



SIKKIM GOVERNMENT COLLEGE
TADONG, GANGTOK
SIKKIM, PIN : 737102
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Ref No: 122/SGC/2013

Date : 23/07/2013

OFFICE ORDER

In terms of Sikkim University Policy against Sexual Harassment vide Notification No. SU/2009-10/2332 dated 14/09/2009 and the Guidelines as laid down by the Hon'ble Supreme Court of India in its ruling on the Writ Petition Vishaka and others v. State of Rajasthan and others (1997) and resolutions passed in the General Body Meeting of faculty members held on 6th May, 2013 in the staff room of the College a Gender Sensitization Unit (GSU) has been constituted for a period of three years comprising of the following members with the basic objective to provide an environment for work and study free of sexual harassment which is in consonance with the requirements of an institution of higher education.

Name	Designation	Function
Dr. Sandhya Thapa	Asst. Prof. & Head, Deptt. of Sociology	Chairperson
Dr. Monashree Pradhan	Asst. Prof. & Head, Deptt. of Education	Member
Dr. S.S. Mahapatra	Associate Prof. & Head, Deptt. of Commerce	Member Secretary

The GSU shall co-opt three Student Members (two female and one male).

Sd/-
(Dr. M.P KHAREL)
Principal

Copy to:

1. Dr. Sandhya Thapa, Deptt. of Sociology
2. Dr. Monashree Pradhan, Deptt. of Education
3. Dr. S.S. Mahapatra, Deptt. of Commerce
4. Member Secretary GSU, Sikkim University
5. Director, Higher Education, HRDD, Govt. of Sikkim
6. File


(Dr. M.P KHAREL)
Principal
Sikkim Govt. College
Tadong, Gangtok
Dr. M.P. Kharel
PRINCIPAL
Sikkim Govt. College
Tadong

Minutes of the meeting

An Executive Body Meeting of the Gender Sensitization Unit (GSU) of the College was held in the Department of Sociology on 29th October, 2013 at 01.00pm to discuss the following agenda.

1. Organising of Orientation Programme on Gender Sensitization
2. Nomination of Student Representatives to the Committee of GSU

The meeting was chaired by Dr. Sandhya Thapa, the Chairperson of GSU of the college. The other two members namely Dr.S.S.Mahapatra and Dr. Monashree Pradhan were present.

Orientation Programme

The meeting unanimously resolved to organise one day Orientation Programme on Gender Sensitization especially for the girl students of the College. The meeting proposed to have the programme on 15th November, 2013 from 2.00 to 4.00pm. The venue of the programme shall be Room No. N-7. The Principal will be requested to provide the Room and other infrastructure such as LCD projector and one group-D staff and if possible Tea and Snacks to the Guests. Around 150 students are likely to attend the programme.

It is proposed to invite Mrs Subhadra Rai, Chairperson State Women Commission, Sikkim as Chief Guest. The Principal of the College shall be requested to extend a formal invitation to her to grace the occasion.

The following two speakers will address the students.

1. Dr. Sandhya Thapa will speak on Sexual harrasment in Higher Educational Institutions of India
2. Dr.S.S. Mahapatra will speak on Legal Literacy and the Policy against sexual Harrasment in India

Dr. Monashree Pradhan will function as MC and Rapporteur.

Student Representatives

It is proposed to co-opt seven student representatives preferably four female and three male students of 5th semester in the Committee. The following guideline for nomination may be followed.

Sl. No.	Course BA (Hons/Gen) 5 th Semester	Nomination Category Female Representative
1.	BA (Hons/Gen) 5 th Semester	Female Representative
2.	BA (General) 5 th Semester	Female Representative
3.	BSc (Hons/Gen) 5 th Semester	Female Representative
4.	B.Com (Hons/Gen) 5 th Semester	Female Representative
5.	BA (Hons/Gen) 5 th Semester	Male Representative Pahlad Paudyal
6.	BSc (Hons/Gen) 5 th Semester	Male Representative Gyatsola Bhutia
7.	BCom (Hons/Gen) 5 th Semester	Male Representative Rajendra Sharma

The Chairperson in consultation with Dean of Students Affairs and Principal shall co-opt the student representatives.

The meeting ended at around 1.45pm with a vote of thanks from the Chair.

Members Present

Pradhan 29.10.13

1. Dr. Monashree Pradhan
(Member Female)

S. Mahapatra
29-10-2013

2. Dr. S. S. Mahapatra
(Member Male)

Dr. Sandhya Thapa
29.10.13

3. Dr. Sandhya Thapa
(Chairperson)

Specific objectives:

- Introduce participants to the basic gender concepts.
- Promote awareness to gender issues, education and women empowerment.
- Engage participants in brainstorming sessions and suggest ways of gender sensitization, particularly how to implement the gender policy in an efficient and effective way and how to approach GSU on serious matters and related problems.

Deliberations:

Prof. Dr.S.S. Mahapatra, Head of the Department of Commerce, outlined both the broad and specific objectives of the Orientation Programme and made his opening remarks by stating that gender sensitization is not only an Institutional concern but also a global issue and hence Sikkim Government College, Tadong, should not be left behind. He gave a brief background about the policy framework of GSU that started with Sikkim University and eventually at this College, and rationale of introducing the gender sensitization policy with the aim of institutionalizing gender fairness at all levels of academic and administrative activities within the Institute. In order to make the policy bear fruits, it was necessary that the student's community, especially girl students be made gender aware and conscious so that they can accept and implement it. One way of doing this was to hold sensitization programmes.

Prof. Mahapatra spoke at length on the Legal Literacy issues and the Government's policy against sexual harassment in India. He further elaborated in detail, about formation and functions of Gender Sensitization Units and understanding its salient features, women empowerment, definition of sexual harassment, formation of various committees to oversee the functioning of the Unit with definite objectives, complaints filing processes and imposition of penalties and disciplinary actions to offenders.

Later, **Prof. Dr. S. Thapa**, , Head of the Department of Sociology in her deliberation concurred with the observation that there was indeed a good thing about the Institutional policy makers on gender sensitization, and

commented on the use of legislation and follow the guidelines laid down by the Hon'ble Supreme Court to enable this transition to be made more effective. She spoke about the principle of gender equality which is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

Her deliberation started with a brief history and genesis of how the Convention of Elimination of Discrimination against Women an international bill of rights for women was adopted by the UN General Assembly in 1979 and how the nations that have ratified or acceded to the Convention were legally bound and obligated to put its provisions into practice.

While speaking about Sexual harassment in Higher Educational Institutions of India, she highlighted in more specific terms, the forms of atrocities that women had to go through in the past and the present and the statistical figures of violence against women to give an idea about the magnitude of the problem that existed in other nations as well. She let everybody know, how more and more cases of harassments takes place in various walks of life, each day. Some are brought to light by the media but so many yet escapes exposure. How depressing is the realities of life that women folk have to encounter, she explained, ironically.

Prof. Thapa elaborated on the nature of impact on sexual harassments and how it brings about change in the women's physical and psychological way of life and the social stigma that hounds them continually ever after.

She often referred the need for a relatively strong ideology for gender equality with a wider spectrum to address women problems of harassments specifically in higher institutions of learning. She also counseled the participants on the procedural methods for approaching the GSU with regards to harassment eventualities.

Open discussion

After the deliberations by the chief speakers, there was a lively exchange of views amongst the GSU members and the participants.

The student participants in general realized the importance of such orientation programme and thanked the organizers for arousing consciousness and preparedness in them. They also put forward request for holding these kind of programmes frequently and in other institutes as well.

In the discussion following the speaker's presentation, the house reinforced the recommendation that the GSU must retool and re-engineer themselves, in order to operate effectively in the current paradigm. They also emphasized that more student participation in the development of Gender sensitization dynamics was crucial to its future success.

Closure of the Session

The Special Gender Sensitization Programme saw its day finally with the vote of thanks extended by Dr. MonaShree Pradhan who confidently acknowledged the programme as one of the Institutional level meet of its first kind, where students, authorities and experts met with informative presentations. This gave an opportunity more importantly to the student participants with a clearer understanding of the fundamental rights enshrined in the Constitution especially with regards to gender equality and right to life and liberty, other than intellectual awareness.

She thanked the illustrious speakers for their insightful presentations and the student participants for showing keen interest in taking part in the programme. On behalf of the GSU, she expressed her confidence that given the Institutional commitments, the GSU would make available whatever support or expertise might be needed to assist this important process and offer this one effort as one contribution to the continuing debate within the College about how best to strengthen the College Educational system and establish a more open, tolerant and adoptable gender sensitization culture.