

**AWARENESS PROGRAM ON  
SEXUAL HARASSMENT AND GENDER DISCRIMINATION**



**Aim: To create awareness among Students, Teaching and Non - Teaching staff in BU and Affiliated Colleges about:**

**Sample Profile of Pilot Program:**

**I. Program for BU Teaching Staff:**

Total number of staff is approximately about 290. This can be covered in 1 (one) awareness session.

**II. Program for BU Non - Teaching Staff:**

Total number of staff is approximately about 863. This can be covered in 4 (four) awareness sessions (comprising 216 each).

**III. Program for BU PG Students:**

Total number of PG on BU campuses is approximately about 4187. If 200 students attend 1 (one) awareness session, then 21 (twenty one) awareness sessions will be needed per semester.

**IV. Program for Teachers, Students, Non Teaching staff of BU affiliated colleges:**

Training can be given to a fixed number of 3 (three) teachers from 1 (one) college, then 15 colleges can be covered in 1 (one) training session. To train teachers from all 600 colleges, a minimum of 40 (forty) training sessions, will be required. These teachers, in turn will then conduct awareness sessions in their respective colleges.

**Break up of Sessions:**

Each session can be of 90 mins. each and a minimum of 2 (two) sessions per year can be conducted. These sessions can be stratified as follows:

**1<sup>st</sup> Awareness Session: 90 minutes**

1. What constitutes sexual harassment and gender discrimination,
2. The dynamics of sexual harassment and gender discrimination,
3. Empowering people to resist and report harassment and discrimination, and
4. BU SPARSHGD Policy.

**2<sup>nd</sup> Awareness Session: 90 minutes**

1. Gender bias and discrimination – why and how it arose and how it can be replaced with Gender equality and gender empowerment,
2. Understanding diversity in all aspects of life and nature, including sexuality,
3. Body Image, communication and the role of clothing, and
4. Q and Ans.

### Method of Training:

- Initial Awareness Session 1 and 2 for I, II and III above, training will be conducted by Experts / Trained Facilitators.
- Training of 3 (three) teachers from each affiliated college under BU: Expert / Trained facilitators will train 3 (three) teachers from each affiliated college (45 teachers can be trained at a time, covering 15 (fifteen) colleges at a time) over one day (6 hrs training). Details of this training are mentioned in the document titled “Training of Teachers and SPARSHGD Committee members”.
- In case of IV as mentioned above, training will be conducted by all 3 (three) trained teachers of that college / University jointly, under supervision of an Expert / Trained Facilitator. The trained teachers will conduct the sessions independently thereafter in their respective colleges.

### Fees for Experts / Trained Facilitators:

Fees for this session will be as per the UGC norms and will go directly to the Experts / Trained Facilitator or to the concerned NGO.

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