with greater sense of confidence in the workplace and less bias against them in science and math-related fields.
- To make efforts not only focused on women , but on men as well as bias especially in society.

**Outcomes**

After attending the group discussion it was expected that the participants will be able

- To comprehend that Gender Blind will impact on women's participation in peacekeeping.
- to know the differences between men and women into account leads to an incomplete understanding of the area of operation, the host-nation population, and the conflict in general.
- To develop themselves as per the job conditions & opportunities to help increase the work force all around the world, making it easier on the economy.



- To develop a sense in society that Gender blind and gender awareness are both strategies for achieving equality.
- To make the students aware about gender blind which is reflected in the focus on increasing the numbers of women.

### **Brief Outline of the Group Discussion:**

In Group Discussion, We discuss that Gender blind describes the practice of ignoring differences between genders, including historical differences in the treatment of various genders. Some research shows that certain gender blind strategies can positively influence women, especially those in fields and workplaces dominated by men.

On the other hand, there are drawbacks to gender blind that ultimately serve as a barrier to gender equality. One glaring issue concerning the term is that it is ableist in the way it conflates blind with a lack of awareness and acknowledgment. The following article will start by defining gender and explaining its role in the way different people may be treated. Then, it'll outline the positive impacts gender blind can have, followed by the negative impacts. Finally, the article will wrap up with a summary of how you can practice gender neutrality instead to maximize the positives of gender blind and minimize the negatives.

They will be able to know that Instead of encouraging equality, gender blind ignores the struggle that gender minorities have had to endure. It's imperative to address these problems in order to move forward. By ignoring them, gender blind is incredibly harmful to the future of equality. Gender blind is similar to when people say they are colorblind, meaning they don't see race. Some people may use colorblind to hide their racism while others adopt the ideology in order to avoid taking responsibility for their racial privilege—either way, society is riddled with systematic racism and it can not be ignored or washed away.

We also discussed that gender blind is to see it as a way to combat transphobia as well as sexism. Gender is not inherently tied to the sex that one is assigned at birth (sex is comprised of a spectrum as well), and genders apart from man and woman exist. People can identify as man or woman, a combination of both, or neither. Transgender, gender non-conforming, and non-binary people are some examples of individuals who break stereotypes of what gender is. Gender minorities can also practice gender blind to prevent gender roles and stereotypes about them from affecting their performance.

Gender bias is often revealed in job applications. Statistically, male applicants receive more interviews than female applicants, and female applicants were offered a lower salary than male applicants although they were equally qualified in one study. Gender blind seeks to address the confidence gap, which is related to salary, self-confidence, and overall performance. Whether you adopt gender blind ideologies or not, it's imperative that workplaces encourage diversity, no matter what gender someone is.

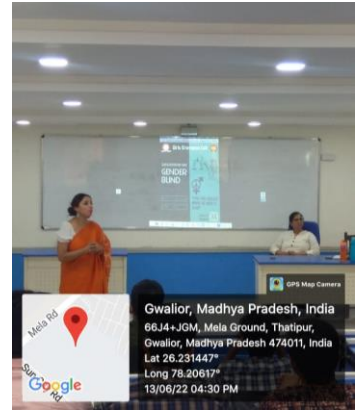
At the end of the discussion, This states that No matter how progressive we think we are as a society, as a business, or as an individual, ingrained biases and stereotypes influence our decisions every day. These biases contribute to the foundation of patriarchal standards that have been present in our society

since the beginning of time. To uproot these systemic prejudices, people have to put in the work for a better future. Changes toward gender equity within our general society will positively impact all genders.

**Attendance Link:** [GGC - 13.06.2022](#)

**FeedBack Link:** [FEEDBACK FORM ON GENDER BLIND \(Responses\).xlsx](#)

### Glimpses:



## **city event** एमआइटीएस में चर्चा महिलाओं की प्राथमिकताओं को अनदेखा करना जेंडर ब्लाइंडनेस

ग्वालियर **plus** रिपोर्टर,  
माधव इस्टहट्यूट ऑफ  
टेक्नोलॉजी एंड साइंस  
महाविद्यालय में गर्ल्स ग्रीवांस सेल  
की ओर से जेंडर ब्लाइंडनेस पर  
विषय पर साप्ताहिक चर्चा हुई।  
उन्होंने जेंडर ब्लाइंडनेस पर प्रकाश  
डाला। उन्होंने बताया कि महिलाओं  
और पुरुषों की विभिन्न भूमिकाओं,  
जिम्मेदारियों, क्षमताओं, जरूरतों  
और प्राथमिकताओं की अनदेखी  
करना जेंडर ब्लाइंडनेस है। क्योंकि  
प्रबंधन नियमों को डिजाइन या



संशोधित करते समय महिलाओं की  
जरूरतों, प्राथमिकताओं और ज्ञान  
को अनदेखा किया जाता है।  
आयोजन गर्ल्स ग्रीवांस सेल की  
अध्यक्ष डॉ अंशु चतुर्वेदी ने किया।

**Dr. Anshu Chaturvedi**

Chairperson,

Girls Grievance

Cell, MITS,

Gwalior.