

DEPARTMENT OF BIOCHEMISTRY

REPORT ON WORKSHOP (05/11/2016)

GENDER SENSITIZATION & IMPLEMENTATION OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL)

The Department of Biochemistry encourages gender parity and is constantly working towards providing a conducive environment for efficient and effective communications between the employees and students. Men and women need to be sensitized towards gender issues, the boundaries that exist between colleagues and how such boundaries are crossed. The students and faculty of the college also need to be constantly informed about the Sexual Harassment of Women at Workplace Act, 2013 and the manner in which the Internal Complaints Committee is constituted and how it works towards providing protection against sexual harassment of women at workplace and for the redressal of complaints of sexual harassment.

In order to address such concerns a one-day workshop was organized by department of biochemistry on 5th November, 2016. The objective of the workshop was to sensitize the participants on gender issues, to help them be aware of gender biases, to help them resolve interpersonal conflicts arising from gender issues and to enable them to act assertively and respond to challenges in workplace. The Workshop was held with the intention that colleges and Departments will also conduct such gender sensitization workshops to create awareness about gender issues and Sexual Harassment at Workplace Act, 2013. The themes were divided in the following manner.

THE FORMAT OF THE WORKSHOP

- Towards Gender Parity
- Understanding Gender as a social construct
- The Sexual Harassment of Women in Workplace Act, 2013.
- The Many Forms of Gender Inequalities and Male centric Societies

The workshop was divided into two sessions the first in the morning 9.30AM to 11.00AM and the second in 11.30AM to 1.00PM. In the first session a lecture demonstration was conducted by **Madam Sarika Prem (HOP Cum Lecturer in life sciences) from Victoria International College, Malaysia**. She has been conducting participatory, experiential, capacity building workshops for women and men focused on gender, sustainable development and human rights. Madam Sarika Prem talked about patriarchy, violence in the family as well as issues related to gender inequality in our society. This was followed with the second session involving a panel

discussion and the role of the ICCs in implementing the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act 2013. Madam Sarika Prem presented a power point presentation on the provisions of the Act made and the Act was discussed. The manner in which complaints are to be addressed was also explained. The participants participated actively in the open house discussion and were appreciative about getting an opportunity to know and discuss gender sensitivity and implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act 2013. Around 100 participants from various Departments of the college attended this workshop. They were given a certificate of participation. It is hoped that colleges and departments also conduct such workshops in future.

