

SRM INSTITUTE OF SCIENCE AND TECHNOLOGY
SRM NAGAR, KATTANKULATHUR, CHENNAI-603203, TN, INDIA.
FACULTY OF ENGINEERING AND TECHNOLOGY
Annual Report 2021-2022



The Internal Committee (IC) of SRM Institute of Science and Technology in association with School of Mechanical Engineering conducted an awareness talk on prevention of sexual harassment.

Event title: AWARENESS TALK ON PREVENTION OF SEXUAL HARASSMENT

Date: 07.05.2022

Time: 2 PM

Venue: Through Zoom Online Mode

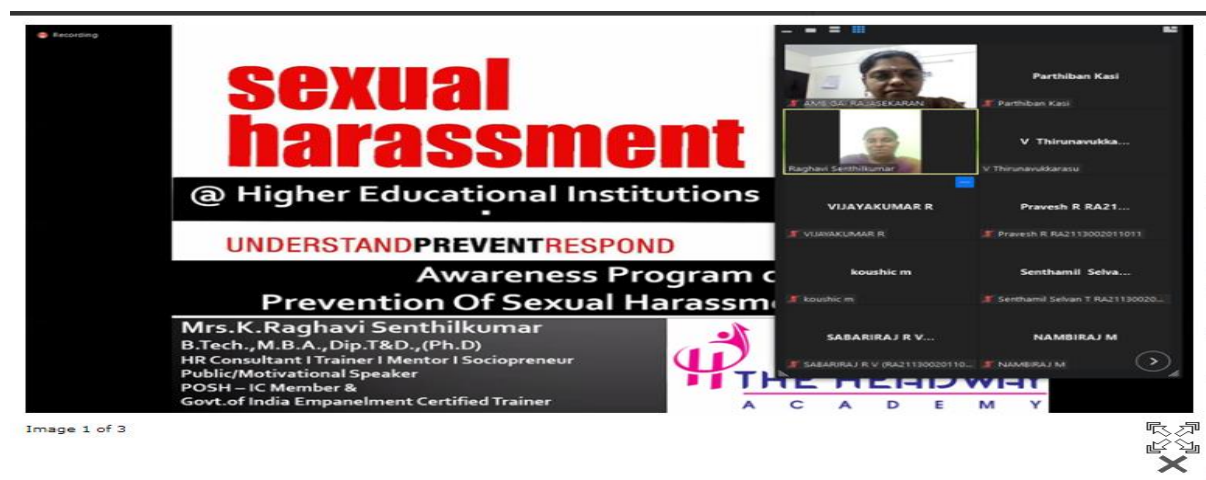
No. of Participants: 144 (37 Research Scholars, 107 Faculty members)

Description of the Event/Objective: The law to protect the women in society and the law to protect women being harassed. Emphasized on Gender sensitization, it is a method of understanding the individuals of both the genders, the physical and psychological aspects. The fact that there are inhibitions of victims not opening up when they are harassed, whether it is an institution, workplace, organization or homes. The POSH Mantra, complaints committee, and policy were highlighted. POSCO law meant for protecting girls and boys below 18 years of age. Discussed policies for anti-sexual harassment laws and zero tolerance towards sexual harassment.

Name of the agencies/consultants involved with contact details: The Internal Committee (IC) of SRM Institute of Science and Technology in association with School of Mechanical Engineering

Speaker - Ms. Raghavi Senthilkumar B.Tech, MBA, T&D, (Ph.D.), Founder – Headway Foundation, POSH IC Member, Director – Headway Academy

Photographs:



Zoom Meeting

Participants (37)

Q Find a participant

NM	NAMBIRAJ M	🔇🔴
N	NATRAJ ATHREYA A S (RC2113002011014)	🔇🔴
PR	Pravesh R RA2113002011011	🔇🔴
R	RAJESH KUMAR S (RA2113002011024)	🔇🔴
RI	RC2113002011020 (Ajyanar C)	🔇🔴
RG	RC2113002011021 G Rakesh	🔇🔴
RS	RC2213002011009 SARAVANAN D	🔇🔴
S	S.Sudhakar	🔇🔴
SR	SABARAJ R V (RA2113002011014)	🔇🔴
S	SATHISKUMAR M	🔇🔴
SS	Senthamil Selvan T RA2113002011018	🔇🔴
SA	SETHURAMAN A (RA2113002011004)	🔇🔴
S	SHANTHARAJ	🔇🔴
S	SIVA R (RA2113002011005)	🔇🔴

Invite Unmute Me

INQUIRY PROCESS

Submission of Complaint	Within 3 months of the last incident
Notice to the Respondent	Within 7 days of receiving copy of the complaint
Completion of Inquiry	Within 90 days
Submission of Report by ICC/LCC to employer,DO	Within 30 days of completion of the inquiry
Implementation of Recommendations	Within 30 days
Appeal	Within 30 days from recommendations

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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

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V Thirunavukka...

V Thirunavukarasu

Raghavi Senthilkumar

AMBIGAI RAJA...

AMBIGAI RAJASEKARAN

Magesh V

SUNDARAM P

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

Recording

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

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

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


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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

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

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How to Prevent? The '3P's

Purpose:
Zero Tolerant Policy towards Sexual Harassment;

Philosophy:
Gender Neutrality: No discrimination


Priority:
Top; Stringent Action

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

SRM COLLEGE OF PHARMACY
SRM INSTITUTE OF SCIENCE AND TECHNOLOGY
Kattankulathur, TamilNadu-603203


Topic :
Gender equity and equality - Convergence & Divergence



Speaker

Mrs. MYTHREYEE RAMESH
Multimedia Journalist, The Queen Organisation
New Delhi

DATE : 20 December 2022
TIME : 10.30 A.M.



Organised by
GENDER SENSITIVITY CELL, SRM College of Pharmacy
in association with
INTERNAL COMMITTEE, SRMIST.



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Department of Pharmacy had organised an online webinar on the topic Gender equity and equality – Convergence and Divergence on 20 December 2022. This event had around 120 participants. This talk was really an eyeopener for the participants as the young speaker had delved into the difference between equity and equality with day to day examples.

3. As per the guidance given by AICTE, SRM IST's Internal Committee and Directorate of Student Affairs conducted a workshop on the Elimination of Violence against Women in workplace on 25 November 2022, which is marked as the International Day of Elimination of violence against Women. This was conducted for the teaching fraternity.

The event was held in Mini Hall II. It started with a welcome address by the Presiding Officer of IC, Prof. C. Malathy, Dept. of NWC.

Dr.RagahaviSenthil Kumar, POSH certified trainer was the chief guest of the day.

She introduced the POSH law to the gathering. She insisted that women should openly come out with if they encountered any kind of sexual harassment. She gave the gathering a confidence that the POSH law is a blessing in disguise for those who are sexually harassed. Dr.RagahaviSenthil Kumar cited real life instances and also gave case studies to make the audience understand what actually sexual harassment is.

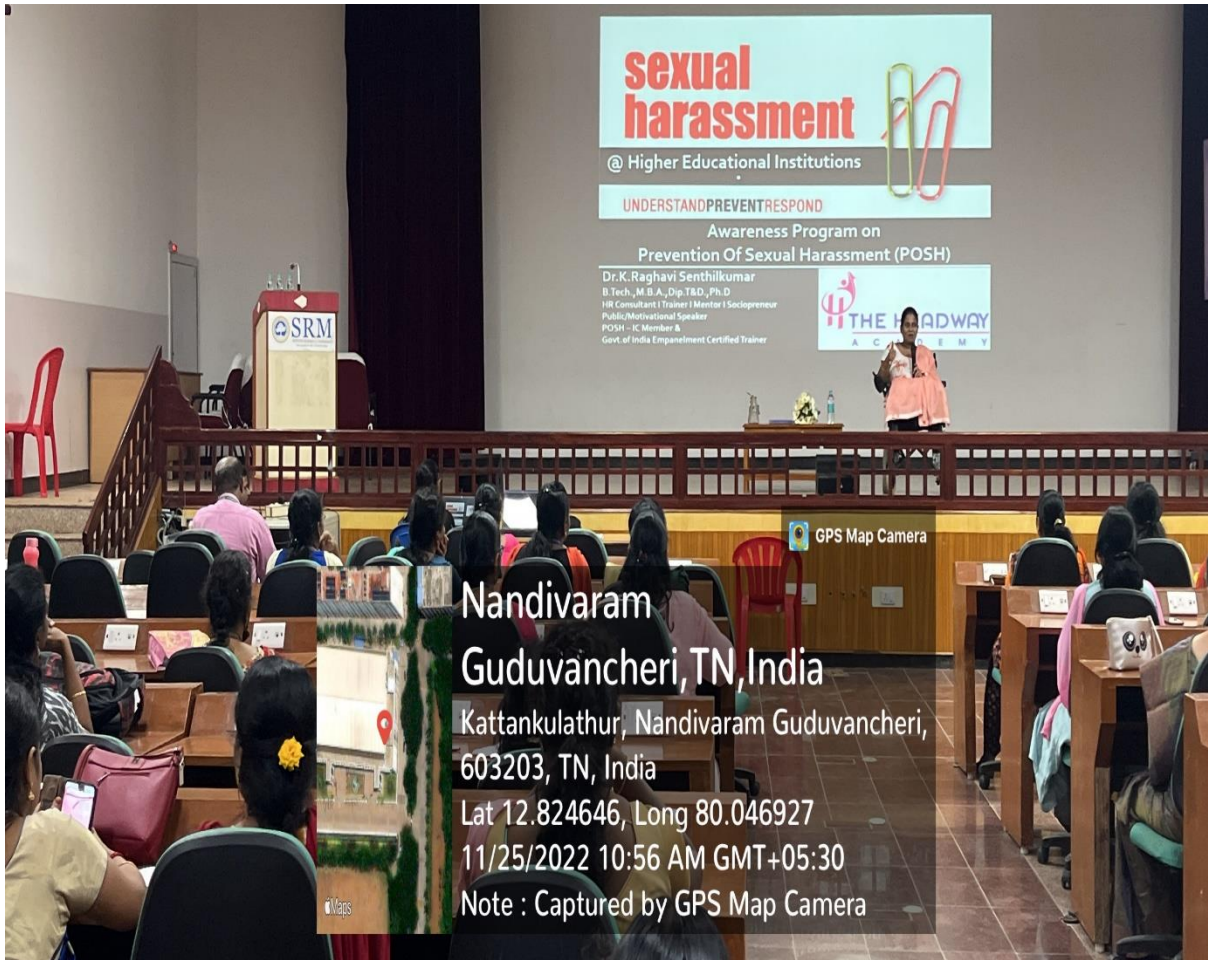
The session was very interactive as the participants had lot of queries related to the case study. One hundred and ten participants attended this workshop.

She also said how the information/complaint given will be kept highly confidential by the IC team.

Dr.Saravanan, member IC, Professor, Dept. of Maxillofacial Surgery, SRM Dental College delivered the vote of thanks by appreciating Dr.Ragahvi's efforts to protect the fellow human beings.







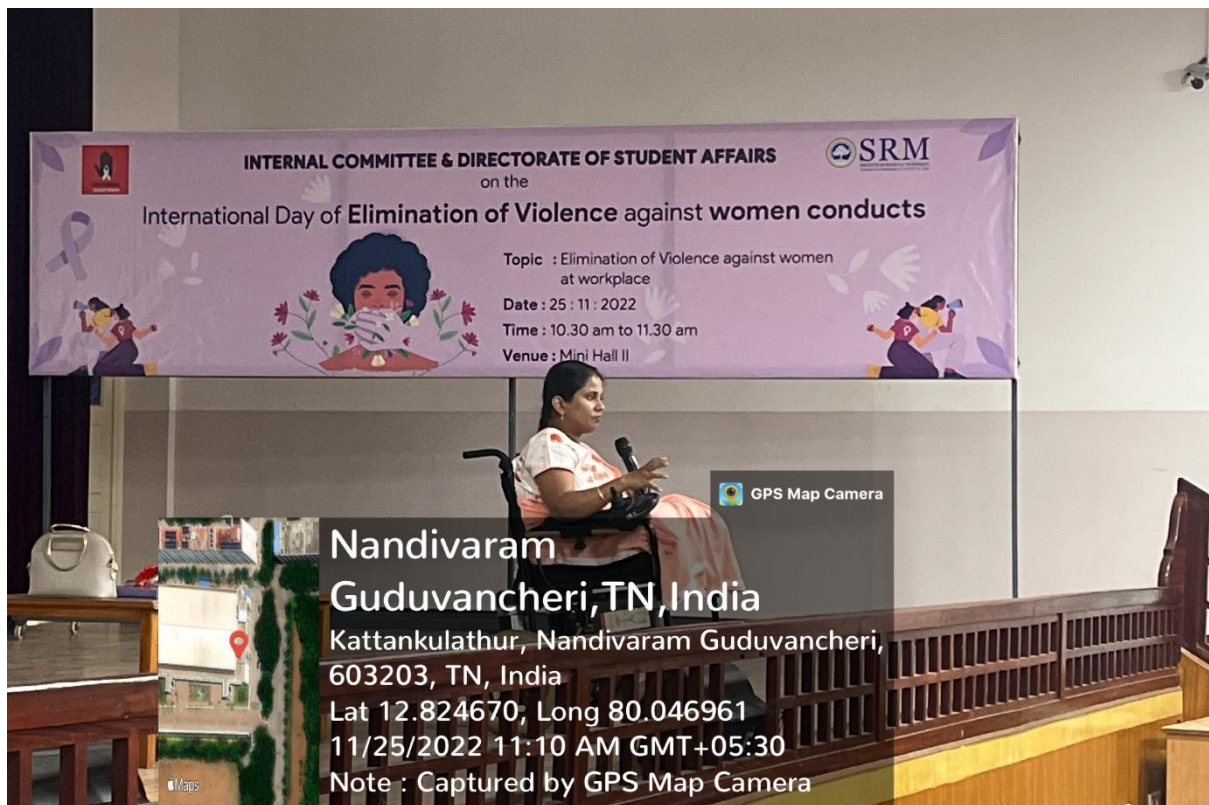
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GPS Map Camera

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Awareness on Prevention of Sexual Harassment against Women at the Workplace

As per the guidance given by AICTE, SRM IST's Internal Committee and Directorate of Student Affairs conducted "Awareness on Prevention of Sexual Harassment against women at the workplace" on 05 December 2022 from 11.00 AM to 12.30 PM.

Venue: Mini Hall II, Dr. T. P. Ganesan Auditorium.

Ms. Shoba Sridaran is currently the global head of learning and development at Bristlecone, a Mahindra group of companies.

Shoba is POSH (prevention of sexual harassment) certified Trainer and she has been volunteering with the Art of living foundation for over a decade now and is currently the state teacher coordinator. Passion for making a difference is her mantra.

Non-teaching staff, research scholars and students attended this awareness program.

Dr. S. Ramya, member IC, Asst. Prof. Dept. of EFL introduced the guest to the gathering.

Ms. Shoba cited real life examples, which the participants were easily able to relate with their everyday life. She made the session very interactive and the participants eagerly participated in it.

She introduced the POSH law for the audience and insisted that people should not have any kind of inhibitions and should file a complaint when they are facing any kind of sexual harassment. She gave a few situations and made the audience aware of how that can be categorised as sexual harassment.

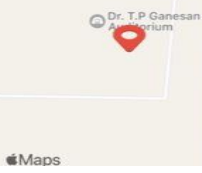
One hundred and Seventy seven Non-teaching staff attended this workshop.

Dr.S. Ramya, delivered the vote of thanks whereby the interactive session came to a close.





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Group discussions on Gender Violence and role of gender in educational institution was conducted as part of the IC's responsibility to create awareness among students.



