

**ANNUAL REPORT**  
**2014-2015**

**GENDER SENSITIZATION  
COMMITTEE  
AGAINST SEXUAL  
HARASSMENT  
(GSCASH)**

**JAWAHARLAL NEHRU UNIVERSITY  
NEW DELHI-110067**

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## **GSCASH Members 2014-2015**

<b>Prof. Anuradha Banerjee</b>	<b>Chairperson (from 7.11.2015 onwards)</b>
<b>Dr. Archana Upadhyay</b>	<b>Chairperson (till 6.11.2015)</b>
<b>Prof. Sonajharia Minz.</b>	<b>JNUTA Representative (Till Sept., 2014)</b>
<b>Dr. Kaustav Banerjee</b>	<b>Warden Representative</b>
<b>Dr. Rosina Nasir</b>	<b>Warden Representative</b>
<b>Dr. Rizwanur Rahman</b>	<b>JNUTA Representative</b>
<b>Dr. Avinash Kumar</b>	<b>Warden Representative (Till Sept., 2014)</b>
<b>Dr. Manorama Tripathi</b>	<b>JNUOA Representative</b>
<b>Dr. Vikram Singh</b>	<b>JNUOA Representative</b>
<b>Dr. Rukmini Sen</b>	<b>Woman Academician (Aug., 2014 onwards)</b>
<b>Mr. Basant Lal Sharma</b>	<b>JNUSA Representative</b>
<b>Mrs. Sulochana Meshram</b>	<b>JNUSA Representative</b>
<b>Ms. Aparna Mahiyaria</b>	<b>Elected Student Representative</b>
<b>Ms. Sonam Goyal</b>	<b>Elected Student Representative</b>
<b>Ms. Kritiga Negi</b>	<b>JNUSU Representative (Till Sept., 2014)</b>
<b>Ms. Sukrita Lahiri</b>	<b>JNUSU Rep. (From Oct., 2014 onwards)</b>
<b>Adv. Anita Abraham</b>	<b>NGO Representative (Till Sept., 2014)</b>
<b>Ms. Chandrani Dutta</b>	<b>NGO Representative (Feb., 2015 onwards)</b>

## **INTRODUCTION**

The GSCASH as a body was set up in Jawaharlal Nehru University in 1999. The body was constituted under the recommendations and guidelines laid down by the historic judgement of Supreme Court of India in the writ petition Vishakha vs. State of Rajasthan. This struggle to form such an institution to fight sexual harassment inside the campus started from grassroot levels where the JNU community was at the forefront.

Today the scenario has changed drastically as the campus has expanded and the nature of complaints are also diverse. GSCASH has faced time and again threats and attacks from various agencies inside and outside the campus.

Very recently, after the horrific incident of 16<sup>th</sup> December 2012 there were nation-wide protests and demonstrations demanding for a law that could inhibit gender violence before it is perpetrated. As a follow up to this the then government set up a Commission under the chairpersonship of Justice Verma whose recommendations are still far from reality in our legal system. The law that came into being is called the Sexual Harassment at the Workplace Act (2013) which is highly debated on various grounds. Added to it the JNU community also underwent a thorough discussion on the state of gender violence on campus after the 31<sup>st</sup> July 2013 incident. A 10 member committee was formed which took feedback from different stakeholders on the campus. Their report is also a tool for improving the sensitivity on campus.

Another committee under the chairpersonship of Rector was constituted to update the rules and regulations of GSCASH in accordance with the Law. The approach of GSCASH has been to keep the ethos of this body intact with acceptance of changes which would strengthen the functioning of GSCASH. After many meetings and deliberations the draft was streamlined within GSCASH and is now waiting to be implemented by the Rector Committee.

GSCASH along with the support of the JNU community has tried to understand and analyse various issues related to gender through discussions, public meetings, film screenings, street plays and workshops. With the sole agenda of making JNU a zero tolerant campus towards sexual harassment, GSCASH interacted with not just the students' community but also with the security and

workers on campus. GSCASH sensitized them about harassment, violence and created awareness about the role of GSCASH in case of any untoward incident.

### **Gender Sensitization Activities and Programmes :-**

#### Self Defence Workshop in coordination with the Sports Office

A workshop was organised along with the Sports office where women trainers from Delhi Police taught the students basics of self defence. It was organised in Teflas and the methods taught were to deal with daily based violence on streets, buses and other public places.

#### Letter to the Rector for better facilities in Parlor

After consistent demands from girl students, a letter was written to the Rector highlighting the problems faced by the students availing the facilities of Parlor. The letter pointed the basic problems: small space and more number using these facilities, safety issues as there are different appliances used, privacy matter as it faces the road and visitors have to wait outside, etc. Even after submission of an application there is no progress in the matter neither any response.

#### Notice on the Landmark Judgement

A notice was put up congratulating and informing the student community about the recognition of the transgenders and *Hijras* as 'Third Gender'. This came about with a judgement by NALSA on 15<sup>th</sup> April 2014. It spoke about the Supreme Court verdict of declaring LGBTIQ 'illegal' under Section 377. GSCASH took it as its responsibility to work towards creating equal spaces for all where binaries of gender are not the only modules of functioning.

#### Brochure Distribution

During the time of new admissions in JNU GSCASH distributed brochures containing the information about the role and procedures of GSCASH. It also defined harassment and basic concerns of when and to whom the complaint of

sexual harassment be made. The brochure also gave a list of members so that in cases of emergency anyone can be contacted. The brochure is also translated in Hindi for wider circulation among the JNU community. GSCASH students' representatives interacted with the new students generating awareness about the committee. A poster to call for volunteers to help during admission assistance, was put before the admissions and there were 4 volunteers who helped the student representatives manage the desk.

### Street Play

A Delhi based street play group called Jana Natya Manch was invited for an interactive session with the students. Here the artists engaged the students in an artistic response to the increasing incidents of violence against women. They improvised on the experiences of the violence narrated by the students. These improvisations acted as 'provocations' for many to talk, share and articulate through the responses from the artists.

### Public Meeting

A discussion was held after the November 11, 2014 incident in Bilaspur, Chattisgarh where during the process of sterilisation 15 women died and many more were hospitalised. The title of the meeting was- *Governmentality and Public Health: lessons from Chattisgarh*. The idea behind the meeting was to open discussion on such instances of violence which are not new, unleashed by the state on the poor and deprived sections of women in the name of welfare.

On 24.02.2015 a public meeting was organised on the topic: Moral policing: where to find it, how to fight it, where Kalki Koechlin, an actor, came to speak on the topic. It was organised at Sabarmati Dhaba around 6 PM. The discussion revolved around the idea of moral policing and how it penetrates our everyday lives. The speaker spoke about her personal experiences and how she dealt with such issues.

### Important Notice

As mentioned earlier that there was a need for updating the GSCASH rules and regulations and for this purpose a committee under the chairpersonship of Rector was constituted. After several discussions, GSCASH decided to open the debate with the larger JNU community. The poster spoke about the SHW Act 2013 and its inconsistencies with the GSCASH. A resolve was taken to keep up the autonomy of GSCASH intact and struggle to resist any regressive moves.

### Call for Volunteers

Before announcing the sensitization workshop GSCASH decided to call upon student volunteers to help in the management and organisation of these sessions. To make it more decentralised the hostel committees and union members were involved. The idea was to have smooth coordination and greater dissemination through these representatives.

### Sensitization Workshop

A week long sensitization programme was prepared by the members of GSCASH covering almost the entire JNU community in different sessions. There were school level sessions in the first half and then to involve more students dhaba sessions in the evening for four days. Rest of the days attempts were made to interact with the workers on campus, staff and officers and security staff. However there were obstructions in its implementation but as an institution GSCASH expanded its limits.

The orientation involved participation and a small discussion with former GSCASH faculty members and faculty in general. This was followed by videos provoking discussion around stereotypes and stigma in society. In the evening there were activities planned with the help of other members where students spoke about myths and taboos.

### Cultural Nights

GSCASH brought out a notice on 26.02.2015 requesting students to refrain from making sexist, derogatory and offensive statements through public and cultural spaces in JNU in the name of 'entertainment'. GSCASH urged the entire JNU community to introspect on the nature of programs that are currently being organized as part of cultural nights

### Holi Celebration

GSCASH brought out a notice wishing the entire JNU community on holi. It also urged people to respect each other's space and take consent while playing colors. In all the idea was to remind that 'fun' should never be exclusionary and insensitive.

### Reforms in the rules and procedures of GSCASH

A committee was formed within GSCASH to study the SHW Act 2013 and suggest changes to the current GSCASH rules and procedures. The Rector proposed to the GSCASH members in the meeting to formulate new rules within a month. It was after lot of hard work and thorough study of each and every clause that a new draft was prepared. This committee of 5 members then placed the draft in front of the entire GSCASH membership. After continuous deliberation on the suggestions of the members, the draft is finally approved and submitted to the Rector. The Draft is a vision where the attempts are to strengthen the institution and safeguard it from any attack.

### International Women's Day March

GSCASH organized a march on the occasion of International Women's Day on 8<sup>th</sup> March, 2015. Students marched raising slogans and holding playcards for Gender Equality, Freedom and Rights.



### **Formal Enquiry and Redressal of Complaints (Total complaints - 35)**

<b>S. No.</b>	<b>Name</b>	<b>Date of Filing</b>	<b>Allegations</b>	<b>Status of Complaint</b>
1	Maid vs. Faculty	28.08.2012	Sexual Harassment	Inquiry completed
2	Student (F) vs. Student (M)	19.11.2012	Sexual harassment	Screening Completed Inquiry yet to start
3	Mess Worker (F) vs. Mess Worker (M)	01.02.2013	Sexual harassment, sexual advances & verbal abuse	Inquiry Completed
4	Worker (F) vs. Student (M)	13.08.2013	Misbehaviour and physical contact of a sexual nature	Screening Completed Inquiry yet to start
5	Student (F) vs. Student (M)	9.10.2013	Calling from different numbers and sending nonsense messages	Complaint Screening Committee (CSC) yet to start
6	Student (F) vs. Student (M)	14.10.2013	unwelcome sexual advances and stalking	Asked to tender written apology and undertake to undergo counselling with regards to appropriate behaviour towards women, with a counsellor named by GSCASH.
7	Student (F) vs. Student (M)	14.10.2013	Stalking and mental harassment.	Screening Completed. Inquiry underway
8	Student (F) vs. Student (M)	21.02.2014	Mental physical harassment	Screening Completed Inquiry yet to start
9	Student (F) vs. Student (M)	21.02.2014	Harassment / stalking	Complaint Screening Committee (CSC) yet to start
10	Student (F) vs. Student (M)	03.03.2014	Stalking and mental trauma	Complaint withdrawn.

11	Student (F) vs. Student (M)	07.04.2014	Unwelcome calls, messages and attention	CSC yet to start
12	Student (F) vs. 1 Outsider 1 Student (M)	16.04.2014	Sexual Harassment and Physical assault	Screening underway
13	Student (F) vs. Student (M)	21.04.2014	Stalking continued harassment	Complaint withdrawn
14	Student (F) vs. 5 Students (M)	19.05.2014	Mental and physical harassment through abuse behaviour and unwelcome physical conduct	Screening Completed
				Inquiry yet to start
15	Worker (F) vs. Worker (M)	30.05.2014	Calling from different numbers and sending nonsense messages	Complainant does not want to pursue her complaint with GSCASH.
16	Student (F) vs. Student (M)	09.06.2014	Physical violence and mental torture	Complaint withdrawn
17	Student (F) vs. Student (M)	30.06.2014	Sending indecent and vulgar text resulting in mental harassment	Screening completed. Enquiry yet start
18	Student (F) Vs. Student (M)	21.07.2014	Misbehaviour and misconduct	Screening Completed
				Inquiry yet to start.
19	Student (F) vs. 2 Students (M)	23.07.2014	Unwelcomed physical and sexual advance amounting to Sexual Harassment	Screening Completed Inquiry underway
20	Student (F)  Vs. Student (M)	13.8.2014	Mentally harassing the complainant	Complainant withdrawn after Screening hearing.
21	Student (F) Vs. Student (M)	25.8.2014		Screening yet to start

22	Student (F) Vs. Outsider (M)	27.8.2014	Sexual Assault	Report submitted
23	2 Mess Workers (F&M) vs. 2 Security Staff (M)	17.9.2014	Moral policing & mental harassment	Screening Completed  Enquiry yet start
24	2 Students (F) vs. Student (M)	26.9.2014	Sexual harassment	Screening yet to start
25	Student (F) vs. unknown	12.11.2014	lewd comments & indecent behaviour	Not to pursue the case in the GSCASH anymore, as it is with the police
26	Student (F) vs. Student (M)	21.11.2014	alleged sexual harassment incidents	CSC underway
27	Student (F) vs. Student (M)	31.12.2014	Mentally harassing and unwelcome messages and today unwanted approached	Inquiry Completed
28	Student (F) vs. Student (M)	13.01.2015	Sexual Harassment and Intimidation	CSC underway
29	Student (F) vs. Student (M)	16.01.2015	unwelcome sexual advances	Screening Completed Inquiry yet to start
30	Student (F) vs. Outsider (M)	28.01.2015	stalking	Action completed.
31	Outsider (F) vs. Security Staffs (M)	31.01.2015	abusive language	CSC constituted
32	Student (F) vs. Outsider (M)	05.02.2015		CSC constituted
33	Student (F) vs. Student (M)	05.02.2015	Stalking and unwelcome advances	Screening in process

34	Staff (F) vs. Staff (M)	12.03.2015	Posting indecent messages on WhatsApp	CSC underway
35	Student (F) vs. Service Provider (M)	27.03.2015	Misbehaviour and abusive languages	CSC Constituted

The above mentioned table gives an idea of the number of cases that were lodged year wise. However, they should not be taken in absolute terms as lot depends on the membership and with the break in term of Chairpersons and other members, redressal get delayed even after continuous hard work by the GSCASH membership.

Till the 30<sup>th</sup> April 2015 the status of the complaints in GSCASH was such: there were 3 enquiries that were completed, around 10 complaints were such where either the enquiry committee was constituted or the enquiry was underway. There are almost 8 complaints which are undergoing the Complaint Screening Committee procedure. Lastly, almost 4 complaints were withdrawn on different grounds. The cases involved different individuals from campus say student, mess worker, staff, officer, faculty, etc. and also from outside. The complaints were of a variety of concerns: internet crime, stalking, unwanted sexual advances in person, text messages and sometimes serious in nature. The pressures from all these complaints were of different kinds as sometimes the defendant is non-cooperative while in some instances the recommendations are not implemented making GSCASH look like a failed body. After all allegations members were committed to bring complaints to rest appropriately.

### **RTIs**

Many RTIs concerning cases were forwarded to us by the University Authority were responded promptly and Replies were sent to them. Many Court cases were also received from the Legal Cell for our para-wise comments which was also responded in time and as per rules of the GSCASH.

### **Roadblocks**

The journey in GSCASH has been full of difficulties and challenges. Down below is the summary of those concerns:

- Delays in filling the vacancies of members
- Difficulty in strictly following the procedures due to shortage of members.
- Inadequate staff with required specialisation.
- Difficulty in getting members from outside the campus for instance, NGO, etc.
- Infrastructural delays

- Maintenance of confidentiality
- Lack of counselling services
- Absence of legal advice within GSCASH
- Conflicts due to RTIs
- Non implementation of GSCASH recommendations by the administration on speedy basis on non serious grounds

### Suggestions

In this present scenario following suggestions might help overcome the obstacles for a smooth working of the GSCASH.

1. The elections to GSCASH in all sections should be held regularly so that the membership is sufficient at all times for the functioning.
2. The proposed changes to the rules and procedures of GSCASH should be implemented immediately so as to strengthen the body.
3. Permanent staff with a Section Officer, bi-lingual typist should be attached with the body
4. The proposal for the counsellor panel only with GSCASH should be considered with utmost seriousness
5. Similarly a panel of NGOs should also be prepared for smooth conduct of the enquiries
6. The rule book and forms should be tried and translated in hindi as well.
7. Stringent measures to check the breach of confidentiality should be taken
8. A guideline to the functioning of the members on everyday basis should be prepared to avoid conflicts within members
9. A permanent legal advisor should be given to GSCASH
10. Directive to other departments should be given to assist GSCASH rather than increasing its burden of work
11. Centres and schools should also cooperate during GSCASH workshop and take the initiatives to interact with students, staff and faculty on these lines for a gender equal campus

**Annexures 1- Notice to invite volunteers**

**Annexures 2- Notice on interactive session on Moral Policing**

**Annexures 3- Poster on Cultural Nights**

**Annexures 4- International Women's Day March**

**Annexures 5- Notice inviting the students to participate in the Poster Making Workshop**

## GSCASH Orientations and Workshops Programme









## Holi Celebration Poster

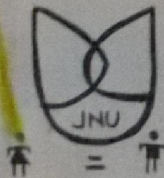
GSCASH wishes the entire JNU campus a very happy  
and safe Holi!

Let the celebration and bonhomie be based  
on respect and dignity of others.

Let us bring in the spirit of a harassment free

# GSCASH

GENDER SENSITIZATION COMMITTEE  
AGAINST SEXUAL HARASSMENT



GSCASH wishes the entire JNU campus a very happy  
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Let the celebration and bonhomie be based  
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Let us bring in the spirit of a harassment free  
campus!

- Sonam Goyal 9650726226
- Aparna Mahiyaria 8800697940
- Sukrita Lahiri 9560280712

03 2015



## Poster Workshop



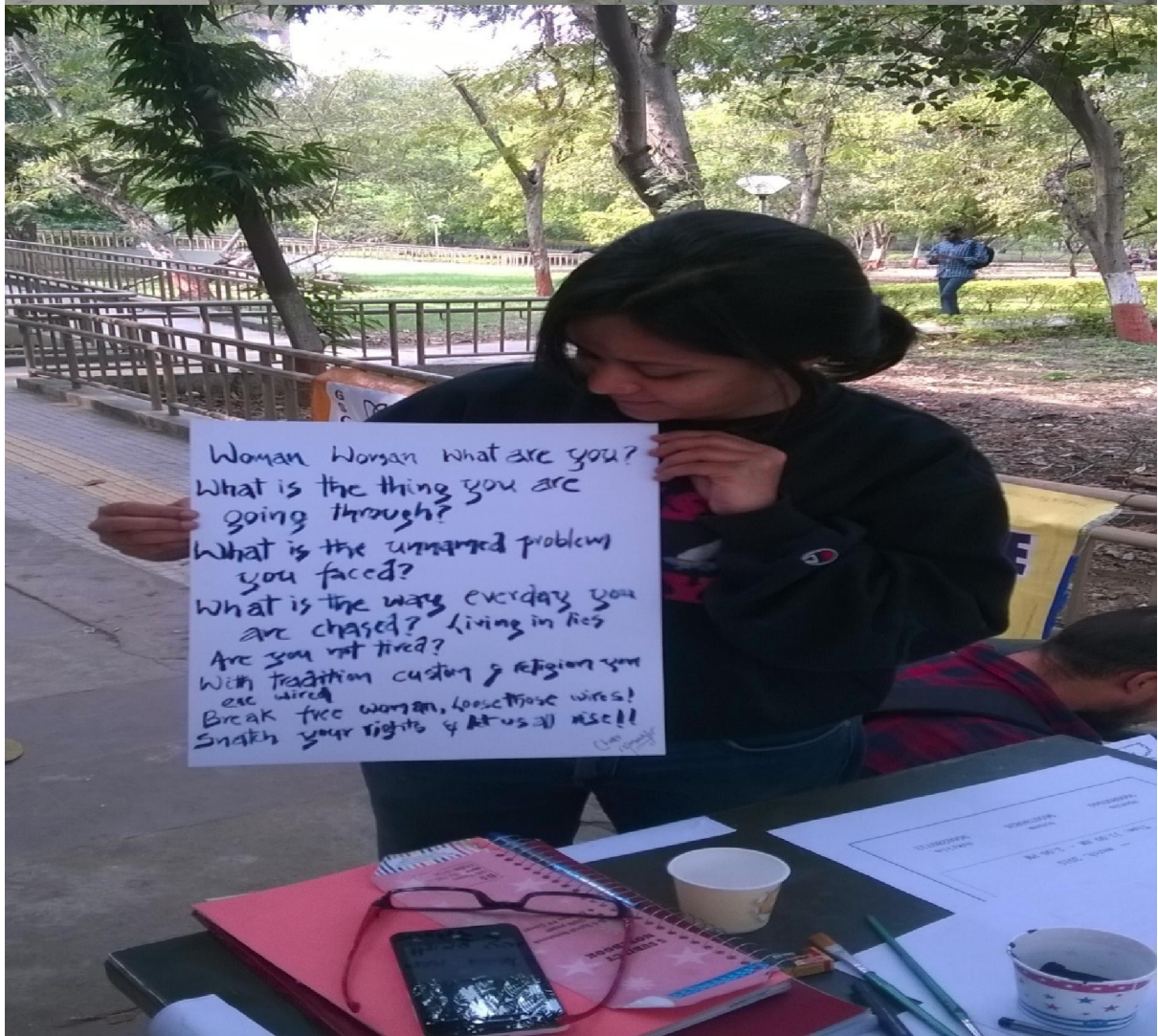










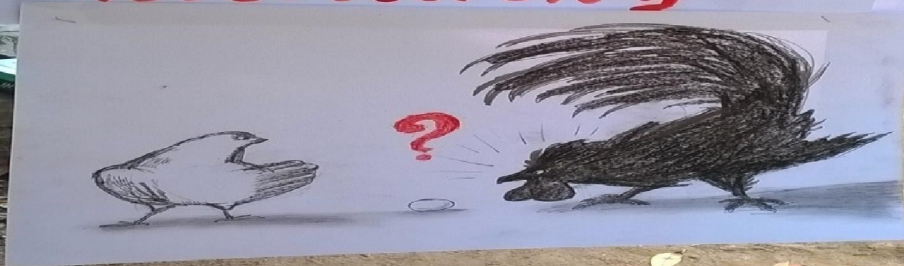




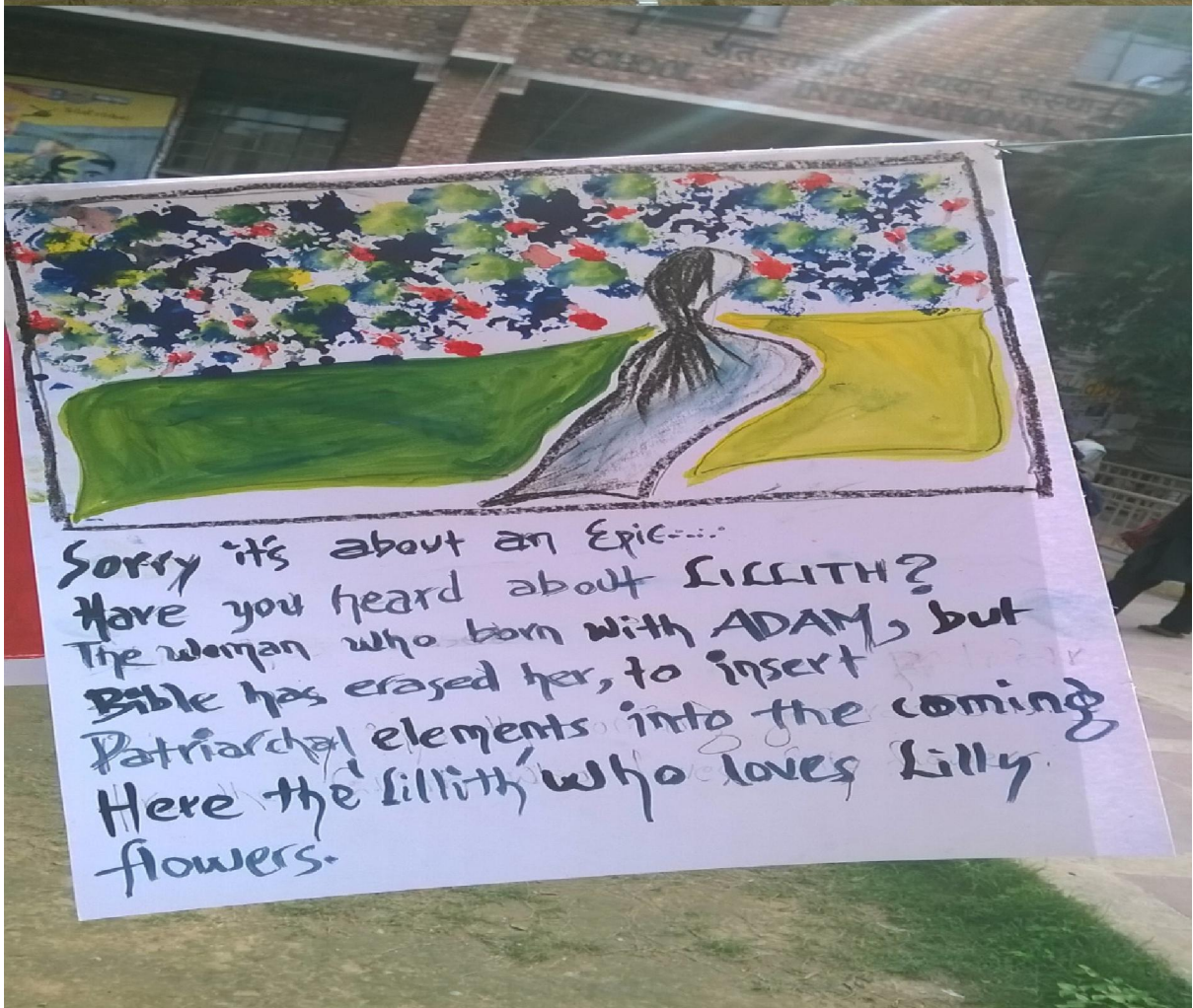




Stationery will be  
provided.  
Paint against  
Patriarchy



माँ ने कहा  
अपने रोह  
आग रोहि  
जाले के  
वस्त्र ओ  
अमी को  
बंधन है  
माँ ने कहा  
पर लाइकी  
मत देना



Sorry it's about an Epic....  
Have you heard about LILLITH?  
The woman who born with ADAM, but  
Bible has erased her, to insert  
Patriarchal elements into the coming  
Here the Lillith who loves Lilly  
flowers.





# GSCASH – IMPORTANT NOTICE

This is to inform the student community that the **GSCASH will be organizing orientations and workshops for all the centres and schools**, starting from 10.02.2015 to 17.02.2015. The workshops and interactive orientations sessions with the students will be held both centre/school wise as well as hostel wise. Besides students, these workshops will also be conducted for the first time with other constituencies of the campus like the Mess workers, Security Guards and Officers and Staff.

The GSCASH seeks the support and extensive participation of the student community in all of the above workshops. We also request that in order to make the workshops a success, students sign up as volunteers in large numbers and help the GSCASH in logistical and publicity related work.

The following procedure can be followed for registering as a volunteer to the GSCASH.

1. The **Hostel Presidents** of each hostel must nominate a member from their respective hostel committees and the **School Conveners** from their respective school councils as the first volunteers to the GSCASH. These names must be submitted directly to the GSCASH representatives through phone/email (given below) by the **3<sup>rd</sup> of February 2015**.
2. These names shall be displayed on the 4<sup>th</sup> February 2015. **Students can approach their hostel committee volunteer or school council volunteer to give their name as a volunteer. They can alternately, sign up at the GSCASH office (114A- Ad Block) or approach the GSCASH representatives directly through phone/email (given below).**
3. The last date for submission of names is **7<sup>th</sup> of February**.
4. For any queries, contact the undersigned.

Sd/

**Aparna Mahiyaria**  
**Sonam Goyal**  
**Sukrita Lahiri**

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goldie.sonam@gmail.com  
sukrita.lahiri@gmail.com

**Do not remove till 8<sup>th</sup> February 2015**



**Join an interactive session on**



# Moral Policing: Where to Find It, How to Fight It.

Speaker

**Kalki Koechelin**

**24 Feb | Sabarmati Dhaba | 6PM**

**GSCASH**

# **GSCASH**

## **IMPORTANT NOTICE**

**26<sup>th</sup> February 2015**

It has come to our notice, that gender insensitive comments are often made during cultural nights organized by hostels. GSCASH requests students to refrain from making sexist, derogatory and offensive statements through public and cultural spaces in JNU in the name of 'entertainment'. We have been noting that programs organized as part of 'cultural nights' in various hostels often perpetrate the patriarchal common sense in society such as songs which objectify women and are sexist and misogynist.

JNU has always tried to collectively ensure that everyone feels equally comfortable and free in our public and private spaces. GSCASH urges the entire JNU community to introspect on the nature of programs that are currently being organized as part of cultural nights. We are certainly not against students getting together to have fun. But when 'fun' begins to make several people uncomfortable, this 'fun' can lead to our cultural spaces excluding, instead of including the entire JNU community, which we believe would be highly unfortunate. At a time when women's freedom and autonomy are being discussed across the country, we believe that in JNU too, it is high time that we rethink our idea of what constitutes 'fun' and 'entertainment'.

# GSCASH

**“हम चलेंगे साथ साथ”**

Join the GSCASH March  
for

**International  
Women's Day**

**8<sup>th</sup> March 2015**

Assemble at Ganga Dhaba at  
**6:00 PM**

Sd/

Aparna Mahiyaria  
9999895940

Sonam Goyal  
9650786826

Sukrita Lahiri  
9560280712

# GSCASH

The GSCASH invites the students to participate in the Poster Making Workshop around the theme of gender violence and harassment on the 10<sup>th</sup> of March. What are the forms of Gender Based Violence, Why it happens, what can be done to make it sure it does not. We shall provide those who register, with chart papers, colours and other required material. We are not expecting people to be Picasso. This exercise is to let out, through art, our views and our fight against the oppressive structures. So, come, let us scribble and doodle, together, against gender violence and sexual harassment.

P.S. Men are invited too!

Venue: SL lawns, SSS Lawns

Date: 10<sup>th</sup> March, 2015

Time: 11 AM - As long as you want to draw.

Sd/

aparna  
9999895940

sonam  
9650786826

sukrita  
9560280712