

Sree Chitra Tirunal Institute for Medical Sciences and Technology,
(An Institute of National Importance under the Department of Science and Technology)
Thiruvananthapuram- 11, Kerala

Report on the Commemoration of PoSH Act 2013 from Nov 25th to Dec 10th 2022

The Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013(PoSH 2013) was notified on Dec 9th 2013. Aim of the fortnight this year was to showcase the principles of GATI and also to spread awareness on prevention of sexual harassment in the workplace. The 16 days period between 25th November and 10th December was observed by Sree Chitra Tirunal Institute for Medical Sciences and Technology for raising awareness about elimination of all forms of violence and discrimination against women so as to ensure safety, security and holistic empowerment of women and to ensure that the basic human rights of women and girls are respected by all. The Internal Complaints Committee (ICC) and GATI team of the Institute organized several programs during this occasion. As a chartered institute under the DST program of Gender Advancement for Transforming Institutions (GATI), SCTIMST prides itself on providing a safe environment for women to work in and to develop as a professional. To initiate the campaign, an Inaugural programme was conducted on November 25th, 'The International Day for the Elimination of Violence against Women'. The function was officially inaugurated by Dr. Harikrishna Varma, Head, BMT wing, SCTIMST. A pledge was taken in Hindi and English by the staff and students of all wings of the Institute to end violence against women and children. A 10 min documentary was shown to bring about awareness on the importance of the 16 day programme against gender-based violence and putting a stop to violence against women .



The Pledge

“I understand that Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. I also understand that it requires my active participation. I promise never to commit, forgive or remain silent about domestic violence, sexual assault, child abuse or other forms of violence against women and girl children. I pledge to support survivors, raise awareness and take action to end domestic and sexual violence.”

प्रतिज्ञा

मैं समझता हूँ कि लैंगिक समानता न केवल एक मौलिक मानव अधिकार है, बल्कि एक शांतिपूर्ण, समृद्ध और धारणीय दुनिया के लिए एक आवश्यक आधार है। मैं यह भी समझता हूँ कि इसमें मेरी भागीदारी की आवश्यकता है। मैं वादा करता हूँ कि घरेलू हिंसा, यौन उत्पीड़न, बालशोषण या महिलाओं और बच्चियों के खिलाफ किसी भी प्रकार की हिंसा नहीं करूँगा, ना ही करने वालों को माफ़ करूँगा और ना ही चुपचाप रहूँगा। मैं उत्तरजीवियों का समर्थन करने, जागरूकता बढ़ाने और घरेलू और यौन हिंसा को समाप्त करने के लिए कार्रवाई करने की प्रतिज्ञा करता हूँ।

On 1st December World AIDS day, a webinar was conducted By Dr.Dinoop KP, Associate Professor of Microbiology, on the theme proclaimed by WHO: “Equalize”. WHO is calling on global leaders and citizens to boldly recognize and address the inequalities which are holding back progress in ending AIDS; and equalize access to essential HIV services particularly for children and key populations and their partners - men who have sex with men, transgender people, people who use drugs, sex workers, and people in prisons.

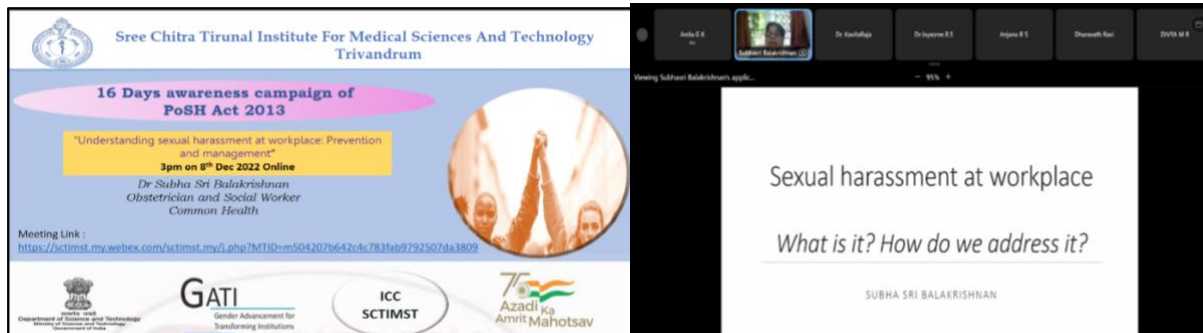


A gender sensitization programme was conducted on December 5th in the Seminar Hall, MSV block, BMT Wing at 3.00 pm. The programme opened with a welcome address by Dr.Kamalesh K Gulia, Scientist G, Division of Sleep research. The invited speaker was Dr.Aswothy S Babu, Legal Advisor, Women Protection Office, Trivandrum. She enlightened

the audience by conducting an interactive session on “Women empowerment-Know the Laws and your Rights.” Dr. Rupa Sreedhar, Medical Superintendent, SCTIMST proposed the vote of thanks.



On 8th December, there was a webinar by Dr.Subhasri Balakrishnan, Obstetrician and Steering Committee member, Common Health, India on “Understanding Sexual Harassment at workplace: Prevention and Management”.



The valedictory function of the 16 days awareness campaign was organized at the Hospital wing auditorium at 2.00 pm on December 9 to commemorate the PoSH Act 2013 anniversary day and the Human Rights day which falls on December 10. After a welcome address by Dr. Kavita Raja, Chairperson, ICC, the Director, Dr. Sanjay Behari spoke on the importance of gender equality in an institute. The Medical Superintendent, Dr. Rupa Sreedhar explained the different aspects of the PoSH Act that supported women in working in a safe and secure environment with dignity. Following this, Dr. Kala Kesavan the Principal, Government Medical College, Trivandrum, an Institution in the same campus, was felicitated as a Woman Leader. She gave her experience as the Principal of a large college and hospital, explaining how as a woman she was able to bring people together as a team and also that her biggest asset was being able to give a listening ear to the problems of the people who came to her. Dr. Jayasree RS, nodal officer for GATI gave a brief summary of the GATI initiative. The invited guest, Mr. Manoj Krishna, Professor (retd) of Govt Law College, Thiruvanthapuram,

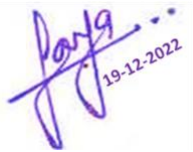
spoke on the topic “Redefining Women’s rights for an egalitarian society and the role of PoSH Act 2013”



This was followed by a panel discussion called “He for She” where senior faculty of the institute were asked to discuss about women at the workplace. The panellists were Dr.Rakhal Gaitonde, Professor, AMCHSS and Dr.Easwer HV, Professor and Head of Neurosurgery. The discussion was moderated by Dr.Francis.B, BMT Wing. This encouraged an interaction with the audience and the topic was discussed from different angles



The vote of thanks was given by Dr.Jayasree RS at 4.30pm. In the concluding remarks, she emphasised about the importance of Human Rights which has to be considered along with women's rights, and also the importance of Human Rights day which falls on December 10.This concluded the 16 day commemoration programme that had included personnel from all the three wings of the Institute.



Nodal Officer, GATI



Chairperson, ICC

19/12/22



ICC
SCTIMST