

SRM INSTITUTE OF SCIENCE AND TECHNOLOGY
FACULTY OF ENGINEERING AND TECHNOLOGY
SRM NAGAR, KATTANKULATHUR, CHENNAI-603203, TN, INDIA.
Annual Report 2020-2021



International women's day 2021 was celebrated for about 2 weeks from 25th February 2021. A series of Events and Sports Competitions were conducted to celebrate Women's day. Participants were young vibrant students and enthusiastic faculty members of SRMIST.

Many competitions were conducted to bring out the hidden talents of women at SRM. All the celebrations were organized by Department of Student affairs, in association with IQAC and Internal Committee, SRMIST. The competitions were Best out of Waste, Singing, Tamizh & English Speech, Essay writing, Poetry competitions, Solo Dance, Debate as well as Cookery. There were 404 students & 328 faculty members registered and participated in different events conducted on different dates. Due to Corona-Lock Down the events for students and faculty members were conducted online except for competitions such as Debate and Speech.

A number of sports events were conducted for women staff in the Play Ground near Dental College of SRMIST on 6th March Saturday. Events like 100 Meter Race, Shuttle, Shot-Put, Tennikoit and Badminton were conducted in two different age categories. Even though the registration were 172, the participants were more than 200 and they have proven their sports spirit.

As a part of International Women's Day 2021 Celebration week, the Awareness Programme on Cyber Security was conducted 4th Feb, 2021 by having eminent speaker Dr.N.Kala Baskar, Former Director-in-Charge, Centre for Cyber Forensics & Information Security, University of Madras & Former Scientific Officer, Forensic Sciences Department, Chennai.

In the series of celebrations, a special panel discussion was held online on 8th March 2021. The panel discussion was presided by Prof. S. Ponnusamy, Registrar i/c & COE, of SRMIST. The discussion was moderated by Dean, Faculty of Law and the Esteemed Panel members were Hon'ble Justice Mr. S.Nagamuttu, High Court of Madras, Dr.V.Rajyalakshmi, Andhra University. Dr.Tamilarasan, Madras University, Mrs.L.Adhilakshmi, Advocate, High Court of Madras. They have presented on the significant topics such as 'Social Status and Legal Rights of Women in India', 'Gender Justice and Law', 'March for Gender Justice go on' and 'Women's empowerment in India- Sociological perspective'.

A special and unique video making competition for male students & faculty members was organized on the topic 'PENN', (Female), based on the concept of Men's role in Women's Empowerment'.

The cherry on the cake was “Logo Designing” competition and the logo which was printed in all the competition certificates and invitation was designed by Ms.Shahini Ravendran, Student of SRM Dental College.

On 8th March Women’s Day function was conducted in the Mini Hall – 1, DR. T. P. Ganesan Auditorium, SRMIST. The function was presided by Prof.S. Ponnusamy, Registrar i/c and Controller of Examinations, SRMIST and the Chief Guest of the function was Ms.G.Rajalakshmi, Commissioner, Municipal office, Chengalpattu.

The function started at 10am with the invocation song, which was followed by classical welcome dance performance by Dr. Sunitha. After lighting ‘kuthuvilakku’, welcome address was offered by Dr. T. Mythili, Director Student Affairs, SRMIST.

Prof. S. Ponnusamy gave a presidential address, which was followed by Chief Guest Ms.G.Rajalakshmi’s address to the enthusiastic audience. The Event Report presentation and Prize distribution part were performed by Dr.K.Santhanalakshmi & Dr. S. Rupachandra. The Winners / runners /second runner up of all the Event competitions and sports were distributed with prizes and certificates. The overall championship **trophy for faculty** was won by **Department of EIE** and overall championship **trophy for Students** was won by **SRM Dental College**.

2. The Internal Committee in association with School of Computing and IQAC of SRMIST had organized a webinar session on “POSH LAW” (Prevention and Prohibition of Sexual Harassment Law) for the research scholars of School of Computing, SRMIST, through online platform. The session was particularly aimed at research scholars of school of computing and there is a plan to conduct such sessions frequently for all the other students of Post graduate and under graduate students.

Event title: WEBINAR ON POSH LAW FOR RESEARCH SCHOLARS OF SCHOOL OF COMPUTING

Date: 04.06.2021

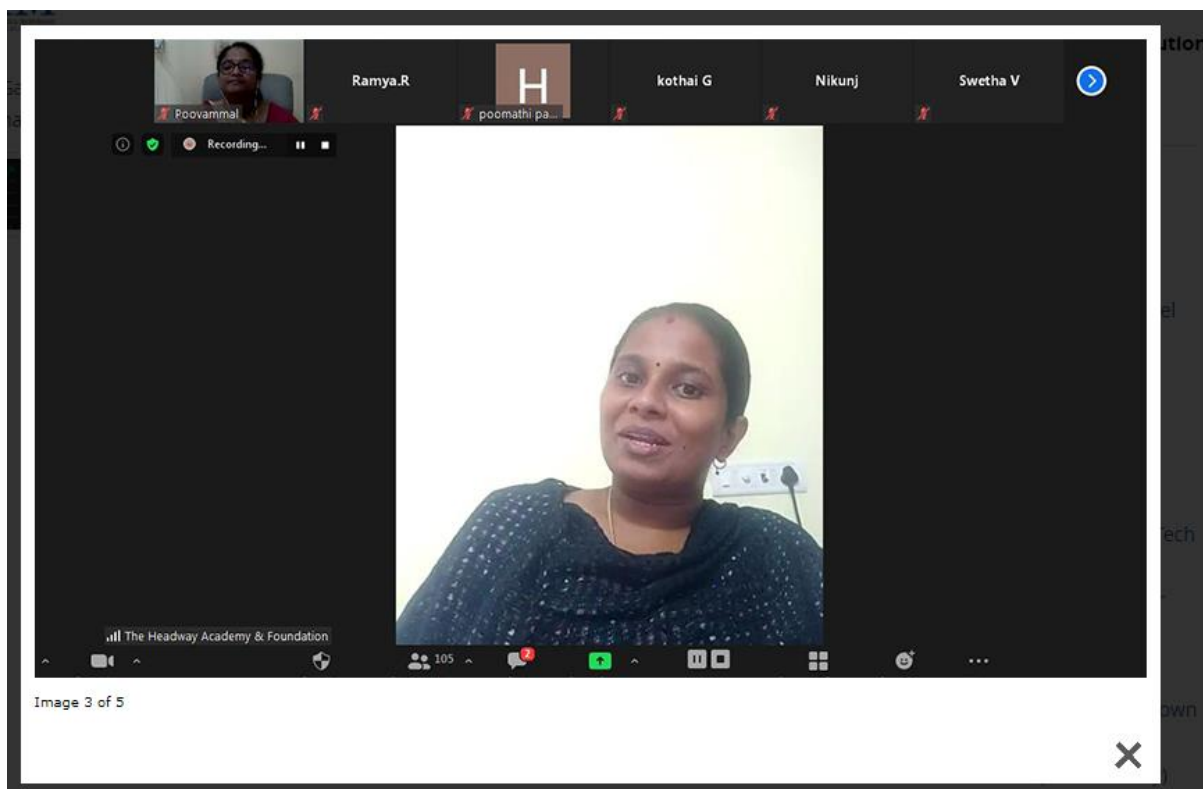
Time: 4.00 PM to 5.00 PM

Venue:Online session

No. of Participants: 125 Research Scholars

Name of the agencies/consultants involved with contact details : Internal Committee in association with School of Computing and IQAC of SRMIST

Photographs :



3. College of Science and Humanities in association with Internal Complaints Committee conducted POSH ACT – STAND UP AND SPEAK OUT which was the 3rd event during this year. Sexual harassment in the workplace is a violation of a woman's right to equality, life, and liberty. It creates an insecure and hostile working environment, discouraging women from working and compromising their social and economic empowerment as well as the goal of fair progress. To address these challenges, a webinar was organized on POSH ACT. The Purpose of this webinar is to create awareness among young students about various sexual harassment at workplace and the ways to deal in the workplace.

Event title: POSH ACT – STAND UP AND SPEAK OUT

Date: 21-09-2021

Time: 2 PM

Venue: virtually through Zoom

Weblink:

[HTTPS://ZOOM.US/J/9184146101?PWD=DG4YSE1FCOJLSWFWZZRQAIJXAM93UT09](https://zoom.us/j/9184146101?pwd=DG4YSE1FCOJLSWFWZZRQAIJXAM93UT09)

Passcode: 500034

No. of Participants: 698, First year UG and PG Students of College of Science and Humanities

Description of the Event/Objective:

Photographs

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sexual harassment

@ Higher Educational Institutions

UNDERSTAND PREVENT RESPOND

Awareness Program on Prevention Of Sexual Harassment (POSH)

Mrs.K.Raghavi Senthilkumar
B.Tech., M.B.A., Dip.T&D., (Ph.D)
HR Consultant | Trainer | Mentor | Sociopreneur
Public/Motivational Speaker
POSH – IC Member &
Govt.of India Empanelment Certified Trainer



THE HEADWAY
ACADEMY

MR.R.GOWTHAM
MR.RAGHAVI SENTHILKUMAR
DR.S.CHITRA
DR.S.CHITRA
SRMIST KTR
SRMIST KTR
MRS.K.M.POOR...

Unmute Start Video Participants Q&A Chat Share Screen Raise Hand Record Leave

Zoom Webinar You are viewing MR.RAGHAVI SENTHILKUMAR's screen View Options

MR.R.GOWTHAM MR.RAGHAVI SENTHILKUMAR DR.S.CHITRA SRMIST KTR MRS.K.M.POOR... B

Recording

POSH

STAND UP, SPEAK OUT

From TheJawaly to Everyone
Jawaly

Participants Q&A Chat Share Screen Raise Hand Record Leave

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Zoom Webinar

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DR.S.CHITRA MRS.K.M.POOR... SRMIST KTR

Recording

AGGRIEVED WOMAN

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graph TD; A[Aggrieved Women] --> B[Working]; A --> C[Visiting a Workplace]; A --> D[Student]; B --> E[Domestic Worker]; B --> F[Regular/Temporary/Ad Hoc/Daily Wager]; B --> G[For remuneration/Voluntary basis/Otherwise]; B --> H[Employed directly/Through an agent]; B --> I[Contract Worker/Probationer/Trainee/Apprentice/called by any other such name];
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Recording

MR.GOWTHAM | MR.RAGHAVI SENTHILK... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

UNWELCOME	WELCOME
Feels bad	Feels good
One-sided	Reciprocal
Feels powerless	In-control
Power-based	Equality
Unwanted	Wanted
Illegal	Legal
Invading	Open
Demeaning	Appreciative
Causes anger/sadness	Happy
Causes negative self-esteem	Positive self-esteem

Zoom Webinar | You are viewing MR.RAGHAVI SENTHILKUMAR's screen | View Options

Participants: 5/6 | Q&A | Chat | Share Screen | Raise Hand | Record


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MR.GOWTHAM | MR.RAGHAVI SENTHILK... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

IMPACT OF INAPPROPRIATE BEHAVIOR



- Depression
- Anxiety, panic attacks
- Traumatic stress
- Sleeplessness
- Shame, guilt, self-blame
- Difficulty in concentrating
- Headaches
- Fatigue, loss of motivation
- Personal Difficulties with time
- Eating disorders (weight loss or gain)
- Feeling betrayed and/or violated
- Feeling angry or violent towards the respondent
- Feeling powerless
- Loss of confidence and self esteem
- Over all loss of trust in people
- Problems with intimacy
- Withdrawal and isolation

Zoom Webinar | You are viewing MR.RAGHAVI SENTHILKUMAR's screen | View Options

Participants: 5/6 | Q&A | Chat | Share Screen | Raise Hand | Record

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MR.GOWTHAM | MR.RAGHAVI SENTHILK... | DR.S.CHITRA | MRS.K.M.POOR... | SRMIST KTR | MS.RAGHAVI SE...

How to Prevent? The '3P's

Purpose:
Zero Tolerant Policy towards Sexual Harassment;

Philosophy:
Gender Neutrality: No discrimination

Priority:
Top; Stringent Action

Zoom Webinar | You are viewing MR.RAGHAVI SENTHILKUMAR's screen | View Options

Participants: 5/6 | Q&A | Chat | Share Screen | Raise Hand | Record

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Session Recordings:

Download link: https://zoom.us/rec/share/kbc-7NjeuMLB-qHPh48yRr32W2IB5JvB61MIFX0V_LNaWiuxE-S1LSIsWkUeNgH.GXaTQQJ9fXxCUHKO Passcode: =t43a*F&

4. Awareness program on POSH (Prevention & Prohibition of Sexual Harassment) has become the most significant topic of discussions in the current scenario. Especially in work place with regards to the healthy work environment, socio-economics, and trivialized equity in terms of women empowerment are of crucial concerns in revitalizing human rights. A talk on this was organised on 18th of December 2021. The circulation of several reports related to the problems faced by women makes it clear that harassment against women, across any age group and in any form has never stopped. It throws light on the challenges encountered by women. In India, several analyses reveal that women systematically face discrimination simply by virtue of being biologically soft. The discrimination leads into verbal, physical and sexual harassment.

Event title: AWARENESS PROGRAM ON POSH (PREVENTION & PROHIBITION OF SEXUAL HARASSMENT) IN WORK PLACE-

Date: 18-12-2021

Time: 2.00 to 5.00 PM

Venue: Zoom

Weblink: <https://www.srmist.edu.in/events/awareness-program-posh-prevention-prohibition-sexual-harassment-work-place>

No. of Participants: 209

Description of the Event/Objective:

In this connection, Awareness program on POSH was organized by School of Basic Sciences, College of Engineering and Technology, Internal Committee (IC) & Internal Quality Assurance Cell (IQAC), SRM Institute of Science and Technology for research scholars and their research guides in the Department of Physics & Nanotechnology, Chemistry, Maths and English & Foreign Languages.

The kind of Awareness sessions helped the researcher scholars and faculty members to know about the need, mechanism in place and implications of POSH in academic environment. Two distinct sessions were handled for research scholars and faculty members who guide them, respectively. Redressal mechanism was also discussed during the session.

The first session, for research scholars, commenced at 2:00 pm on 18th Dec 2021 and Welcome Address & Speaker Introduction was given by Ms. M. Vishnupriya, Assistant Director-HR, SRMIST, followed by the session. The session resource person was expert

member Mrs. Raghavi Senthilkumar Director & Head, The Headway foundation, NGO, Chennai, who is certified POSH trainer.

Mrs. Raghavi Senthilkumar discussed the issues related to Sexual Harassment that are faced by students in general and women in particular. She gave awareness on (i) different forms of Sexual Harassment in the workplace, (ii) key elements for prevention, (iii) how to prevent sexual Harassment and (iv) the '3p's' (priorities, philosophy, purpose). The speaker ensured that the session was highly interactive by giving different case studies. The students were deeply occupied in the talk and understood what harassment is and what not harassment is. There was a question-and-answer session, where the students asked various doubts regarding the Rules and Regulations of POSH.

The participants were told about POSH Mantra, role of complaints committee, and policy. The speaker has given few case studies and scenarios and ensured that the session was highly interactive. Program ended with Vote of thanks given by Dr. T. Kalaivani, Asst. Professor, Department of Physics & Nanotechnology, SRMIST.

The second session started at 3.30pm and ended at 5.00pm on the same day, 18th December 2021. This session was conducted for the research guides and faculty members of Department of Physics & Nanotechnology, Chemistry, Maths and English & Foreign Languages. Mrs. Raghavi Senthilkumar discussed the issues related to Sexual Harassment with different real time case studies. The Faculty members were enlightened in the aspect of POSH very much.

The members would like to thank Ms. Raghavi Senthilkumar, who is also an external member of the Internal Committee of SRMIST for taking out her valuable time to create awareness among faculty members and research scholars. Both the sessions were fruitful for the participants as it gave them a kind of psychological support.

Name of the agencies/consultants involved with contact details :The Headway foundation, NGO,



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 SRM ETOL14 | The Headway | Pooammal | Moustafa Armnazi | vishnupriya manoharan | DJohn Thiruvadigal

Recording

Sexual Harassment of Students & Women in Colleges and Universities

Physical contact or advances;
 A demand or request for sexual favours;
 Making sexually coloured remarks;
 Showing pornography;
 Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Unmute | Stop Video (Alt+V) | Security | Participants (82) | Polls | Chat | Share Screen | Pause/Stop Recording | Breakout Rooms | Reactions | More | End

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SRM ETOL14 | The Headway | Ramya, EFL SRM IST | Pooammal | S K THAMILVAN... | S K THAMILVANAN...

Recording | 15:44

POSH - THE HEADWAY ACADEMY.pptx | View with

POSH

STAND UP SPOKES OUT

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Unmute | Stop Video | Security | Participants (102) | Polls | Chat | Share Screen | Reactions | More | End

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Chat

udhayakeerthana to Everyone
 thank you mam

JAWASEELAN V to Everyone
 Thank you mam

Rahamath Nisha S to Everyone
 Thank you mam

SHJNMUGAPRINAV to Everyone
 yes mam

Poomima.BH to Everyone
 yes mam

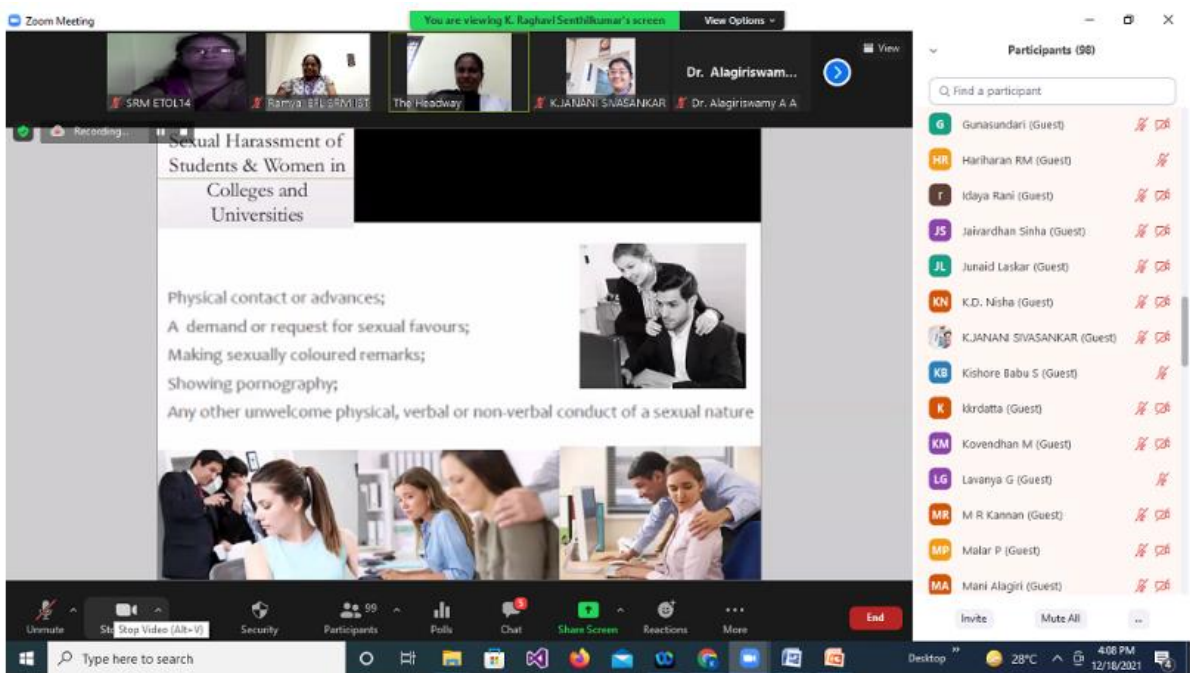
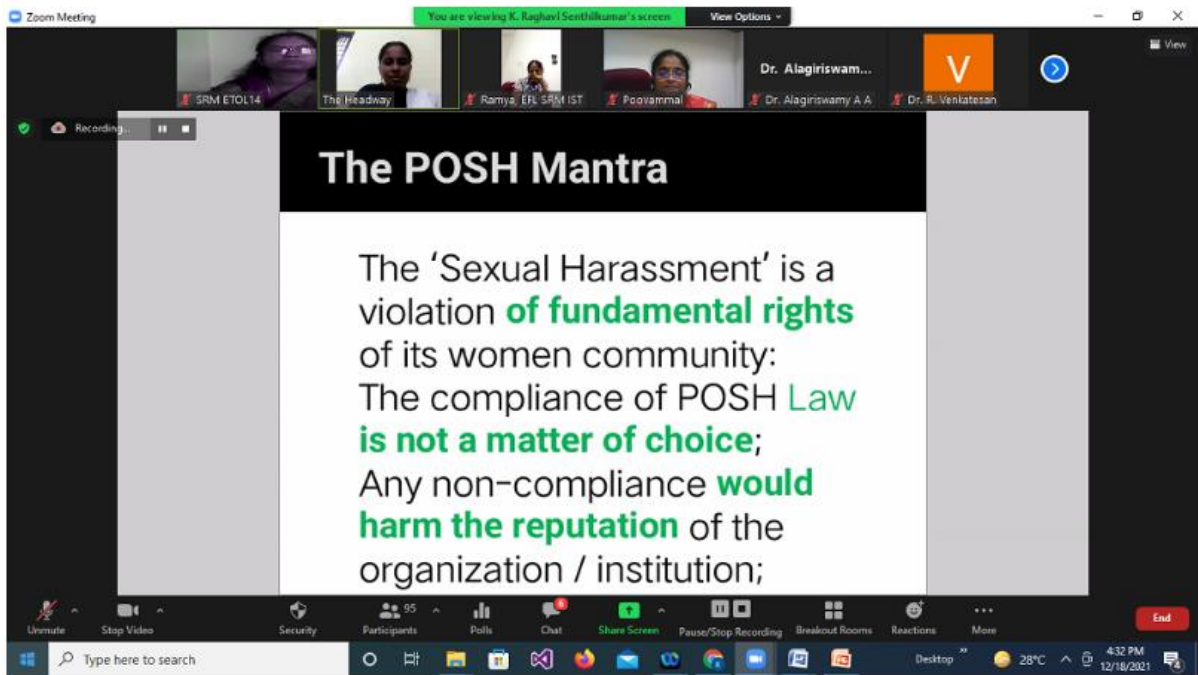
Dr. R. Maheswaran to Everyone
 yes mam

Malar P to Everyone
 yes

Who can see your messages? Recording On

To: Rahanat... (Direct Message)

Attendance link



5. School of Bioengineering, College of Engineering, Internal Committee(IC) and Internal Quality Assurance Cell(IQAC),SRMIST conducted an awareness program for research scholars on prohibition of sexual harassment.

Event title: AWARENESS PROGRAM FOR RESEARCH SCHOLARS AND FACULTY MEMBERS ON POSH (PREVENTION AND PROHIBITION OF SEXUAL HARASSMENT) IN WORK PLACE

Date: 29.01.2022

Venue: Zoom virtual meeting platform

No. of Participants: 129 Ph.D Scholars and 81 Faculty Members

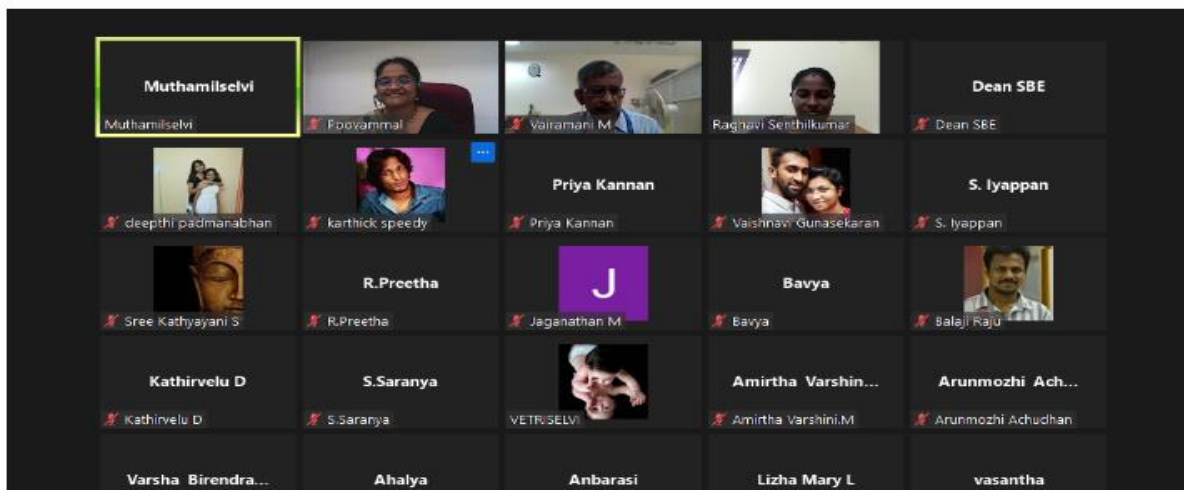
Description of the Event/Objective:

Experiences in managing sexual harassment cases and educating the audience on the laws that exist to prevent sexual harassment for women. An internal committee for the prevention of sexual harassment is to be a well-established institution and organization Explained different forms and the various scenarios in which individuals encounter sexual harassment at the workplace. Highlighted the '3P's – Purpose, Philosophy, and Priority for the prevention of sexual harassment and spoke about the 'POSH Mantra' against sexual harassment. Explained the gathering about the duties of the authorities, policies, and punishments regarding sexual harassment cases.

Name of the agencies/consultants involved with contact details : School of Bioengineering, College of Engineering, Internal Committee(IC) and Internal Quality Assurance Cell(IQAC),SRMIST

Speaker: Ms. Raghavi Senthilkumar, Director/Founder, Headway Foundation and an external member of SRMIST-IC to elaborately deliver her thoughts and views on sexual harassment faced by men and women in work place.

Photographs:



Recording View

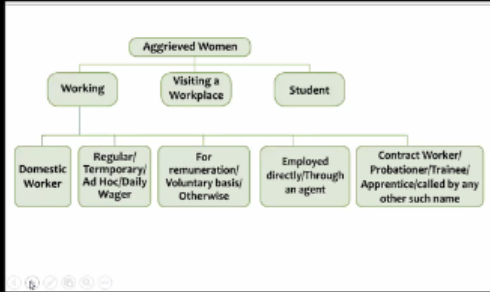
AGGRIEVED WOMAN

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graph TD; A[Aggrieved Women] --> B[Working]; A --> C[Visiting a Workplace]; A --> D[Student]; B --> B1[Domestic Worker]; B --> B2[Regular/Temporary/Ad Hoc/Daily Wager]; B --> B3[For remuneration/Voluntary basis/Otherwise]; C --> C1[Employed directly/Through an agent]; D --> D1[Contract Worker/Probationer/Trainee/Apprentice/called by any other such name];
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Muthamilselvi Muthamilselvi	Poovammal Poovammal	Dean SBE Dean SBE
Ramya Mohand... Ramya Mohandass	A Ashish Kapoor	Raghavi Senthikumar Raghavi Senthikumar
Manoj Kumar N Manoj Kumar N	R.Preetha R.Preetha	Annapurna Annapurna
Y. Ravichandran Y. Ravichandran	Priya Swaminat... Priya Swaminathan	KOUSTAV SARK... KOUSTAV SARKAR
Kathirvelu D Kathirvelu D	J Dr. T. Jayarathi	Angaline kirubla Angaline kirubla

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AGGRIEVED WOMAN



Muthamilselvi Muthamilselvi	Poovammal Poovammal	Dean SBE Dean SBE
Ramya Mohand... Ramya Mohandass	A Ashish Kapoor	Raghavi Senthikumar Raghavi Senthikumar
Manoj Kumar N Manoj Kumar N	R.Preetha R.Preetha	Annapurna Annapurna
Y. Ravichandran Y. Ravichandran	Priya Swaminat... Priya Swaminathan	KOUSTAV SARK... KOUSTAV SARKAR
Kathirvelu D Kathirvelu D	J Dr. T. Jayarathi	Angaline kirubla Angaline kirubla

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Recording View

PREVENTION, PROHIBITION

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A Ashish Kapoor	 Raghavi Senthilkumar	Manoj Kumar N Manoj Kumar N	R.Preetha R.Preetha
 Angeline Kirubha	Annapurna Annapurna	Y. Ravichandran Y. Ravichandran	Priya Swaminat... Priya Swaminathan
KOUSTAV SARK... KOUSTAV SARKAR	Kathirvelu D Kathirvelu D	J Dr. T. Jayanthi	Muthu P Muthu P
Rupachandra S Rupachandra S	Thirumurthy Thirumurthy	Vinupritha P Vinupritha P	Anand T Anand T

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Recording View

POSH
STAND UP, SPEAK OUT

Raghavi Senthilkumar

Unmute Start Video Security Participants Chat Share Screen Raise Hand Record Breakout Rooms Leave

