



ANDHRA UNIVERSITY

ఆంధ్ర విశ్వకళా పరిషత్

Accredited by NAAC with 'A' Grade ISO 9001: 2015 Certified

Training Programmes / Gender Sensitization
Programmes / Awareness Programmes organized by
OF DR.DURGABAI DESHMUKH CENTRE FOR WOMEN'S STUDIES

Sl. No	Programme / Purpose	Organized by	Date & Year
1	Training Programme on “Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act 2013	Women and Child Development Agency	15 th April 2021.
2	<i>“Discussion on the Trafficking in persons (Prevention, Care and Rehabilitation) Bill 2021”</i>	facilitated by UNICEF and Centre for Economic and Social Studies-CPRC Mary Stella College ,Vijayawada through zoom meeting	13 th July 2021
3	Webinar on <i>“Trafficking of Women and Children for Sexual Exploitation and measures taken by Government Judiciary Education Institutions and Voluntary Organization”</i> Need of Special attention during COVID scenario”	organized by Andhra Pradesh Women’s Commission with collaboration of National Commission for Women on the occasion of International Day against Human Trafficking	29 th July 2021 .
4	One Day Training Workshop for the members of Internal Complaints Committee (ICC) of Andhra University and Affiliated Colleges <i>“Sexual Harassment of Women at Work Place</i>	Organised on behalf of Andhra Pradesh Women’s Commission and Dr.Durgabai	23 rd August 2021

	<i>(Prevention, Prohibition & Redressal) Act 2013”</i>	Deshmukh Centre for Women’s Studies (UGC) Andhra University in collaboration with National Commission for Women at Platinum Jubilee Guest House , Andhra University	
5	Round Table Conference on “ <i>Towards Women Empowerment</i> ” organised by Andhra Pradesh Women’s Commission at Hotel Meghalaya	Organised by Andhra Pradesh Women’s Commission	24 th August 2021
6	National Webinar “Online Safety & Digital Wellbeing of Women” under the programme E-Nari	jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies in association with AP Women’s Commission and Cyber Peace Foundation in collaboration with National Commission for women	17 th Sept. 2021.
7.	Dr.P.Usha Director i/c & Chairperson DLCC as <i>Keynote speaker</i> “District level Strengthening and Capacity building programmes for the Women leaders and other stakeholders”	organised by NGO Action aid and Mahila Action	15 th September 2021
8	Dr.P.Usha Director i/c as <i>Chief Guest</i> “ <i>International NGO JCI Week 2021 Bandhan Grand day Celebrations</i> ”	Organized by JCI	15 th September 2021
9	Awareness Programme for the Women students studying in the agency areas as a part of Action Research Project on “Women Safety and Empowerment and Government Initiatives-A Study in Agency areas of Visakhapatnam District of AP”	organised at Government Degree College , Marripalem agency area in Visakhapatnam District by DDD CWS AU	19 th November 2021.

10	Awareness Programme for the degree students studying in the agency areas Action Research Project on “ <i>Women Safety and Empowerment and Government Initiatives-A Study in Agency areas of Visakhapatnam District of AP</i> ”	organised at Government Degree College , Paderu , the agency area in Visakhapatnam District by DDD CWS AU	21 st November 2021.
11	Training Workshop on “ Sexual Harassment of Women at Work place (Prevention, Prohibition & Redressal Act 2021 for the Community Leaders on the occasion of International Day for the Elimination of Violence against Women	jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies, Andhra University and NGO Swanthan Seva Samithi at DDD CWS AU	25 th November 2021.
12	Awareness Programme for Women students studying in the agency areas as a part of Action Research Project on “ <i>Women Safety and Empowerment and Government Initiatives-A Study in Agency areas of Visakhapatnam District of AP</i> ”	organised at Government Degree College , Paderu , the agency area in Visakhapatnam District by DDD CWS AU	21 st November 2021.
13	.Training Workshop on “ <i>Human Trafficking and Preventive Measures</i> ” for the Volunteers of Anti-Human Trafficking Club AU (AHTC AU)	jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies , Red Rope Organisation,, Vizag NGO Forum and Swanthan Seva Samithi on the occasion of “Ride for Change”	27 th November 2021.
14	Awareness Programme on “ Women Rights” on the occasion of International Day for Human Rights	jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies, Visakha Govt.Degree College for Women NGOs Swanthana and Red Rope Organizations at Visakha Government Degree College for Women Visakhapatnam	10 th December 2021.

15	On the occasion of review meeting with AP Mahila Commission and District Officers for organising constituency wise camps on 'Women and Adolescent Girls Issues, Problems and Challenges facing by them'	Organized by Women & Child Development	6 th January 2022
16	Awareness Programme for the women students studying in the agency areas as a part of Action Research Project on " <i>Women Safety and Empowerment and Government Initiatives-A Study in Agency areas of Visakhapatnam District of AP</i> "	organised at Government Degree College , Chintapalli the agency area in Visakhapatnam District by DDD CWS AU	18 th February 2022
17	Participation in the National Women Parliament National Women Parliament at Nagarjuna University.	organised by AP Women's Commission	4 th March 2022
18	Regional Seminar on "Gender equality today for sustainable tomorrow" On the occasion of International Women's Day	organised by Dr.Durgabai Deshmukh Centre for Women's Studies, AU and Anti Human Trafficking Club of Andhra University	8 th March 2022
19	Awareness Programme on "Sexual Harassment of Women at place Act"	organised by NGO Mahila Action at Public Library Visakhapatnam	9 th March 2022
20	Awareness Programme for Women students studying in the agency areas as a part of Action Research Project on "Women Safety and Empowerment and Government Initiatives-A Study in Agency areas of Visakhapatnam District of AP"	organised at Government Degree College , Araku the agency area in Visakhapatnam District by DDD CWS AU	24 th March 2022.

Details of the program

- 1) Awareness Programme on Sexual Harassment of Women at workplace (Prevention , Prohibition and Redressal) Act 2013" for the members of Internal Complaints Committee (ICC) of various departments of Visakhapatnam district held at District Collector's office as a part of review meeting of ICC organized by Women and Child Development Agency on **15th April 2021.**

Internal Complaints Committee (ICC) Workshop on

Sexual Harassment of Women at Workplace (Prevention, Protection & Redressal) Act 2013

Dt. 5th April 2021

Venue : District Collector office, Visakhapatnam



**Smt.K.Sita Mahalakshmi , Project Director , Women and Child Development , VSP
Dr.P.Usha Director Centre for Women's Studies Andhra University &
Chairperson, District Local Complaints Committee (DLCC)
ICC Members from Various Departments of Government organizations**

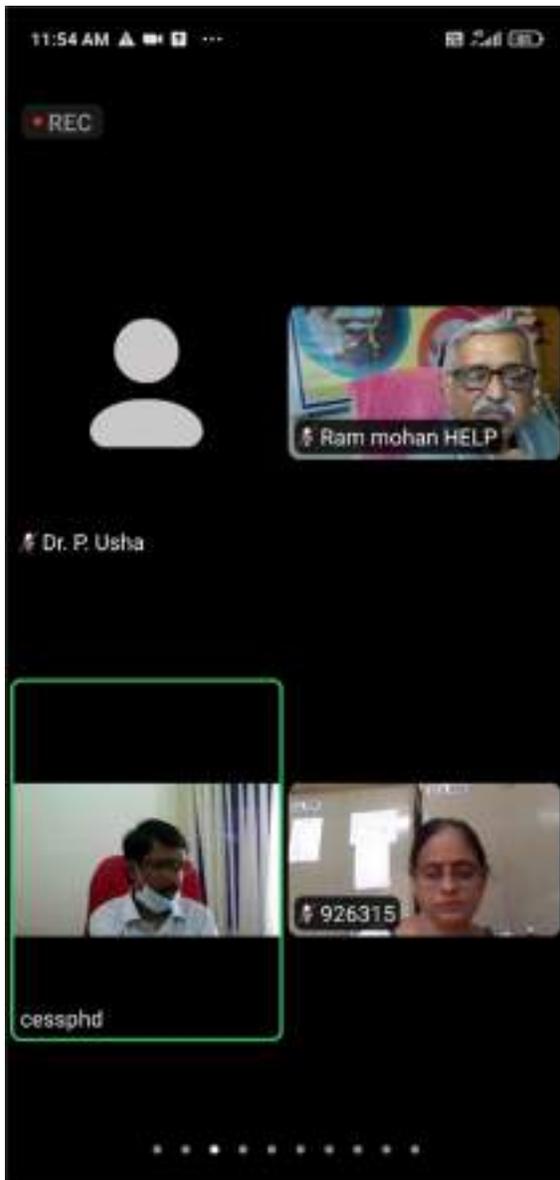
Women and Child Development has organized a workshop on “**Sexual Harassment of Women at Work place (Prevention, prohibition & Redressal) Act 2013** at District Collector Office, Visakhapatnam on 5th April 2021. **Smt.K.Sita Mahalakshmi** Project Director of Women and Child Development VSP welcomed the guests. She said that by the direction of District Collector every department of Government organization has formed Internal Complaints Committee (ICC). She has explained the purpose of organizing the workshop as every ICC member must follow the guidelines of the Act.



Dr.P.Usha , Director , Centre for Women’s Studies Andhra University & Chairperson DLCC Visakhapatnam District explaining about the POSH Act 2013

On this Occasion **Dr.P.Usha** , Director Centre for Women’s Studies , Andhra University & Chairperson of DLCC of Visakhapatnam has explained the POSH Act in detailed. She has explained the procedure of formation of Local Complaints Committee (LCC), the eligibility of the members etc. She has explained how to redress the complaint while explaining how to file complaint, what should the complaint contain, the rights of the complainant and rights of the respondent, do’s and don’ts for complaints committee and the Sexual harassment complaint process. The ICC members have interacted with the resource person and a few cases have been referred and discussed how to resolve/redress the issues.Smt.Lakshmi Advocate, and in charge of ONE STOP CENTRE and member of DLCC Visakhapatnam also participated. Joint Collector has released the handouts on “Elimination of Sexual Harassment of Women at Workplace”.

- 2) Dr.P.Usha Director i/c has Participated as a Panel Speaker in the **“Discussion on the Trafficking in persons (Prevention, Care and Rehabilitation) Bill 2021”** facilitated by UNICEF and Centre for Economic and Social Studies-CPRC Mary Stella College ,Vijayawada through zoom meeting on **13th July 2021** at 11.00 am .



3) Dr.P.Usha Director i/c Participated in the Webinar as a panel speaker for the zoom meeting On ***“Trafficking of Women and Children for Sexual Exploitation and measures taken by Government Judiciary Education Institutions and Voluntary Organization”*** ***Need of Special attention during COVID scenario”*** organized by Andhra Pradesh Women’s Commission with

collaboration of National Commission for Women on the occasion of *International Day against Human Trafficking* on 29th July 2021.



Smt.Vasireddy Padma Hon'ble Chairperson AP Women's Commission addressing the gathering Smt.K.Jaya Lakshmi Hon'ble member and Smt.Ravuri Suez Director, AP Women's Commission Prof. Saraswathi Iyer HOD Social Work shared the dais.



Dr.P.Usha Director i/c Centre for Women's Studies discussing the issue

* Hon'ble Vice-Chancellor Prof.P.V.G.D.Prasad Reddy appreciating the Research Team Dr.P.Usha , Principal Investigator and Ch.Usha Rani , Research Assistant for receiving **Letter of Appreciation** from the Chairperson AP Women's Commission Smt.Vasireddy Padma for the Action Research Project – **"Assessing and**

Creating Awareness levels of COVID-19 in the rural and agency areas of Visakhapatnam District” on 9th July 2021.



**Hon'ble Vice-Chancellor Prof.P.V.G.DPrasad Reddy
handing over the LETTER OF APPRECIATION received from AP Women's Commission by
Dr.P.Usha Director & Ch.Usha Rani Research Assistant**

4. Organised One Day Training Workshop for the *members of Internal Complaints Committee (ICC) of Andhra University and Affiliated Colleges* on *“Sexual Harassment of Women at Work Place*

(Prevention, Prohibition & Redressal) Act 2013” on behalf of Andhra Pradesh Women’s Commission and Dr.Durgabai Deshmukh Centre for Women’s Studies (UGC) Andhra University in collaboration with National Commission for Women at Platinum Jubilee Guest House , Andhra University on **23rd August 2021.**

One Day Training Programme

For the Members of Internal Complaints Committee (ICC) Of
Andhra University & Affiliated Colleges on

**“SEXUAL HARASSMENT OF WOMEN AT WORK PLACE”
(PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013”**

Organized by

Andhra Pradesh Women’s Commission

In Association with

Dr.Durgabai Deshmukh Centre for Women’s Studies (UGC) Andhra University

In collaboration of

National Commission for Women



**Prof.P.V.G.D.Prasad Reddy , Hon’ble Vice-Chancellor Andhra University
Smt.Vasireddy Padma Hon’ble Chairperson Women’s Commission, Smt.K.Vijaya Lakshmi
Hon’ble Member of Women’s Commission, Smt Ravuri Suez, Director AP Women’s Commission
Dr.P.Usha Director i/c Centre for Women’s Studies**

Sexual harassment is a serious form of sex discrimination. In order to strengthen women's role and participation, the world of work should be free from discrimination and violence. "Equality of status and opportunity" must be secured for all its citizens; is guaranteed by Article 14 of the Constitution of India. Sexual Harassment of women is an infringement of the fundamental rights of woman, under Article 19 (1) (g) of the Constitution of India "to practice any profession or to carry out any occupation, trade or business", it erodes equality and puts the dignity and physical and psychological well-being of workers at risk. Since sexual harassment results in violation of the fundamental rights of women, the Govt. of India enacted the Sexual Harassment of Women at Work place (Prevention, Prohibition & Redressal) Act 2013 aim at "No woman shall be subjected to sexual harassment at any work place" .Under the law, employer is obliged to constitute an internal Complaints Committee (ICC) to create a work place free sexual harassment. The ICC will be composed of the Chairperson, 2 members minimum from amongst employees committed to the cause of women having legal knowledge/experience in social work and a member from NGO. Where the office or administrative units of a work place are located in different places or divisions, an ICC has to be set up at every administrative unit and office.

The workshop focused on supplementing awareness and knowledge of ICC members on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013, and the role of ICC. The Convention on the Elimination of All sorts of Discrimination against Women (CEDAW) which is followed by India, addresses the protection of women's rights. The Supreme Court through Visakha guidelines has highlighted acts that are considered a form of harassment. The legislative, executive and judiciary have worked to educate the citizens and have also taken preventive measures. This has led to the formation of Internal Complaints Committee (ICC)

A safe work place is therefore a woman's legal right. Sexual harassment constitutes a gross violation of women's right to equality and dignity. Keeping this in view, Andhra Pradesh State Commission for Women in association with Centre for Women's Studies in collaboration of National Commission for Women has organized a One day Training Workshop for the Members of Internal Complaints Committee (ICC) of Andhra University and Affiliated Colleges in Andhra University on 23rd August 2021.

SUB THEMES

1. Gender and Violence against Women : Need for Gender Sensitization
2. Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act 2013
3. Role of the Members of Internal Complaints Committee
4. Complaints and Redressal : Case Studies

RESOURCE PERSONS



Prof.S.Sumitra

Principal
Dr.B.R.Ambedkar College of Law
Andhra University
Visakhapatnam AP

Former Director
Centre for Women's Studies
Andhra University
Visakhapatnam AP



Mrs.Jaha Aara
Senior Advocate
Visakhapatnam AP



Prof.V.Vijaya Lakshmi
Dr.B.R.Ambedkar College of Law
Andhra University



Dr.P.Usha

Director i/c
Dr.Durgabai Deshmukh
Centre for Women's Studies
Andhra University

&

Chairperson
District Level Complaints
Committee (DLCC) POSH
Visakhapatnam District

REGISTRATION

(9.30 am -10.00 am)



INAUGURAL SESSION



**Welcoming the Distinguished Guests by Prof.P.V.G.D.Prasad Reddy
Hon'ble Vice-Chancellor , Andhra University Visakhapatnam, AP**



PRAYER



Initiating the programme by lighting of lamp by the distinguished guests



Smt.Vasireddy Padma ,Chairperson, AP Women’s Commission & Prof.P.V.G.D.Prasad Reddy , Hon’ble Vice-Chancellor, Andhra University

Dr. P. Usha welcomed the dignitaries, Resource Speakers, and the registered participants of the workshop from various colleges in the District. She introduced the honored guests and briefly enlightened the audience on the objectives of the workshop. The objective of the workshop was solely focused on educating and creating awareness amongst everyone, men and women about sexual harassment and the recourse to legal action. Additionally, people were welcome to put forth their ideas and suggestions to empower women and eliminate sexual harassment of women at workplace.



Smt.Ravuri Suez,Director,AP Women’s Commission giving introductory note

Smt. Ravuri Suez explained about the objective of organizing the Training Workshop for ICC members. She has given a brief note about the training programme and discussed about the sub themes of the workshop. viz. Gender based violence and the need for gender sensitization, about the POSH Act and the role of ICC members and redressal mechanisms. She described that ICC is an internal mechanism that works whole- heartedly for POSH Act (2013). It was enacted by the Ministry of Women and Child Development. She addressed the sensitive issues of the POSH Act along with the duties and responsibilities of the ICC members. She dwelt a little more in detail on why the need for this Workshop in the current scenario of violence especially rape against women. She congratulated the AP Government for taking the initiative to make it mandatory for every College to have an Internal Complaints Committee very structured and working properly and not just on paper. She was happy the Centre for Women’s Studies and the District Collector will monitor the working of this mandatory committee and bring a sense of justice to women and also enhance punitive measures against the offenders.

Smt Sita Mahalakshmi ,Project Director, Women and Child Development is a very

proactive leader in handling issues and she has been a witness from close quarters the various injustices meted out to women. She very briefly dwelt on one or two examples and reassured that the Speakers would make it very clear for all the ICC Members from Colleges on how to handle cases. She explained about the activities being undertaken by the department and directed all organizations to send the list of ICC members and review meetings will be held frequently for the better functioning of ICCs.



Smt.K.Sita Mahalakshmi Project Director, Women and Child Development , Visakhapatnam



Smt.K.Jaya Lakshmi , Hon'ble Member , AP Women's Commission

Smt.K.Jaya Lakshmi Hon'ble Chairperson , AP Women's Commission spoke on this occasion. She aptly defined workplace and described the relationship between the members in all employment sectors. She noted that ICC is given adequate powers to address and resolve the grievances of women. She reiterated that awareness has to be created about the laws and policies regarding women security as well as gender equality. She quoted the line: "Where the mind is without fear." Through this line from Rabindranath Tagore's famous poem, she instilled a vision of a reawakened nation of gender security and equality. The Articles that can be invoked for the protection of women and her rights were discussed. In the Constitution of India, Article 14 describes the right to equality guaranteed by the State, and Article 21 ensures the right to life and the protection of life and personal liberty.

Prof.P.V.G.D.Prasad Reddy , Hon'ble Vice-Chancellor of Andhra University Visakhapatnam , in his inaugural address highlights the need for Internal Complaints Committee in every educational institutions. He appreciated the initiation taken by Andhra Pradesh Women's Commission for conducting the training workshop for the Andhra University and Affiliated Colleges.



Hon'ble Vice-Chancellor of Andhra University Prof. P. V. G. D. Prasad Reddy delivering inaugural address

Prof. P.V.G.D. Prasad Reddy noted that increased access to education leads to access to employment. This has enabled women to compete with men in all spheres. Hence, opportunities for women have increased as the former doors have opened for them. Women have entered employment fields that were traditionally considered masculine jobs, both in formal and informal sectors. They compete in sectors that were considered exclusively meant for men such as the defense sector in India. A deluge of complaints have been reported by women. Most of these harassments have been caused by high profile, influential people who have remained likely perpetrators due to their socio-economic power and status. Many women are unable to come forth to speak up against the unjust treatment. He also discussed the questions that arise in victim's mind in such situations. He spoke of brave women who sought justice, and mentioned a case where a woman used blogging as a tool to bring her traumatic incident into limelight. He further backed these statements through an example of the Uber case, where CEO Travis Kalanick had to resign following the report of sexual harassment and gender discrimination by Susan Fowler, former engineer.

He very wonderfully recalled that during his earlier tenure as Registrar many years ago, he had seen some of his colleagues harassing women research scholars and also registered complaints to the higher authorities. The EC had however failed to take action against the accused due to various known and unknown factors. But today the State Government has appointed five women to the Nine member EC and the EC recently dismissed one person accused of sexual harassment. Such stringent and punitive measures will surely stop others from misbehaving with women and also taking them lightly. Prof Reddy said that ICC should educate not just girls but boys on the consequences of sexual harassment. Boys and men should understand that indulging in sexual harassment could ruin their careers. Girls on the other hand would be more aware of the platforms for redressal if they have a case or a complaint

He also identified that despite complaints being registered at higher level, it becomes a norm when no action is taken. This behavior eventually becomes accepted. Hence, the victim's performance deteriorates as the mental health is adversely affected. He suggested that strict action taken at first level, and putting the terms such as 'equality', 'empowerment' among others is a manner to reduce sexual harassment. He suggested the provision of including ICC section in the respective educational institution website as online facility is a must in this digital age.

Smt.Vasireddy Padma , Hon'ble Chairperson , AP Women's Commission in her inaugural speech stressed the need for women's safety and respect at work place which enhanced her productive role . She emphasized if women are in safe environment they can excel their work and they are the effective human resource.



Smt.Vasireddy Padma Hon'ble Chairperson, AP Women's Commission delivering key note address

At the outset, **Smt. Vasireddy Padma** congratulated the Centre for taking up the challenge and initiative for organizing the Workshop. She said the State Government has taken several measures for the empowerment of women resulting in their increased participation in various sectors of the society. She expressed her deep satisfaction at how the Honourable Vice Chancellor of Andhra University, Prof. PVGD Prasada Reddy was working in tune with the Chief Minister to ensure all his plans are a success. When she looked at how he included 50% women in every committee, it is definitely a fantastic initiative to include women in decision making bodies. She also reiterated that meetings were held all over the state for sharing of opinions and exchange of ideas for strengthening of ICCs. She clearly underlined the strong need for the ICC members to be sensitive in assessing the complaints as serious and follow the procedures and not just have a Committee on paper. She said the Andhra University Centre for Women's Studies would play a key role in follow up and feedback.

After the inaugural speeches the dignitaries on the dais released the Posters to bring about deeper awareness about **Sexual Harassment at Workplace and women protection numbers** and Awareness Campaign on **"Installation of DISHA APP** by girls/women in Agency areas" as a part of Action Research Project of Dr.Durgabai Deshmukh Centre for Women's Studies, Andhra University titled "Women Safety and Govt. Initiatives"

Releasing POSTER on

"ELIMINATE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE"

'Respect Women's Right to Equality of Status and Opportunity'



Releasing the POSTER on



Awareness Campaign of “INSTALLATION OF DISHA APP”



Eliminate Sexual Harassment of Women at Work Place

“Respect Women’s Right to Equality of Status and Opportunity”

Don’t let others

- *Sexually suggestive remarks*
- *Offensive Comments or jokes*
- *Remarks about person’s sex life*
- *Displaying sexist offensive pictures, posters ,MMS, SMS, WhatsApp, or e-mails*
- *Intimidation, threats, blackmail around sexual favours*
- *Unwelcome social invitations like flirting*
- *Unwelcome sexual advances*
- *Physical contact such as touching or pinching*
- *Caressing, kissing, or fondling someone against her will*
- *Invasion of personal space like getting too close for no reason, brushing against or cornering someone*
- *Stalking an individual*
- *Undermine performance against sexual favours*
- *Falsely accusing and undermining a person behind closed doors for sexual favours*
- *Controlling a person’s reputation by rumour-mongering about her private life.*

Penalty

- *imprisonment up to three years along with a fine*

Women Help line numbers

- *National Commission for Women (NCW) - 7827170170*
 - *Andhra Pradesh Women’s Commission (AP WC) - 0863 2249090*
 - *AP Women Protection Cell - 040-23320539*
 - *Women Helpline (All India) Women in distress - 1091*
 - *Student/Child helpline - 1098*
 - *Crime Stopper - 1090*
 - *Women Helpline(One stop Crisis Centre) - 181*
 - *To register complaints - 112 181 1000*
 - *Mahila Mitra Mahila Rakshak Shakti Teams - 100 1090 112*
 - *District Legal Service Authority (DLSA) Visakhapatnam - 0891-2560414*
 - *Download “DISHA app” - <https://play.google.com>*
- (Source: Hand Book of G.o.I ,Ministry of Women and Child Devt.& <https://indianhelpline.com>)*



Dr.Durgabai Deshmukh Centre for Women's Studies (UGC)

Andhra University

&

AP Mahila Commission

Jointly organising

Awareness Campaign

for



Installation of DISHA SOS APP

under

Action Research Project

Women Safety & Government Initiatives:

Assessing the Awareness levels of Women Safety and Protective Legislative Measures in the Scheduled Areas of Visakhapatnam District

Adviser: Smt.Vasireddy Padma

Hon'ble Chairperson
AP Mahila Commission

Project Director : Dr.P.Usha

Director i/c
DDD CWS, AU

Mentor : Smt.Ravuri Suez

Director, AP Mahila Commission

Research Assistant: Ch.Usha Rani

**Prof.P.V.G.D Prasad Reddy, Hon'ble Vice-Chancellor honouring
Andhra Pradesh Women's Commission**



Smt. Vasireddy Padma , Chairperson AP Women's Commission



Smt. K.Jaya Lakshmi , Hon'ble Member , AP Women's Commission



Smt.Ravuri Suez , Director, AP Women's Commission

TECHNICAL SESSION

Technical Session has been organized into **Four** Sessions.

Session-I discusses on “**Gender based Violence: and Need for Gender Sensitization**” by **Prof.S.Sumitra** , Principal ,Dr.B.R.Ambedkar College of Law, Andhra University & Former Director of Centre for Women’s Studies , Andhra University as resource person.

Session-II deals with “**Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013** by **Mrs.Jaha Aara** senior Advocate as resource person.

Session-III focuses on the “**Role of the members of Internal Complaint Committee (ICC)**” in institutions/organizations by **Dr.P.Usha**, Director , Centre for Women’s Studies, Andhra University & Chairperson , District Level Complaint Committee (DLCC) as resource person and

Session-IV covers the **discussions** on “**Complaints, Redressal & Case Studies**” by **Prof.V.Vijaya Lakshmi** Professor, Dr.B.R.Ambedkar College of Law, Andhra University as resource person.

Around 100 ICC members from different Affiliated Colleges of Andhra University have participated in the training work shop. Viz.,Gayatri Vidya Parishad UG/PG Colleges, Dr.V.S.Krishna Government Degree College, Dr.Bullaiah College, St.Joseph’s Degree College for Women’s, St. Ann’s Degree College for Women, Madhu Degree College, Raghu Degree College, DONBASCO’s College, Visakha Women’s Degree College and others.

After Tea-Break Technical session has been conducted by **Dr.P.Usha** Director of Centre for Women’s Studies & Coordinator of the training programme.



Delegates in Technical sessions with AP Women’s Commission

TECHNICAL SESSION-I

Sub Theme : I **GENDER : VIOLENCE AGAINST WOMEN-
NEED FOR GENDER SENSITIZATION**

Resource Person: **Prof.S.Sumitra**
Principal
College of Law, Andhra University



Prof. S. Sumitra began her discussion on the key issues of gender violence against women, and the need for gender sanitation. She described the word 'empowerment' as fascinating. However, she argued that we must first discuss the issues and obstacles to development of women, despite government policies and legislation. We must question if the "empowerment" we seek has been achieved. And if it has a dissentient answer, why has empowerment not been achieved? The basic obstruction is the mindset of society at large that perceives women lesser when compared to men in terms of status, worth, competence and power. We are aiming today for a day when women will take full control of their lives. Yet, social equality is not yet a reality. Violence also exists in the form of repression in name of religion, caste, etc and stringent gender roles. Before, patriarchy and its related outlook existed mainly in the private domain. Now, it has spread into the public domain. It continues into the workplace also. It is a continuation of creating a sense of inferiority in women and creates the following problems: the female's efficiency is adversely affected, and the victim herself becomes the accused. The problem with violence is that it has become greatly internalized. The prevalent prejudice is

steeped in the illogic that that if pain and suffering is seen, then it is violence but if it is not seen, it is not violence.

Prof.S.Sumitra elaborately explained **what is gender and gender role perceptions** She explained that Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct,gender varies from society to society and can change over time. Gender roles in society means how we are expected to act, speak, dress, groom and conduct ourselves based upon our assigned sex. She pointed out that a **stereo type of gender roles is widely accepted judgment or bias about a person** or group even though it's overly simplified and not always accurate. Stereo type about gender can cause unequal and unfair treatment because of a person's gender. She stressed that Extreme genderstereo types are harmful because they don't allow people to fully express themselves and their emotions.

She discussed about **Gender Based Violence**. She explained that Gender-based violence is a phenomenon deeply rooted in gender inequality, and continues to be one of the most notable human rightsviolations within all societies. Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls. Gender-based violence and violence against women are terms that are often used interchangeably as it has been widely acknowledged that most gender-based violence is inflicted on women and girls, by men. However, using the 'gender-based' aspect is important as it highlights the fact that many forms of violence against women are rooted in power inequalities between women and men.

Discrimination based on gender (or sex) is a common civil rights violation that takes many forms, including sexual harassment at work place. Prof.Sumitra highlighted that **Sexual harassment is one of the most subtle forms of discrimination**. Often victims of sexual harassment in the workplace do not receive lower pay, nor get passed over for promotions, nor get fired because of their gender. Rather, sexual harassment discrimination occurs when someone can no longer do their job because their workplace has become permeated with sexual innuendo and other inappropriate behavior. A good understanding of sexualharassment is necessary in protecting yourself against this kind of discrimination.

She said that **Sexual harassment is sometimes difficult to identify**. Find out about sexual harassment and the many forms it can take in the workplace, how to identify it, and how the law addresses it. She felt that Victims of sexual harassment in the workplace may feel like they have nowhere to turn and no way to fight it.

She stressed the need to understand **what is meant by sexual harassment** by giving the examples include

- Unwanted jokes, gestures, offensive words on clothing, and unwelcome comments.
- Touching and any other bodily contact such as scratching or patting a coworker's back, grabbing an employee around the waist etc.
- Repeated requests for dates that are turned down or unwanted flirting
- Transmitting or posting emails or pictures of a sexual or other harassment-related nature
- Displaying sexually suggestive objects, pictures, or posters
- Playing sexually suggestive music

Prof.S.Sumitra emphasized the need for incorporate training on harassment and discriminatory treatment in the work place.

- Mandate regular and ongoing training for employees and supervisors help them to prevent sexual harassment at work place . Provide refresher training on an annual or as-needed basis.
- She stressed that that the **management should ensure work place has a sexual harassment policy** in place. Every organization should publish a sexual harassment at work policy and ensure all staff are familiar with it. The policy should include clear whistleblowing and reporting procedures .She opined that raising awareness is the most effective form of prevention of Sexual harassment at work place. . Those who are aware of behaviours that can be interpreted as harassment are less likely to behave in that way and more likely to notice any form of harassment. This will help staff measure their perception of sexual harassment in the workplace.
- Every employee should have clear harassment reporting procedure in work place .All staff must feel comfortable reporting any behaviour that makes them or other staff feel uncomfortable. One thing we have learnt from the most recent allegations is that staff have protected, rather than reported colleagues behaving inappropriately at work.
- She highlighted the **need for incorporate staff welfare into review meetings and appraisals**. These types of meetings are more than just a chance to review your employees' performance and achievements; rather, this is an opportunity to give staff a

voice to report any staff that have made them or their colleagues feel uncomfortable.

- She stressed the need for any instance whereby a fellow staff member or employee shares a concern with the victim **should be dealt with as soon as possible**. All the more so when it comes to sexual harassment in the workplace. The clear procedures in place should allow for the concern to be raised promptly and efficiently.

She **concluded** by saying that there should be a **clear zero tolerance policy** towards sexual harassment in every organization. Regardless of an employee's stature within the organization, should they be found guilty of sexually harassing a colleague or staff member there should be immediate consequences. If anybody feel someone in their organization has behaved inappropriately towards anyone have concerns regarding a colleague, raise your concern immediately. The company policy should highlight the importance of confidentiality so that they can raise your concern without fearing any negative consequences. The working environment should be created in such an environment to feel the victim to file complaint in ICC of their respective organization/institution.

TECHNICAL SESSION –II

Sub Theme : II **SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION & REDRESSAL) ACT 2013**

Resource person : **Mrs. Jaha Aara**
Senior Advocate
Visakhapatnam



Ms Jaha Aara presented her session on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013, by discussing various cases such as Bhanwari Devi (Vishaka case) and Ameena case. *Visakha and Others v. State of Rajasthan and Others* (1997), also known as Bhanwari Devi case, was a vitriolic incident of women's helplessness in the face of lack of protection by the law. It played a major role in the formation of Vishaka guidelines. As per Vishaka guidelines, women are enshrined by the court. In addition to Article 14, Article 15, she also highlighted Article 16 and Article 32 which deals with equal opportunities for all and redressal to be sought in case of violation of fundamental rights respectively.

She charmed the audience with her rhetoric and went down history against the travails faced by women. She further spoke about laws regarding women security both at national level as well as in international bodies such as the United Nations. She also addressed the gathering on the topics of gender discrimination, male chauvinism where there is a prevalence of a narrow mindset on following lines: "Woman is a piece of flesh. Woman is a piece of amusement." She argued against the objectification of women. She emphasized on women raising their voices against injustice and harassment. "You ought to fight."

Mrs Jaha Aara elaborately explained about the '**Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**' which was enacted to ensure safe working spaces for women and to build enabling work environments that respect women's right to equality of status and opportunity. She referred the Preamble to the Constitution of India, and articles according to which "equality of status and opportunity" must be secured for all its citizens; Article 14, 15 and 21 of the Constitution. Guaranteed equality and liberty of every person under the law. She stressed that, 'A safe workplace is therefore a woman's legal right' according to the Act. **She opined that** Sexual harassment constitutes a gross violation of women's right to equality and dignity. She explained why it place? It has its roots in patriarchy and its attendant perception that men are superior to women and that some forms of violence against women are acceptable. Often, it is excused as 'natural' male behaviour or 'harmless flirtation' which women enjoy. It causes serious harm and is also a strong manifestation of sex discrimination at the workplace. Under Article 19 (1) (g) of the Constitution of India **Sexual Harassment erodes equality and puts the dignity and the physical and psychological well-being of workers at risk.** This leads to poor productivity and a negative impact on lives and livelihoods. To further compound the matter, deep-rooted socio-cultural behavioural patterns, thereby increasing inequality in the workplace and in the society at large.

She pointed out that women do not report the matter to the concerned authorities in most cases

- due to fear of reprisal from the harasser,
- losing one's livelihood,
- being stigmatized,
- or losing professional standing and
- personal reputation..

She said that Workplace sexual harassment, involves serious health, human, economic and social costs, which manifests themselves in the overall development indices of a nation.

An effective implementation of the Act will contribute to the

- realization of their right to gender equality,
- life and liberty,
- equality in working conditions everywhere.
- The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth. women's overall work participation would be 86.2 per cent. While the official data² shows that women's work participation rate is around 25.3 per cent in rural areas and 14.7 per cent in the urban areas, estimates indicate that there is a huge workforce of women, therefore there is a need to secure their workplace and entitlements.

She explained that economically, empowered women are key to the nation's overall development and this can only be achieved if it is ensured that women's workspaces across all sectors and all over the country have a safe and secure environment for work. It is important as well to ensure that the emphasis is on **prevention rather than punitive action**. This calls for widespread awareness on the Act among employers, managers and the workers themselves. She highlighted that , **today**, all workplaces in India are mandated by law to provide a safe and secure working environment free from sexual harassment for all women.

Mrs. Jaha Aara briefly explained **the Genesis of the Act** by explaining about Bhanwari Devi a rural level change agent who was engaged by the state of Rajasthan as a Sathin to work

towards the prevention of the practice of child marriages. Her work was met with resentment and attracted harassment from men of that community. That commission came at great cost – Bhanwari was subsequently gang raped by those very men. The Bhanwari Devi case revealed the ever-present sexual harm to which millions of working women are exposed across the country, everywhere and everyday irrespective of their location. It also shows the extent to which that harm can escalate if nothing is done to check sexually offensive behaviour in the workplace. Based on the facts of Bhanwari Devi's case, a Public Interest Litigation (PIL) was filed by Vishaka and other women groups against the State of Rajasthan and Union of India before the Supreme Court of India. It proposed that sexual harassment be recognized as a violation of women's fundamental right to equality and that all workplaces/establishments/institutions be made accountable and responsible to uphold these rights.

She explained that the **Supreme Court defined sexual harassment** as

- any unwelcome,
- sexually determined physical,
- Verbal, or non-verbal conduct.
- Examples included sexually suggestive remarks about women,
- demands for sexual favours, and
- Sexually offensive visuals in the workplace.

She said that the definition also covered situations where a woman could be disadvantaged in her workplace as a result of threats relating to employment decisions that could negatively affect her working life. She highlighted that it placed **responsibility on employers to ensure that women did not face a hostile environment, and prohibited intimidation or victimization** of those cooperating with an inquiry, including the affected complainant as well as witnesses. It directed for the establishment of redressal mechanism in the form of Complaints Committee, which will look into the matters of sexual harassment of women at workplace. She stressed that **the Complaints Committees were mandated** to be headed by a woman employee, with not less than half of its members being women and provided for the involvement of a third party person/NGO expert on the issue, to prevent any undue pressure on the complainant. The guidelines extended to all kinds of

employment, from paid to voluntary, across the public and private sectors.

Jaha Aara concluded that **the Act recognizes the right of every woman to a safe and secure workplace environment irrespective of her age or employment/work status.** Hence, the right of all women working or visiting any workplace whether in the capacity of regular, temporary, adhoc, or daily wages basis is protected under the Act. It includes all women whether engaged directly or through an agent including a contractor, with or without the knowledge of the principal employer. They may be working for remuneration, on a voluntary basis or otherwise. Their terms of employment can be express or implied. Further, she could be a co-worker, a contract worker, probationer, trainee, apprentice, or called by any other such name. The Act also covers a woman, who is working in a dwelling place or house. Workplace Sexual Harassment. “No woman shall be subjected to sexual harassment at any workplace.” Section 3(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.



Smt.Vasireddy Padma Hon'ble Chairperson presenting a memento to Mrs.Jaha Aara Sr.Advocate

TECHNICAL SESSION – III

Sub Theme : **ROLE OF INTERNAL COMPLAINTS COMMITTEE (ICC)**

Resource person : **Dr.P.Usha**
Director Centre for Women's Commission &
Chairperson
District Level Complaints Committee (DLCC) POSH
Visakhapatnam District



Dr. P. Usha has presented the roles and responsibilities of ICC. She pointed out the key points in the procedure of conducting an enquiry based on a complaint lodged with the committee. She addressed the necessity of a thorough study of the case. It is utmost necessary to determine the main issues of the complaint. Interviews must be conducted. Throughout the investigation, awareness of rights must be ensured and protected. The information gathered must be analyzed objectively. At the end, the report must be prepared based on the findings. She emphasized on having a complete understanding of the Visakha guidelines, especially for the members of ICC. Most importantly, the complainant must be treated with respect.

Dr.P.Usha has explained about **the procedure to constitute Internal Complaints Committee (ICC)** by referring the Sexual Harassment of Women at Work place (Prevention, Prohibition & Redressal) Act 2013 .published by Ministry of Women & Child department. She explained that every employer is obliged to constitute an ICC through a written order. She discussed the eligibility of the ICC and the composition of members as

- Chairperson :Women working at senior level as employee; if not available then nominated from other office/units/ department/ workplace of the same employer
- 2 Members (minimum) From amongst employees committed to the cause of women/ having legal knowledge/experience insocial work
- 3 Member From amongst NGO/associations committed to the cause of women or a person familiar with the issue of Sexual Harassment
- Where the office or administrative units of a workplace are located in different places, division or sub-division, an ICC has to be set up at every administrative unit and office.

Dr.Usha has discussed about the **rights of the respondents** which includes

- A patient hearing to present his case in a non-biased manner
- A copy of the statement along with all the evidence and a list ofwitnesses submitted by the complainant
- Keeping his identity confidential throughout the process
- Right to appeal in case not satisfied with the recommendations/findings of the Complaints Committee.

Dr.P.Usha has elaborately explained the **key responsibilities** of the Members of ICC to effectively address workplace sexual harassment complaints, a complaints Committees must first be aware of their keyresponsibilities, some of which are highlighted below:

- Thorough preparation.
- Knowledge about the Act, Policy and/or relevant Service Rules
- Gathering and recording all relevant information
- Determining the main issues in the complaint
- Preparation of relevant interview questions
- Conducting necessary interviews

- Ensuring parties are made aware of the process and their rights/responsibilities within it
- Analyzing information gathered
- Preparing the report with findings/recommendations

She stressed that Committee/s must **possess critical skills/capacity** to effectively carry out their role.

- a sound grasp of the Act, Vishaka Guidelines,
- applicable Service Rules,
- relevant laws and
- an understanding of workplace sexual harassment and related issues.
- an ability to synthesize information i.e. relevant documents, the law and interviews.
- They should also be able to communicate effectively,
- write clearly,
- listen actively and conduct interviews

Usha has explained the **do's and don'ts for complaints committee** .i.e.

- Create an enabling meeting environment.
- Use body language that communicates complete attention to the parties.
- Treat the complainant with respect.
- Discard pre-determined ideas.
- Determine the harm.

DON'TS

- Get aggressive.
- Insist on a graphic description of the sexual harassment.
- Interrupt.
- Discuss the complaint in the presence of the complainant or the respondent.

Dr.Usha has discussed about the **negotiable during the inquiry process** .i.e. During a redress process the Complaints Committee/s are required to assure confidentiality, non-retaliation (not removing from service) and recommend interim measures as needed to conduct

a fair inquiry.

Dr.Usha discussed the **sexual harassment complaint process** i.e how the Complaints Committee/s needs to have information on the six stages (including fifteen steps), detailed below, for addressing a complaint of workplace sexual harassment.

- A fair, prompt, and impartial inquiry process starts with a Complaints Committee capable of creating an environment of trust and confidence throughout the inquiry.
- The complainant submits a sexual harassment complaint in writing within three months of the last alleged incident to the Complaints Committee or any other person designated by the organization/ District Officer (i.e. Nodal Officer) to receive and manage complaints of sexual harassment.
- It is important that both the Committee and any other person designated by the organization/ District Officer to receive or otherwise handle a sexual harassment complaint has there quire competency and skill building training for managing a complaint and/or any concern related to workplace sexual harassment.

Dr.Usha elaborately explained **how to prepare a complaint**.

In the context of workplace that the sexual harassment complaint is to be met with under the Act, such as, Service Rules, Workplace Policy, Vishaka Guidelines and related laws.

- Clarity in the complaint.
- Additional information needed from the complainant.
- The complainant needs to be informed about the ensuing process and the informal or formal options available for the redress. If the complainant chooses to adopt the informal process to resolve her complaint/experience of workplace sexual harassment, This can include counselling, educating
- orienting, or warning the respondent to promptly stop the unwelcome behaviour or appointing a neutral person to act as a conciliator between the parties to resolve the complaint through conciliation.
- If the complainant opts for formal redress, or the nature of the complaint is serious which calls for formal redress, then the Complaints Committee responds to the complaint.
- Complaints Committee/s members must be free of any conflict of interest with either the concerned parties or with the outcome.

- Ensure that the independent third party member has sound knowledge, skill, and experience in dealing with workplace sexual harassment complaints.
- As per the procedure provided in the Service Rule; or in absence of the same
- Within seven days of receiving a complaint, the Complaints Committee will inform the respondent in writing that a complaint has been received.
- The respondent will have an opportunity to respond to the complaint in writing within ten days thereafter
- Prepare the File A sound inquiry relies on sound preparation. This includes taking into account the following steps:
 - Create an independent confidential file of the complaint and all subsequent related documentation.
 - Have a clear knowledge and understanding of the Act/Rules as well as the relevant Service Rules, Workplace Policy, Vishaka Guidelines, existing practices and related laws.
 - Make a list of all the dates and events relating to the written complaint as well as the names of witnesses, where applicable.
 - Obtain and review all supporting documents relevant to the complaint, including those presented by the complainant and the respondent. 30 Handbook on Sexual Harassment of Women at Workplace
 - This can be used as an initial checklist to ensure that all of the critical elements are covered.
 - It includes: The names of the parties and witnesses to be interviewed
 - Any documentary support that needs to be examined and Timeline
 - Based on the results of the previous steps and before conducting interviews, the Complaints Committee should decide which issues need to be pursued for questioning.
 - Interviews are meant to obtain information that is relevant to the complaint from individuals.
 - Interviews should be conducted with each person separately and in confidence. The complainant and the respondent should not be brought face to face with each other.
 - the Complaints Committee should review the information gathered and their factual relevance to each aspect of the complaint. This will help determine whether there is enough information to make a finding on the complaint.
 - Once the information and review is complete, the Complaints Committee will make its reasoned finding(s), which involves having to:-

- Identify the substance of each aspect of the complaint.
- Determine, whether or not, on a balance of probability, the unwelcome sexual harassment took place.
- Check that such behaviour/conduct falls within the definition of sexual harassment set out in the relevant Act/Rules, Policy, Service Rules or law.
- Comment on any underlying factor(s) that may have contributed to the incident.
- Create a timeline to help establish the sequence of events related to the complaint.
- Compare similarities and differences within each of the statements made by the interviewees.

Dr.P.Usha explained how to prepare recommendations .

- The Complaints Committee must arrive at a finding of whether the complaint is upheld, not upheld or inconclusive. Provided, where both the parties are employees, before finalizing the findings, the ICC/LCC shall share its finding with both the parties and provide them an opportunity to make representation against it before the Committee.
- Based on its findings, the Complaints Committee shall then make appropriate recommendations which may include:
- Where the Complaints Committee is unable to uphold the complaint, it shall recommend no action.
- Where the Complaints Committee upholds the Complaint, it may recommend such action as stated within the relevant Policy or Service Rules, which may include a warning to terminate.

She explained **how the Complaints Committee will prepare a final report** which contains the following elements:

- A description of the different aspects of the complaint;
- A description of the process followed;
- A description of the background information and documents that support or refute each aspect of the complaint;
- An analysis of the information obtained
- ;Findings as stated above;
- Recommendations. An inquiry must be completed within 90 days and a final report submitted to the Employer or District Officer (as the case may be) within ten days thereafter. Such report will also be made available to the concerned parties.

- The Employer or District Officer is obliged to act on the recommendations within 60 days.

Dr.P.Usha announced that she will visit the Andhra University affiliated colleges to create awareness among students and employees about POSH Act and the importance of ICC in safe guarding women's respect at workplace.



Dr.P.Usha Director i/c CWS AU & Ch.Usha Rani Research Assistant CWS AU receiving Letter of Appreciation from Smt.Vasireddy Padma , Hon'ble Chairperson, AP Women's Commission

TECHNICAL SESSION – IV

Sub Theme : **COMPLAINTS AND REDRESSAL : CASE STUDIES**

Resource Person : **Prof.V.Vijaya Lakshmi**
Professor
Dr.B.R.Ambedkar College of Law
Andhra University



Prof. V. Vijaya Lakshmi explained the history of the foundation of Women Cell. In 2009, Women Cell was renamed as Women Grievance and Redressal Cell. The Internal Complaints Committee was founded in 2015. She further shared her experience with the cases that she had handled since her tenure. She noted the reduction in complaints being lodged with ICC during the pandemic. Prof. V. Vijaya Lakshmi emphasised on the importance of being a patient listener. Making a note of the discussion is also useful when providing a wholesome report. The ICC members should always verify the registered complaint. If it is possible for the members,

they should go physically during the investigation. The ICC's job is to submit the report, not to pass judgments. ICC is a fact finding institution. they should go physically during the investigation. The ICC's job is to submit the report, not to pass judgments. ICC is a fact finding

institution.



**Presenting a memento to Prof.V.Vijaya Lakshmi by Hon'ble Chairperson
AP Women's Commission**

SUGGESTIONS / RECOMMENDATIONS

- There should be a **clear zero tolerance policy** towards sexual harassment in every organization. Regardless of an employee's stature within the organization, should they be found guilty of sexually harassing a colleague or staff member there should be immediate consequences. If anybody feel someone in their organization has behaved inappropriately towards anyone have concerns regarding a colleague, raise your concern immediately. The company policy should highlight the importance of confidentiality so that they can raise your concern without fearing any negative consequences. The working environment should be created in such an environment to feel the victim to file complaint in ICC of their respective organization/institution.
- The Act placed **responsibility on employers to ensure that women did not face a hostile environment, and prohibited intimidation or victimization** of those cooperating with an inquiry, including the affected complainant as well as witnesses. It directed for the establishment of redressal mechanism in the form of Complaints Committee, which will look into the matters of sexual harassment of women at

workplace.

- The Complaints Committee **must arrive at a finding of whether the complaint is upheld, not upheld or inconclusive**. Provided, whereboth the parties are employees, before finalizing the findings, the ICC/LCC shall share its finding with both the parties and provide them an opportunity to make representation against it before the Committee.
- Despite complaints being registered at higher level, it becomes a norm when no action is taken. This behavior eventually becomes accepted. Hence, the victim's performance deteriorates as the mental health is adversely affected. He suggested that strict action taken at first level, and putting the terms such as 'equality', 'empowerment' among others is a manner to reduce sexual harassment. The **provision of including ICC section in the respective educational institution website as online facility is a must in this digital age**.
- There is the strong need for the **ICC members to be sensitive in assessing the complaints as serious and follow the procedures** and not just have a Committee on paper.

After Technical Session participation certificates are distributed to the members of Internal Complaints Committee (ICC) of Affiliated Colleges of Andhra University.

CERTIFICATE CEREMONY

All the members present for the workshop received certificates for their participation in the session. **Smt.Ravuri Suez** proposed the formal Vote of thanks to all the dignitaries and Speakers and the participants.

Distribution of Participation Certificates





AT A GLANCE



Round Table Conference titled “Towards Women Empowerment” organised by Andhra Pradesh Women’s Commission at Hotel Meghalaya on 24th August 2021



Smt.Golagani Hari Venkata Kumari Hon’ble Mayor of Visakhapatnam City Addressing the gathering



Dr.Satyavathi MP of Ankapally Constituency , Smt.Vasireddy Padma Hon’ble Chairperson AP Women’s Commission , Smt.K.Jaya Lakshmi Member APWC, Smt.Ravuri Suez Director Ms.Hari Chandana SP & Dr.P.Usha Director i/c CWS AU



**Smt.Vasireddy Padma Hon'ble Chairperson
AP Women's Commission Addressing the gathering**



**Dr.P.Usha Director i/c Centre for Women's Studies Andhra University
speaking on Women Empowerment**



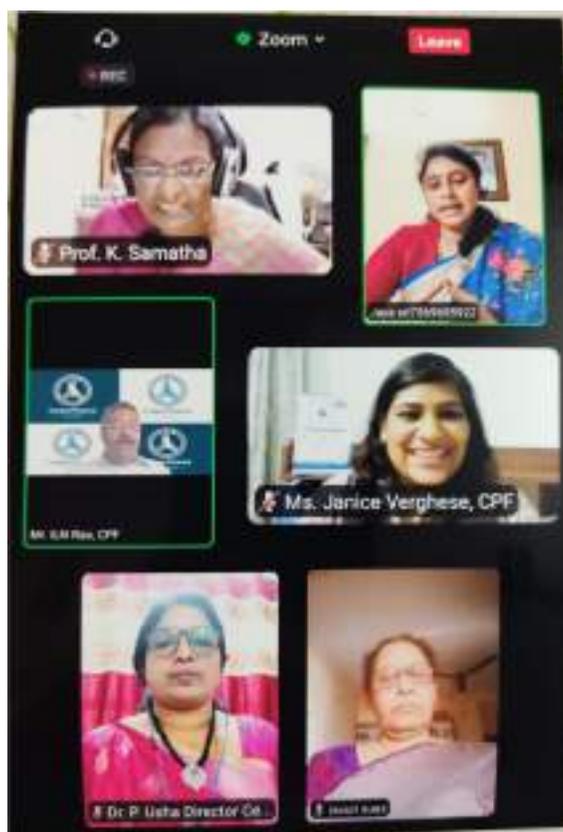
Delegates participating in the Round Table Conference



6. National Webinar on “**Online Safety & Digital Wellbeing of Women**” jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies in association with AP Women’s Commission and Cyber Peace Foundation in collaboration with National Commission for women under the programme E-Nari on **17th September 2021**.

Webinar on
“ONLINE SAFETY & DIGITAL WELLBEING OF WOMEN”
jointly organized by
**Dr.Durgabai Deshmukh Centre for Women’s Studies (UGC) Andhra University &
AP Women’s Commission**
in association with
Cyber Peace Foundation
in collaboration with
National Commission for Women
on **17th September 2021**
at 10.30 am-11.30 am.

Webinar link : <https://us02web.zoom.us/j/84350531885>
Pass Code : 501036



Prof.K.Samatha Rector Andhra University delivering Chief Guest’s speech

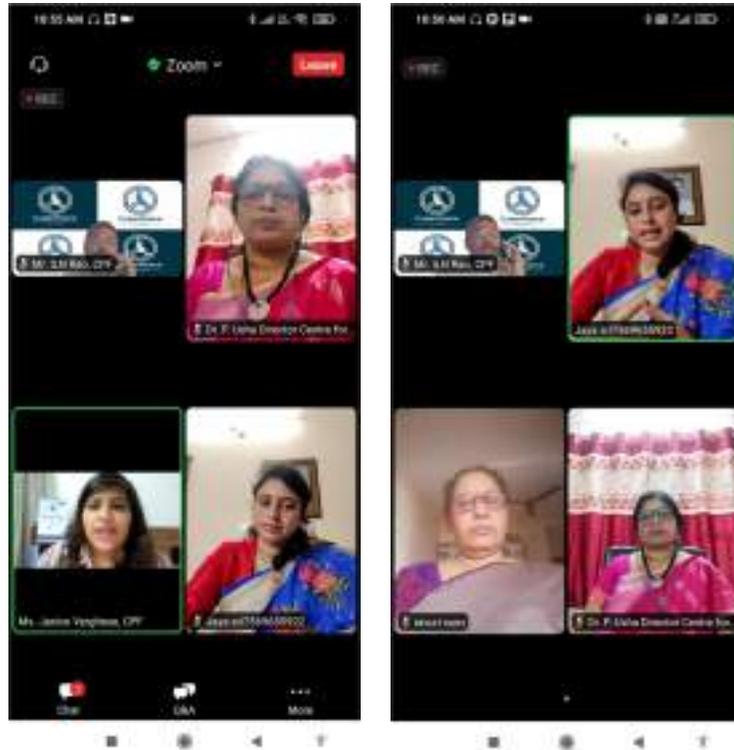
Dr.Durgabai Deshmukh Centre for Women’s Studies , Andhra University and AP Women’s Commission in association with Cyber Peace Foundation and National Commission for Women jointly organized a Webinar on “**ONLINE SAFETY & DIGITAL WELLBEING OF WOMEN**” under the programme E-Nari , on 17th September 2021 at 10.30 am-11.30 am.

In this occasion **Prof.K.Samatha Rector Andhra University** delivered inaugural address. In her inaugural speech she stated that the usage of internet has become an important part in the lives of people and more women are using the internet especially college going women. Things get worse as 80 percent of these women have been victims of cybercrimes. Online rape threats, harassment, cyber stalking, blackmail has been increasing in the virtual world. Unfortunately, social media platforms make it easy for cyber stalkers to access an individual’s personal information and use it against others often by posting sensitive content online without consent. Creating a safer online space is the need of the hour. Following healthy online practices and recognizing and managing online risks will help women to defend themselves. She said that , the present webinar on “ online safety and wellbeing of women’ helps the women to protect themselves from cyber crimes.



Smt.K.Jaya Lakshmi Hon’ble Member AP Women’s Commission discussing cyber crime issues

Hon'ble Member AP Women's Commission Smt.K.Jaya Lakshmi highlighted the need for creating awareness about the usage of internet and social media among women which causes cyber threats on women.



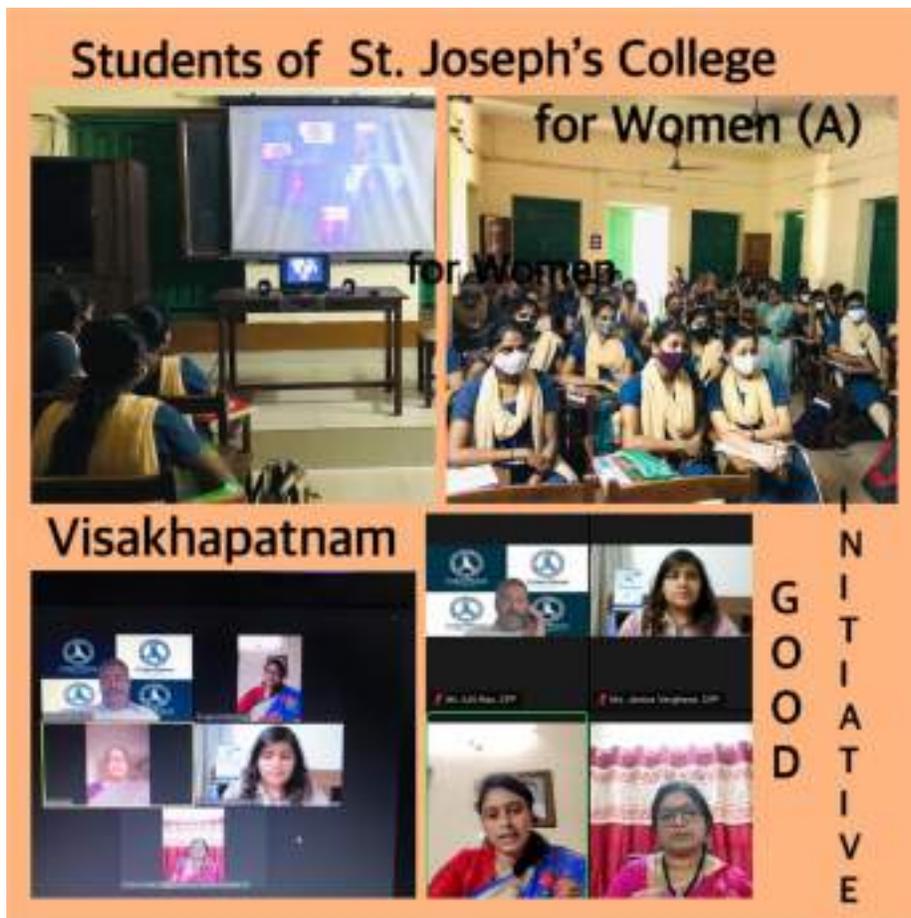
Smt.Ravuri Suez Director AP Women's Commission has explained the concept note of the webinar by explaining that AP Women's commission and Andhra university in association with Cyber peace Foundation is organizing the webinar in order to create an inclusive and safe cyber eco system where women are empowered and not fearful of technology.

Speaker , Janice Verghese , techno lawyer and manager in Cyber Peace Foundation has explained about the various forms of online threats to women and the steps to be taken for online safety in this virtual world.

Girl students from Andhra University and Affiliated colleges have participated in the webinar. The Webinar was initiated by welcoming the participants by **Sri.Narasimha Rao Coordinator , Peace Foundation**. And ended with the formal vote of thanks by **Dr.P.Usha Director i/c Dr.Durgabai Deshmukh Centre for Women's Studies and coordinator of the webinar**.



Interaction with Students



7. Dr.Durgabai Deshmukh Centre for Women's Studies officers were participated in ***District level Strengthening and Capacity building programmes for the Women leaders and other stakeholders***” organised by NGO Action aid and Mahila Action on **15th September 2021** at 10.00 am



Dr.P.Usha Director Centre for Women's Studies AU explaining Sexual Harassment of Women at Workplace (Prevention, Protection & Redressal) 2013 to the Community women





Displaying poster on steps to Install DISHA Safety App



Community leaders of NGO Mahila Action

8. **“International NGO JCI Week 2021 Bandhan Grand day Celebrations”** on 15th September 2021 at 6.00 pm



Dr.P.Usha Director Centre for Women’s Studies Andhra University explaining the significance of people’s participation in preventing violence against women on the occasion of BHANDHAN programme of JCI International NGO



The Team of JIC International NGO in the Success Meet

9. Awareness Programme for the Tribal women students as a part of Action Research Project on **“Women Safety and Empowerment and Government Initiatives-A Study**

in Agency areas of Visakhapatnam District of AP” . was organised at Government Degree College , **Marripalem** the agency area of Paderu Division in Visakhapatnam District on **19th November 2021**.





Dr. Shaik Haroon Principal Govt. Degree College (for Tribal women) Marrripalem Koyyuru mandal of Paderu Division



Dr. P. Usha Director Centre for Women's Studies AU explaining Govt. Initiatives for Women Safety



Filling up the questionnaire on “Assessing & Creating Awareness about Govt.Women safety initiatives





Active participation of Tribal Women Students



10. Awareness Programme for the degree students as a part of Action Research Project on **“Women Safety and Empowerment and Government Initiatives-A Study in Agency areas of Visakhapatnam District of AP”** . was organised at Government Degree College Paderu , the agency area in Visakhapatnam District on **21st November 2021.**



Dr.P.Usha Director explaining women safety measures





Releasing Handouts on “Prevent Violence against women & Women Safety Help line Numbers”





Displaying poster on steps to install DISHA Safety app



Students Feed back



Students' Active participation





Internal Complaints Committee(ICC) Meeting with the staff of the Paderu Govt.Degree College located in the agency areas





Installation of DISHA Safety app



Research Team with the staff of Govt.Degree College Paderu located in the agency area of Visakhapatnam District

11. Training Workshop on “ **Sexual Harassment of Women at Work place (Prevention, Prohibition & redressal) Act 2021** for the Community Leaders on the occasion of International Day for the Elimination of Violence against Women was jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies, Andhra University and NGO Swanthan Seva Samithi at DDD CWS AU on **25th November 2021**.



Dr.P.Usha explaining the Sexual Harassment of Women at Workplace (Prevention, Protection & Redressal Act) 2013

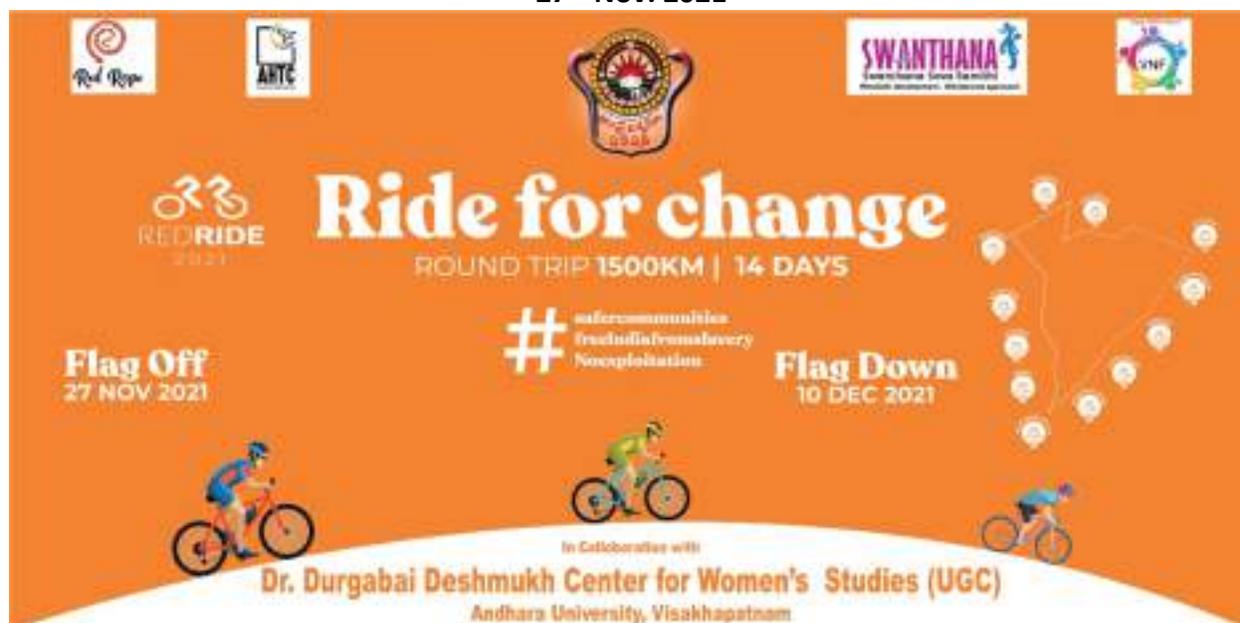


Mr.Pragnan Secretary of Vizag NGO Forum discussing the issues of sexual harassment



12. Training Workshop on “ **Human Trafficking and Preventive Measures**” for the Volunteers of Anti-Human Trafficking Club AU (AHTC AU) jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies , Red Rope Organisation,, Vizag NGO Forum and Swanthan Seva Samithi on the occasion of “Ride for Change” organised by Red Rope and initiated by **Prof.V.G.D.Prasad Reddy, Hon’ble Vice-Chancellor** Andhra University on **27th November 2021**.

REPORT ON
Training Workshop
for the Volunteers of
ANTI HUMAN TRAFFICKING CLUB, ANDHRA UNIVERSITY (AHTC AU) On
Human Trafficking & Preventive Measures
On the occasion of
“Ride for Change”
Jointly Organized by
Dr.Durgabai Deshmukh Centre for Women’s Studies (UGC) , Andhra University
Red Rope , Swanthana Seva Samithi and Vizag NGO Forum
27th Nov. 2021



Dr.Durgabai Deshmukh Centre for Women’s Studies Andhra University in association with NGO Red Rope and Swanthan Seva Samithi and Vizag NGO Forum jointly organized Training Workshop “ **Human Trafficking and Preventive Measures**” for the

Volunteers of Anti Human trafficking Club AU (AHTC AU) on 27th November 2021. The inaugural programme was initiated by **Prof.V.Krishna Mohan** Registrar AU at Dr.Durgabai Deshmukh Centre for Women's Studies. **Dr.P.Usha** presided over the programme and explained about activities of the AHTC AU which was formed on 19th Nov.2020 with the MoU of International Justice Mission. She revealed the activities of AHTC AU which was involving in symposiums, workshops etc to create awareness about the issues of human trafficking. Andhra university Affiliated colleges under AHTC AU being organized many awareness campaigns including skits, role plays, issuing handouts etc. **Captian Diwakar** Manager of Dredging Corporation of India was the Guest of honour .**Dr.Prameela and Dr.Anne Grace and Praganan Kumar** from Swanthan Seva Samithi , **Sri Narava Prakash Rao** , Chairman of Vizag NGO Forum have participated.

Anti-Human Trafficking Club of Andhra University was initiated by Hon'ble Vice-Chancellor Andhra University **Prof.P.V.G.D.Prasad Reddy**, and Hon'ble Chairperson of AP Women's Commission **Smt.Vasireddy Padma** and **Sri.P.M.Nair**. The main objective of AHTC is to create awareness about the issues of Human Trafficking and save the distress. In this connection, Symposiums, Training workshops for the AHTC volunteers are being organized. Many of the Affiliated Colleges of Andhra University especially St.Joseph's, St.Anns , Gayatri college and Visakha Govt. Degree College for women have conducted a good number of Awareness Programmes including skits, , role plays, displaying slogans and distributing handouts etc . for creating awareness among school and college going students.

The Training Workshop "Human Trafficking and Preventive measures" alerts people to think about the seriousness of the issue and stresses the need for the involvement of volunteers of AHTC to prevent the problem. This workshop helps the volunteers to understand the problem in depth because the alarming rate of Human Trafficking stresses the need for People's participation in preventing the human slavery. About 150 AHTC Volunteers of Andhra University affiliated colleges have participated in the Training Workshop.

The volunteers of Red Rope organization organized "**Red Ride21**" under the caption "**Ride for Change**" a cycle rally from Vizag to Bhubaneswar. The ride was initiated by Flag off by Hon'ble Vice Chancellor of AU, **Prof.P.V.G.D.Prasad Reddy**. Miss **Crysolyte Sanamanda** the Executive Director of Red Rope has explained the objectives " Ride for Chang" .The AHTC volunteers of AU Affiliated Colleges St.Joseph, St.Anns, Gayatri and Visakha Govt.Degree College for Women have participated in the Training workshop and march towards administrative building with slogans of "**STOP HUMAN TRAFFICKING**"

RIDE FOR CHANGE 'ANTI HUMAN TRAFFICKING'



Volunteers of AU AHTC Andhra University Anti Human Trafficking Club



Offering Respects to Dr.Durgabai Deshmukh by the distinguished guests



Inviting the Guests



Prof.V.Krishna Mohan , Registrar, AU initiating the Training Workshop by Lighting of lamp



President's remarks by Dr.P.Usha Director i/c , Centre for Women's Studies



Chief Guest's Speech by Prof.V.Krishna Mohan, Registrar, Andhra University



Guest of Honour Dr.Prameela Peter, Senior Adviser, Swanthana Seva Samithi



Guest of Honour Captain Diwakar , Chairman , Dredging Corporation of India



**Prof.V.Krishna Mohan conveying wishes to the “RIDE FOR CHANGE”
Volunteers of Red Rope**



Volunteers and Mentors of AHTC of AU Affiliated Colleges





**Volunteers of Andhra University Anti Human trafficking Club(AU AHTC)
With the Chief Guest Prof.V.Krishna Mohan Registrar of AU**





Team of "RIDE FOR CHANGE"



Rally for “Stop Human Trafficking - End Slavery”



**AHTC Team Interacting with
Prof. P.V.G.D.Prasad Reddy Hon'ble Vice-Chancellor Andhra University**

Flag off Ceremony

“RIDE FOR CHANGE”



Flag off by Prof.P.V.G.D Prasad Reddy Hon'ble Vice-Chancellor Andhra University



**Andhra University Anti Human Trafficking Club (AHTC AU)
VOLUNTEERS**



**Releasing Poster on “Ride for Change”
26th Nov. 2021**



**Releasing Poster of “Ride for Change”
Dr.P.Usha Director & Staff of DDD CWS and
Volunteers of Red Rope and Swanthana Seva Samithi**

13. Awareness Programme on “ Women Rights” on the occasion of International Day for human Rights jointly organised by Dr.Durgabai Deshmukh Centre for Women’s Studies, Visakha Govt.Degree College for Women NGOs Swanthana and Red Rope Organizations at Visakha Government Degree College for Women ,Visakhapatnam on **10th December 2021.**



Dr.P.Usha Director CWS AU speaking on Women Rights on the occasion of International Human Rights Day jointly organised by Centre for Women’s Studies and Govt.Women’s College





**Appreciation to the Volunteers of 'Ride for Change' by
Dr.Shobha Rani Principal Govt.Degree College for Women**





Appreciation to the Volunteers of 'Ride for Change'





ACTION RESEARCH

Research Team:

**Principal Investigator : Dr.P.Usha
Director**

Research Assistant : Ch.Usha Rani

Dr.Durgabai Deshmukh Centre for Women's Studies , Andhra University has been initiated **Action Research project** on **“Women Safety & Empowerment ; Government Initiatives; Assessing & Creating Awareness on among Tribal Women studying in the agency areas of Paderu Division in Visakhapatnam District of AP”** has been initiated in 2021 and in the month of November 2021 awareness programmes were conducted and primary data has been collected from women students studying in Marripalem Govt.Degree College for Tribals, and Paderu Government Degree College through interactive sessions. As a part of it an Awareness Programme was conducted in Chintapalli Government Degree College and assessed the awareness levels of Tribal women students on crimes against women viz., dowry deaths, domestic violence, sexual abuse, rape and abduction, stalking, acid attacks, human trafficking and cybercrimes and Educated on exclusive rights for women eg.right to dignity and decency, right to zero FIR, right not to be arrested at night, right to get free legal aid, right to register virtual complaints and right against workplace harassment etc. And created awareness about Government intervention for women safety viz., Disha App, One stop centres, women help-line, Spandana Programm, .Cybercrime portal, Cyber Mitra, Mahila Rakshak, Shakti teams etc. And discussed the inputs for Women Empowerment and assessed the provisions for skill and personality development including the availability of computer lab, English lab, life-skills, self-defense, sports and games and students participation in the activities like quiz, elocutions/debate, essay writings, group discussions and cultural activities which help them to empower. And also collected the expectations of the tribal women students from the government to reach their goal.

**Awareness Programme for Tribal Women Students on
“ Women Safety & Empowerment; Government Initiatives”
in Chintapalli Govt.Degree College located in the agency area of Paderu
Division in Visakhapatnam District dt.18th Feb.2022**



**Research Team Dr.P.Usha Director i/c , Ch.Usha Rani Research Assistant ,
Principal Dr.Brahmachary , staff and students of GDC Chintapalli**



Dr.P.Usha explaining about crimes against women and the government initiatives

to prevent crimes against women



Dr.P.Usha interacting with the students and motivating tribal women students how to empower and Protect themselves from violence and explaining ‘Women specific Rights & Acts ’





Releasing Handouts on 'Women safety' measures and 'women help line members'



Releasing poster on “ Steps for Installation of Disha app”



Explaining the students how to install Disha safety App





Assessing the awareness levels of women students about women Safety& Empowerment



At a Glance



Students' Active participation



PARTICIPATION IN NATIONAL WOMEN PARLIAMENT- 2022 ORGANISED BY ANDHRA PRADESH WOMEN'S PARLIAMENT ON 4TH MARCH 2022

Andhra Pradesh Women Commission organized "National Women Parliament -2022" at Nagarjuna University Auditorium on 4th March 2022. Delegates from various government departments, Universities , colleges and NGOs have participated. Home Minister Smt.Mekathoti Sucharitha as Chief Guest of the programme and Smt.Vasireddy Padma Chairperson of AP Women Commission presided over the programme. In this occasion 'Mock Parliament was conducted and discussed the 5 topics viz., Law and Justice , Economic empowerment of women to financial support of women, Safety and security of women, Gender empowerment and Gender sensitivity . Members of AP Women Commission acted as MPs and Smt.Vasireddy Padma acted as Speaker. Ten delegates i.e 3 faculty Dr.P.Usha, Dr.Eswaramma, Ch.Usha Rani and 7 students from law, journalism, commerce and social work departments of Andhra University i.e.Hari Chnadana, Sarada,Renuka, Shanthi, Roopa, Jhansi, Tanuja were participated in the programme. In the cultural programme T.Tanuja performed Kuchipudi dance and Shanthi and Hari Chandana sung a song. .



AU TEAM LEAD BY DR.P.USHA, DIRECTOR I/C CWS AU PARTICIPATED IN THE NATIONAL WOMEN PARLIAMENT



Book titled “ Empowerment Strategies for Tribal Adolescent Girls” authored by Dr.P.Usha Director CWS AU releasing by Smt.Vasireddy Padma Hon’ble Chairperson AP WC & Smt.Mekathoti Sucharita Home Minister of AP



Dignitaries on the Dias



AU Delegates with Smt.K.Jaya Lakshmi, Member of AP Women's Commission



Smt.Vasireddy Padma acted as Speaker in Mock Parliament



AU delegates with Hon'ble Chairperson Smt Vasireddy Padma

International Women's Day

8th March 2022

Regional Seminar on Theme: Gender Equality today for Sustainable Tomorrow

Dr.Durgabai Deshmukh Centre for Women' Studies has celebrated International Women's Day on 8th March 2022 at the Centre. Prof.P.V.G.D.Prasad Reddy , Hon'ble Vice Chancellor, AU as *Chief Guest* , Prof.K.Samatha Rector, AU as the *distinguished Guest and* Prof.V.Krishna Mohan Registrar, AU as *Guest of Honour* .Prof.T.Shobhasri , Member, Executive Council, AU and Dr.Krishna Manjari Pawar Member, Executive Council, AU as *Special Guests of Honour* .Prof.P.Rajendra Karmakar , Principal, College of Arts & Commerce, AU and Prof.V.Vijaya Lakshmi , Principal, Dr.B.R.Ambedkar College of Law, AU and Prof.Bhatti Principal, College of Engineering (W) AU and Prof.Rama Sudha Director, Computer Centre, AU as *Special Invitees* . Dr.T.Sambasiva Rao welcomed the Guests. Dr.P.Usha Director Centre for Women's Studies presided over the programme.



Offering Respects to Dr.Durgabai Deshmukh by the Distinguished Guests on the occasion of International Women's Day



**Lighting of lamp by the Chief Guest
Prof.P.V.G.D.Prasad Reddy Hon'ble Vice-Chancellor Andhra University**



Chief Guest Address by Prof.P.V.G.D.Prasad Reddy Hon'ble Vice Chancellor



Prof.K.Samatha Rector AU addressing the gathering



Prof.V.Krishna Mohan Registrar AU conveying greetings



Presidential remarks by Dr.P.Usha Director CWS AU

PRESENTING MEMENTOES TO THE PARTICIPANTS OF NATIONAL WOMEN PARLIAMENT ON THE OCCASION OF INTERNATIONAL WOMEN'S DAY



PROF.P.V.G.D.PRASAD REDDY FALICITATING WOMEN ADMINISTRATORS OF ANDHRA UNIVERSITY ON THE OCASSIONOF INTERNATIONAL WOMEN'S DAY



Prof.K.Samatha Rector Andhra University



**Prof.T.Sobhasree
Executive Member AU**



**Dr.Krishna Manjari Pawar
Executive Member AU**



**Prof.V.Vijaya Lakshmi Principal
Dr.B.R.Ambedkar College of Law AU**



**Prof.Rama Sudha
Honorary Director Computer Centre AU**



**Dr.P.Usha Director i/c CWS AU receiving
A TOKEN OF APPRECIATION
from AU Higher Authorities on the occasion of international Women's Day**



WELCOMING THE GUESTS

On the occasion of International Women's Day



Prof.K.Samatha Rector AU



Prof.V.Krishna Mohan Registrar AU



**Prof.P.Rajendra Karmakar Principal
College of Arts & Commerce AU
AU**

**Prof.V.Vijaya Lakshmi Pricipal
Dr.B.R.Ambedkar College of Law**



**Prof. Bhatti Principal
Director**



Prof. Rama Sudha , Honorary

AU College of Engineering (W)

Computer Centre AU

Participation as Resource Person for the Workshop on “Combating Violence against Women” on the occasion of International Women’s Day organized by NGO Mahila Action and Action aid Dt.9th March 2022



Dr. P. Usha Director CWS AU as Key note Speaker



AWARENESS PROGRAMME

**FOR WOMEN STUDENTS STUDYING IN THE AGENCY AREA OF PADERU DIVISION OF
ARAKU GOVERNMENT DEGREE COLLEGE**

**AS A PART OF ACTION RESEARCH PROJECT ON
“WOMEN SAFETY & EMPOWERMENT; GOVERNMENT INITIATIVES”**

Dt.24th March 2022



**Dr.P.Usha Director i/c Centre for Women's Studies AU ,
Dr.Bharat Kumar Nayak Principal Govt.Degree College, Araku ,
Dr.Rama Krishna Principal Government Degree College for Women , Araku and
Ch.Usha Rani , Research Assistant , staff and students**

As a part of Action Research project "Women Safety and Empowerment; Government Initiatives- Assessing and Creating Awareness among women students" studying in the Araku Government Degree college located in the agency area of Paderu division was organized on 24th March 2022 .**Dr.P.Usha** Director, Centre for Women's Studies / Principal Investigator of the project discussed various crimes against women such as cybercrimes, domestic violence, sexual abuse, human trafficking and sexual harassment of women at work place. And explained the acts and laws which protects women from violence and the punishments to the culprits. She

also created awareness about exclusive rights for women. She emphasized the need for personality development, soft skills and computer knowledge which are the inputs for women empowerment. **Dr.Bharat Kumar Nayak** Principal Government Degree College, Araku stressed the need for women education and employment. **Dr.Ramakrishna** Principal Araku Government Degree college for women explained how to develop personality. **Dr.Padmaja Latha** Convener of Women Empowerment Cell welcomed the guests and presided over the programme. **Ch.Usha Rani** Research Assistant CWS AU offered formal vote of thanks.



Dr.P.Usha Interacting with women students in the agency area of Araku Valley



Dr.P.Usha discussing about Govt. initiatives for the Safety and Security of Women



Revealing SABALA whats app number which saves women from sexual harassment initiated by AP State Govt. through AP Women's Commission



Installation of DISHA app for the safety of women



Releasing handouts on “ Women related Acts & laws , women rights and Help line numbers”



Distributing Free medicine of folic acid tablets and iron supplements to the Women students studying in Agency area



Active Participation of Women Students studying in Araku Govt. Degree College in filling the questionnaire on “Women Safety & Empowerment”



Student's feedback

Ch.Usha Rani Research Assistant

(VII) EXTENSION ACTIVITIES OF THE STAFF

1) Report of the Extension Activity

- Name & Designation of the Staff : **K. Ravi Kumar, Research Associate, CWS**
- Topic : **SEXUAL HARRASSMENT AT WORKPLACE**
- Venue : **A.U. High school , Andhra University, Visakhapatnam**
- Date : **5th March -2022**
- Participants : **A.U. High school 9th Class Telugu Medium Students**
- Aim : **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**
- Objectives : **Gender Issues, Gender Discrimination, Sexual Harassment, Provisions of the Act, Roles of an employer, Prevention policies, conduct and service rules, steps to conduct inquiry.**



2) A brief report of the extension activity

- Topic : **TRAFFICKING IN WOMEN AND CHILDREN IN INDIA**
- Venue : Andhra University, Visakhapatnam.
- Date : **5th March, 2022**
- Participants : **A.U. High school 9th Class Telugu Medium Students**
- Key words : **Human Trafficking, Human rights, prostitution, kidnapping ,Child marriage, Child labour**

Aim : The above lecture has attempted to analyse the nature, causes, modes and volume of trafficking in a country and recommending meaningful stratagems to counter the social evil.

Strategies for prevention : The National governments should pursue the following short-term and long-term measures to combat trafficking:

- The Rescued victims should be protected and rehabilitated through appropriate mechanisms in order to Prevent re-trafficking.
- For the prevention of trade in women, strict vigilance is required to check the sex trade in cities and tourist destinations.
- Finally, registration of names of the domestic servants by the employers should be made compulsory with the local police stations.

Child labour: The problem of child labour continues to pose a challenge before the nation. Considering the magnitude extend of the problem and that it is essential a socio-economic problem inextricably linked to poverty and literacy, it requires concerted efforts from all section of the society to make a dent in the problem.

Child Education: Negative attitude, child marriage, child labour, The best part is that our prime minster has made a very good initiative for the education of girl through the babi bachovo baby padavo campaign in the villages.

3) A brief report of the extension activity

- Name & Designation : **K. Ravi Kumar, Research Associate, CWS**
- Topic : **HUMAN TRAFFICKING IN INDIA**
- Venue : **HPCL Millennium Petrol Bunk Office 2, Siripuram, Visakhapatnam.**
- Date : **6th March, 2022**
- Participants : **Millennium Petrol Bunk Employees**

- **Key words : Human Trafficking, Human rights, prostitution, kidnapping ,Child marriage, Child labour**
- **Aim :** The above lecture has attempted to analyse the nature, causes, modes and volume of trafficking in a country and recommending meaningful stratagems to counter the social evil.

Disa App, : (A personal safety app or SOS App, Mobile application which can be used to aid personal safety. AP Govt. launched to help women in distress).

Gender equity (fairness of treatment for men and women according to their respective needs, treatment or treatment that is different but which is considered equivalent in terms of rights benefits, obligations and opportunities



4) Attachment containing a brief report of the extension activity :

- Topic : **SEXUAL HARRASSMENT AT WORKPLACE**
- Venue : **HPCL Petrol Bunk Office 1, Siripuram, Visakhapatnam**
- Date : **7th March -2022**
- Participants : **Petrol Bunk Employees (Men)**
- **Conducted by** : Dr. K. Ravi Kumar and Mr. Kiran Prasad Badugu jointly
- **Aim** : Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- **Objectives** : Gender Issues, Gender Discrimination, Sexual Harassment, Provisions of the Act, Roles of an employer, Prevention policies, conduct and service rules, steps to conduct inquiry.

1) EXTENSION ACTIVITY REPORT

Name & Designation : B.J.Kiran Prasad, Research Assistant, CWS
 Venue : HPCL Petrol Bunk Office 1, Siripuram, Visakhapatnam
 Date : 7th March, 2022
 Participants : HPCL Petrol Bunk Employees (Men and Women)
 Conducted by : Mr.B.Kiran Prasad and K.Ravi Kumar jointly organized
 As on the

Topics covered :

Disa App, : (A personal safety app or SOS App, Mobile application which can be used to aid personal safety. AP Govt. launched to help women in distress).

- Gender equity (fairness of treatment for men and women according to their respective needs, treatment or treatment that is different but which is considered equivalent in terms of rights benefits, obligations and opportunities
- **Human Trafficking:** The unlawful act of transporting or coercing people in

order to benefit from their work or service, typically in the form of forced labour or sexual exploitation. She is a victim of human trafficking. Every year millions of men, women and children are trafficked worldwide including right here in the United States.

- **Sexual Harassment at work place:** Explained the issues about unwelcome touching, staring or leering, suggestive comments or jokes, sexually explicit pictures or posters, pornography, unwanted invitations to go out on dates, request for sex, insult or taunts based sex and sexually explicit, emails or SMS text and messages.
- The session (programme) was completed by both lecture and interactive.



2) EXTENSION ACTIVITY REPORT

Name & Designation :B.J. Kiran Prasad, Research Assistant, CWS.

Venue : HPCL Millennium Petrol Bunk Office 2, Siripuram, Visakhapatnam.

Date : 6th March -2022

Participants : Millennium Petrol Bunk Employees (Women group)

Topics covered:

- **Disa App, :** (A personal safety app or SOS App, Mobile application which can be used to aid personal safety. AP Govt. launched to help women in distress).
- **Gender equity** (fairness of treatment for men and women according to their respective needs, treatment or treatment that is different but which is considered equivalent in terms of rights benefits, obligations and opportunities).

- **Human Trafficking:** The unlawful act of transporting or coercing people in order to benefit from their work or service, typically in the form of forced labour or sexual exploitation. She is a victim of human trafficking. Every year millions of men, women and children are trafficked worldwide including right here in the United States.
- **Sexual Harassment at work place:** Explained the issues about unwelcome touching, staring or leering, suggestive comments or jokes, sexually explicit pictures or posters, pornography, unwanted invitations to go out on dates, request for sex, insult or taunts based sex and sexually explicit, emails or SMS text and messages.
- The session (programme) was completed by both lecture and interactive.



3) EXTENSION ACTIVITY REPORT

Name & Designation : B.J. Kiran Prasad, Research Assistant, CWS.
 Venue : A.U. High school (TM), Andhra University, Visakhapatnam
 Date : 5th March -2022
 Participants : A.U. High school 8th Class Telugu Medium Students

Topics covered:

- On girl child issues and challenges, human trafficking, Disha App, Cybercrimes, and Gender equity. This topics is introduced to the participants with current live examples.
- Explained about the importance of the Child education and briefing about child labour issues.
- The best part is that our prime minster has made a very good initiative for the

- education of girl through the babi bachovo baby padavo campaign in the villages.
- The Brief report of certain topics is undertaken by me mainly concentrated on girl child issues and challenges, girl child education and child labour.
 - The above lecture has attempted to analyse the nature, causes, modes and volume of trafficking in a country and recommending meaningful stratagems to counter the social evil.
 - Explained about Strategies for prevention of Human Trafficking
 - The National governments should pursue the following short-term and long-term measures to combat trafficking: The Rescued victims should be protected and rehabilitated through appropriate mechanisms in order to prevent re-trafficking.
 - For the prevention of trade in women, strict vigilance is required to check the sex trade in cities and tourist destinations.
 - The session (programme) was completed by both lecture and interactive.



EXTENSION ACTIVITIES

Creating Awareness among young girls in the agency areas on 'DISHA SAFETY APP'

Name of the Staff : Ch.Usha Rani

Designation : Research Assistant DDD CWS AU









AT A GLANCE

