

Metric 7.1.1

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last one year (2023-2024)

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Amity University Madhya Pradesh

Ref. AUMP/RO/2012/246

Dated 07.09.2012

POLICY FOR PREVENTION OF SEXUAL HARASSMENT OF WOMEN

Introduction

1. In compliance with the mandate of the Hon'ble Supreme Court of India, AUMP proposes to adopt this policy to prevent, prohibit and punish sexual harassment of women at the workplace.

Policy

2. The right of women to protection from sexual harassment and the right to work with dignity are recognised as universal human rights, in accordance with the directive of the Hon'ble Supreme Court, by AUMP Gwalior.

Objectives of the Policy

3. To uphold Women's Right to Protection against Sexual Harassment and the Right to Livelihood and towards that end for the prevention and redressal of Sexual Harassment of Women.
4. To evolve a permanent mechanism for the prevention, prohibition and redress of sexual harassment of women within the jurisdiction of AUMP.
5. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
6. To ensure the implementation of the policy in letter and spirit by undertaking all necessary and reasonable steps including the constitution of appropriate Committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.
7. To uphold the commitment of AUMP to provide an environment free of

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Registrar
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discrimination and violence against women.

Constitution of Committee against Sexual Harassment of Women (CASH)

8. A seven member committee (CASH) has been constituted to prevent, prohibit and punish sexual harassment of women at AUMP .
9. The Committee would have a women as the Chairperson and more than half the members would be women.
10. Both members of faculty and administration would be the members of the said committee. One member, who has the credentials for working for women's causes, would be nominated from outside as an NGO nominee.
11. The said committee would be formed with the approval of the Hon'ble VC AUMP. The names of the Chairperson and the members may be changed for administrative reasons. However, the present composition of the CASH is as follows:-

(a) Dr. Iti Roychowdhury	Chairperson
(b) Dr. Deepika Tomar	Member
(c) Dr. Deepti Joshi	Member
(d) Ms. Amrita Parashar	Member
(e) Mr. Ajay Pratap Singh	Member
(f) Mr. Rajneesh Kant Sharma	Member
(g) Mrs. Shobha Katiyar	NGO Nominee

Definition of Sexual Harassment:

For purposes of this Policy, the following shall constitute sexual harassment of women:-

12. When submission to unwelcome sexually determined behaviour such as sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature, are explicitly or implicitly made a term or condition of teaching/guidance, education, employment, participation or evaluation of a woman's engagement in any AUMP activity.

13. When unwelcome sexually determined behaviour, including but not

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Chairman

limited to, sexual advances, physical and /or verbal or non-verbal or conduct, such as loaded comments, remarks or jokes, letters, phone calls, sms or emails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature have the purpose and /or effect of interfering with a woman's work or academic performance or of creating an intimidating, hostile or offensive employment, educational or living environment.

14. When a man uses with a sexual purpose, the body or any part of it or any object as an extension of the body in relation to a woman without her consent or against her will, such conduct will amount to sexual assault.

Explanation :

(a) It is clarified that it is the reasonable perception of the woman that would be relevant in determining whether any conduct was sexually determined and, if so, whether such conduct was unwelcome or not and that her objection would disadvantage her in connection with her education or employment, including evaluation, grading, recruitment or promotion, or when it creates a hostile working, educational or living environment.

(b) "Hostile Environment" is said to be created when any act of Sexual Harassment has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive employment, educational or living environment.

Procedure

15. The complainant should put up a complaint in writing, addressed to the Chairperson

CASH(Committee Against Sexual Harassment) at the earliest possible opportunity, on occurrence of the offence.

16. Such complaints should normally be addressed within 3 working days.

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Amity University Madhya Pradesh
Gwalior


17. The committee will investigate the case and forward their recommendations, findings and action recommended to be initiated against the concerned individual to the Proctor/ Registrar who will put up his recommendation to the Hon'ble VC, AUMP.
18. The decision of the VC, AUMP in all such matters will be final.

Conclusion

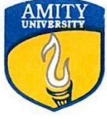
19. This policy shall be respected by and will be binding upon all members of AUMP including management, academic staff, non teaching staff, administrative staff, technical staff, support staff, students, consultants, visitors, service providers, holding permanent, temporary, honorary, ad hoc, voluntary or short term positions.
20. Anyone violating this policy will be subject to disciplinary action as detailed in the AUMP Rules and Procedures for the Prevention, Prohibition and Punishment of Sexual Harassment of Women at the Workplace. At AUMP sanctions for sexual harassment may include the full range of disciplinary action up to and including removal from the University.
21. It will be unlawful to retaliate against an employee, student or staff member for filing a complaint of sexual harassment or for cooperating in an enquiry of sexual harassment.
22. The policy will be respected and implemented in letter and spirit.

Distribution List:

1. The Hon'ble VC's Office
2. Chairperson CASH
3. Director Administration
4. Dean Academics
5. COE
6. All HOIs


7.9.2012
(Dr. Anil Srivastav)
Registrar
AUMP, Gwalior

Registrar
Amity University, Madhya Pradesh
Gwalior



AMITY UNIVERSITY

MADHYA PRADESH

Established vide Government of Madhya Pradesh Act No. 27 of 2010

Ref. No. AUMP/RO/2023/279(a)

Date: 21.09.2023

Notification

Re-Constitution of Committee for Prevention of Sexual Harassment Against Women.

1. A Committee for Prevention of Sexual Harassment Against Women is hereby reconstituted as below:-

Chairperson

Prof (Dr) Iti Roychodhury Director, ASCENT/ASL/AISS

Members

- | | |
|-----------------------------|--------------------------------------|
| (a) Mr Rajneesh Kant Sharma | Director Liaison, Admin |
| (b) Mr Amanpreet Randhawa | Director- HR & OSD to Pro Chancellor |
| (c) Dr Manisha Singh | Associate Professor, ASET |
| (d) Dr Shweta Saxena | Assistant Professor, ABS |
| (e) Ms. Vartika Saxena | Assistant Professor, ALS |

External Members

- | | |
|----------------------------|---------------------------------|
| (f) Prof (Dr) Charu Chitra | Professor, KRG College, Gwalior |
|----------------------------|---------------------------------|

2. In accordance with the previous notification i.e letter No. AUMP/RO/2022/48(a) dated 14.02.2022, the tenure of the members will be of three year i.e. till 14.02.2025.
3. This re-constituted committee shall function w.e.f the date of issue of this order. The previous notification issued vid Office Ref. No. AUMP/RO/2022/48(a) dated 14.02.2022 stand cancelled with the issue of this notification.
4. Issued by the order of the Hon'ble Pro Chancellor


(Rajesh Jain)
Registrar





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Ref. No. AUMP/RO/2024/129

Date: 04.04.2024

Re-Constitution of Internal Complaint Committee (ICC) and a Special Cell to deal with Issue of "Gender Based Violence"

1. **The Internal Complaint Committee (ICC) and a Special Cell to deal with Issue of "Gender Based Violence"** of Amity University Madhya Pradesh has been re-constituted as below:-

(a) Chairperson

Prof (Dr) Iti Roychowdhury

Director-ASCENT/ASL/AISS

(b) Members

1. Mr. Rajneesh Kant Sharma Director-Liaison
2. Mr. Amanpreet Randhawa Director-HR & OSD to Pro Chancellor
3. Dr. Madhavi Dhingra Associate Professor, CSE
4. Dr. Shweta Saxena Associate Professor, ABS
5. Mr. Sudheer Singh Sikarwar Associate Professor, ASAP

2. The tenure of the committee members will be of 03 years from the issuance of this notification.
3. Previous notification issued vide office Ref No. AUMP/RO/2023/198 Dated 09.06.2023 in this regard is stand cancelled.
4. Issued by the order of the Hon'ble Pro Chancellor.


(Rajesh Jain) 04/04/2024
Registrar

To

1. Chairperson of the Committee
2. All Members of the Committee

Copy To:

1. Hon'ble Pro Chancellor
2. O/o the Offg. Vice Chancellor
3. All Hols & HoDs
4. Office Record



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Annual Gender Sensitization Plan

Academic Year 2023-24

SN	Name of the Activity	Proposed Date	Remarks
1.	Appointment of Gender Champions	By 30th March 2023	Nominations to be invited from ABS, AIB
2.	Intro to CASH	30th Aug 2023	During Orientation
3.	International Women's Day	8 th March 24	Circular: Activities to be planned by each dept
4.	Gender Sensitization Street Plays		During Amichroma 24



Roychowdhury)



AMITY UNIVERSITY

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Course structure: Gender Psychology - Course Code: PSY-502

Course Title: Gender Psychology

Credit Units: 4

Course Level: UG Level

Course Code: PSY-502

Course Objectives:

- This course is designed to introduce students to psychological theories and research regarding the differences and similarities between men and women and the effects of gender in social situations.
- Students will learn to understand the complexity and diversity of gendered experiences in the social settings of their own and other cultures

Pre-requisites: The students must possess fair understanding of biological basis of gender

Course Content:	Weightage
Module I Introduction to Gender Psychology	20%
<ul style="list-style-type: none">• Defining Sex and Gender within Psychology• Perspectives in Gender: Social, Economic, Political & Biological• Gender Identity: Biological basis of Gender	
Module II Gender and Life Course	20%
<ul style="list-style-type: none">• Physical, Social and Moral Development• Module III Gender Roles & Stereotypes• Masculinity and Femininity in Religious Context• Global/Cultural Context• Effects of stereotypes and roles• Media and Depiction of gender	
Module III Gender Roles & Stereotypes	20%
<ul style="list-style-type: none">• Masculinity and Femininity in Religious Context• Global/Cultural Context• Effects of stereotypes and roles• Media and Depiction of gender	
Module IV Gender Difference	20%
<ul style="list-style-type: none">• Emergence of Gender Differences: Cognitive abilities• Determinants of gender differences: Social and affective behavior	
Module V Gender and Mental Health	20%
<ul style="list-style-type: none">• Health & Fitness• Stress & Coping• Treatment for Mental Disorders	

Student Learning Outcomes:

- Review biological, social, psychological aspect of gender identity with the help of theories and research
- Interpret the complexity and diversity of gender experiences in social setting
- Pedagogy for Course Delivery:
 - Power Point Presentations
 - Lectures
 - Case Studies

Assessment/ Examination Scheme:

Theory L/T (%)	Lab/Practical/(%)	End Term Examination
100%	NA	100%

Theory Assessment (L&T):

Continuous Assessment/Internal Assessment				End Term Examination
Component s (Drop down)	Midterm Examination	Home Assignmen t	Attendance	
Weightage (%)	20%	5%	5%	70%

Text Reading:

- Brannon, L. (2001), Gender: Psychological Perspectives (3rd edition); Needam Heights, MA: Allyn and Bacon.
- Kimmel, M. S. and Aronson, A. (2000), The Gendered Society Reader; New York: Oxford University Press.

Reference Books:

- Mustin R.T. & Marecek J., (1990) ,Making a Difference: Psychology and the Construction of Gender; New Haven, CT: Yale UP
- Golombok S. & Fivush R., (1994), Gender Development ;Cambridge, UK: Cambridge UP



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Amity University Madhya Pradesh

Amity Institute of Social Sciences

'Theme: International Women's Day 2024'

AMIZONE REPORT

Amity Institute of Social Sciences organised a quiz competition for the students at the university to celebrate **International Women's Day 2024** on March 7, 2024, from 2:15 p.m. to 3:15 p.m. The general knowledge-based questions tested the students' knowledge on current affairs, politics, administration, geography, culture, history, arts and literature, economy, society, sports, etc. related to the women of India as well as the world. Now, it is a time to celebrate the achievements of women, whether social, political, economic, or cultural. The celebration of the day is to make people more aware of the importance of Women's Day.

The quiz was conducted on the pattern of a verbal test, comprising 100 MCQ questions in ten rounds, including a visual round. More than 200 students enthusiastically attended the university. The quiz coordinators and scorekeeper are as given below:

1. **Faculty Coordinator:** Dr. Saleem Ahmad
2. **Quiz Master:** Ms Anshika Gupta, BA (H) History, AISS
3. **Score Keeper:** Mr. Siddhant Vashisht (BA (H) Political Science, AISS)

Four teams were declared winners of the competition who are as follows:

I position: Archita Dubey and Muskan Gurjar (BA (H) Political Science, AISS)

II position: Sneha Pandey and Gungun Tripathi (B. Tech CSE, ASET)

III position: Ritu Singh and Radhika Jadon (B. Tech (BIOTECH) AIB)

IV position: Priyanshi Ramani and Anuj Tomar (BBA, ABS)

The event was honoured with the presence of the Hon'ble Pro Chancellor, Lt. Gen. V. K. Sharma, the Hon'ble Pro Vice Chancellor, Prof. (Dr.) M. P. Kaushik, and all the Deans, Directors, HOIs, HODs, faculty members, and members of the Amity Family. The competition was organised under the supervision and guidance of Prof. (Dr.) Iti Roychowdhury, HOI-AISS, ASCENT & ASL, AUMP, and was coordinated by the faculty members of AISS, ASCENT & ASL.

Photos attached below for reference:













Amity School of Engineering & Technology, Amity University Madhya Pradesh organized a Self Defence Workshop on 07th March 2024 in A Block, AUMP

Preface

Amity School of Engineering and Technology, Amity University Madhya Pradesh Gwalior organized a “Self Defence Workshop” on 07th March 2024 in Garden of A Block, ASET from 04:00 pm to 05:00 pm to celebrate International Women’s Day. The workshop was taken by Veerendra Singh kushwah, who is Black belt 3rd dan, Ms. Divya kushwah, Black belt and Mr. Kunal, Black belt. The session was taken by three experts in the Garden area of Block A. The workshop was organized in offline mode where girl students have learnt the basic self defence moves. The event was convened by **Dr. Manisha Singh (Associate Prof from Physics Dept), Dr. Samta Jain Goyal (Associate Prof from CSE Dept) and Dr. Madhavi Dhingra (Associate Prof from CSE Dept).**

Registrations and Participation.

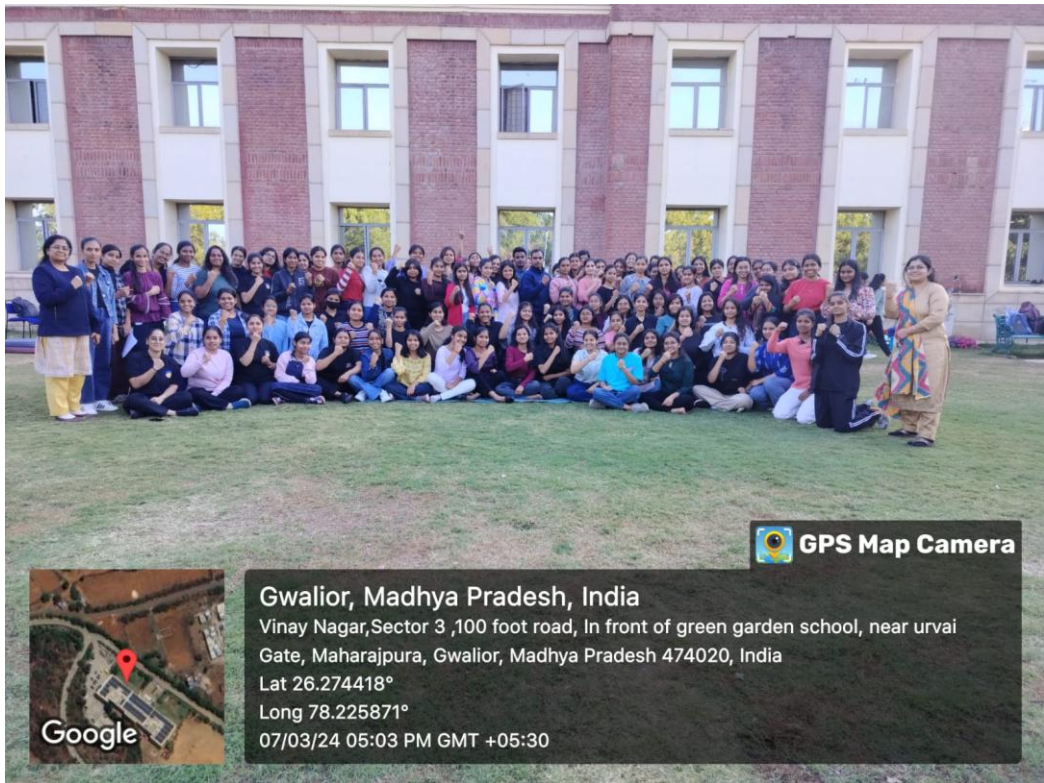
The event was for in house girl students and 80 girl students attended the event including 05 faculties of Computer Science Department.

Session 04:00 PM to 05:00 PM

The workshop was ideal for beginners, Self-defence training is a life skill that helps girls to be more aware of their surroundings and be prepared for the unexpected at any time. Through self-defence training, the girls are taught to become psychologically, intellectually and physically strong enough to protect themselves in times of distress. The workshop was started by Mr. Veerendra Kushwah who have briefed about the various moves which the girls can use. The girls are trained to use everyday articles such as, Key chain, duppata, Stole, mufflers, bags, pen/ pencil, notebook etc. as weapons of opportunity/improvised self-defence weapons to their advantage. He also explained about Selecting the Right approach to prevent themselves from the attackers. The students have performed the moves also and asked their queries which were cleared by the speaker.

The event ended successfully, and students and faculties appreciated the event.

The event photographs are attached with this report.



Self Defence Workshop of 80 girl students



Self Defence Moves demonstrated by Expert



Felicitation of Momento to Expert



MEDIA REPORT

“Female Health & Hygiene”

Date: 14th September 2023 (Thursday)

Time: 3:15pm to 5:15pm

Objective: 1. Familiarising the aspect of menstruation, menstrual hygiene and various health conditions related to females.

2. Relationship of menstrual health to mental health.

Outcome of the activity: The session encouraged the female students to engage in safe and hygienic practices pertaining to their health.

Mode: Offline

Venue: Amity University Madhya Pradesh

Number of Participants: 66 Students (B.A (H) Applied Psychology; M.A Clinical Psychology, M.Phil.Clinical Psychology) and 7 faculty members.

Resource Personage: Dr Namita Agarwal, MBBS, M.D. (OBGY), Gynaecologist and Infertility Specialist, Vedant Hospital Gwalior and Dr Veera Lohia, MS in Obstetrics and Gynaecology, Janak Hospital, Gwalior

Summary of the Session:

Amity Institute of Behavioural and Allied Sciences, Amity University, Madhya Pradesh organized a special session on ‘Female Health and Hygiene’ for the students of the department to orient the female students of menstrual hygiene and concerns related. The event was kick started by the students of M.A Clinical Psychology, Ms. Nandini and Ms. Lisa who warmly welcomed the guests of honour Dr Namita Agarwal (Gynaecologist) and Dr Veera Lohia (Gynaecologist) by acknowledging their meticulous achievements. Before handing over the platform to our esteemed dignitaries, Prof (Dr) Novrattan Sharma, Director, AIBAS who imparted words of wisdom regarding the need of women taking leadership and the enabling taking initiative about taking care of their menstrual health followed by handing over the torch to the expert guests.

The first guest to hold the stage was Dr Namita Agarwal who spoke about the female reproductive system and the menstrual cycle. She explained the purpose of the menstrual cycle and the physiological

process associated with it. She explained the 4 menstrual phases: Menstrual Phase, Follicular phase, Ovulation phase and the Luteal phase. She added that the menstrual cycle changes over time for females. Irregular cycles are seen in the initial years post menarche, regularize around the age 20 and tend to change again around the peri-menopausal period. She helped students differentiate between normal and abnormal menstrual cycle. Students were sensitized about when they should worry about their period and consult a doctor/ health provider. She added that menstrual cycle is like a mirror to peep into the reproductive health of a girl. Menstrual Hygiene Day is celebrated on May 28 every year. She emphasized the importance of menstrual hygiene and provided suggestions for the same such as washing hands before and after using a menstrual product, changing menstrual products regularly, wear breathable clothing, keep the genital area clean with plain water. She addressed myths related to Menstrual Cycle such as MC means shedding blood, if one misses their period then one is not pregnant, but could be due to other reasons; one cannot exercise while bleeding- yogaasanas and breathing exercises aid in the relief, not wash head during periods, virginity is lost by using tampons, hymen is stretched nit broken; consult a gynaecologist for premenstrual syndrome instead of considering as mood swings. She ended the session on the contribution of Yoga in relieving menstrual pain and one must be evaluated for severe period pain (Dysmenorrhea) if it inhibits one from living a regular life despite doing yogic exercises, massages, breathing exercises etc.

The event was furthered spurred by our second guest Dr Veera Lohia who spoke about the importance of female mental health. She emphasized that globally, 1 in 8 people live with mental disorder. She encouraged the students to approach for help in such cases without hesitation. She stated that good health and wellness are interdependent with stress as well as neurosis more common in women. She highlighted the need for counselling services especially for students in the current scenario. She gave a brief idea about the types of mental illnesses and their causes. She explained that even though some amount of stress is necessary to perform well in exams, interviews etc, it is the long-term stress that harms one's health and hence one must look for warning signs to take actions at the beginning itself. She differentiated between positive stress, tolerable stress and toxic stress. Problems of anxiety and depression was highlighted, and their warning signs were explained. Risk factors, modifiable and non-modifiable factors for women were discussed. She suggested ways to manage these issues through seeking social support, preventing stigma, educational programmes,

seeking professional help, regular exercises etc. Importance of medical treatment for mental health disorders were highlighted.

At the end of such intriguing sessions, students raised their queries pertaining to the safety of using reusable menstrual products such as menstrual cups, fertile period for pregnancy, white discharge etc. which were by our valuable guests. Both the doctors emphasized the importance of indulging in safe sex practices which included the use of contraceptives after doctor's consultation, avoiding excessive use of emergency contraceptive pills or self-medication, consulting gynaecologists for family planning before marriage etc. The program ended by giving a vote of thanks to our honoured guests.



Students of AIBAS along with our guests Dr. Namita Agarwal and Dr. Veera Lohia; Prof (Dr). NovRattan Sharma, Director, AIBAS; Dr Rajendra Kumar Sharma, HOD, AIBAS and Faculty members.













Special Sessions

ON

FEMALE HEALTH & HYGIENE

September 14, 2023

Timing: 3:15- 5:15pm



Resource Person

Dr. NAMITA AGRAWAL

(Vedant Hospital Gwalior)

&

Dr. VEERA LOHIA

(Janak Hospital Gwalior)

Venue- Seminar Hall 'C' Block

Organized by

Positive Mental Health & Psychological First Aid Centre

Amity Institute of Behavioural & Allied Sciences

Amity University Madhya Pradesh

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