

## **SYLLABUS**

### **Teachers and SPARSHGD Committee Members' Training PROGRAM on SEXUAL HARASSMENT AND GENDER DISCRIMINATION**

**Aim: To create awareness among Teaching staff in BU and Affiliated Colleges about:**

- 1) What constitutes Sexual Harassment?
- 2) What constitutes Gender Discrimination – including discrimination and bias against transgender and homosexual communities. Socio-cultural factors that have led to a high prevalence of Sexual Harassment and Gender Discrimination.
- 3) The dynamics of sexual abuse and Gender Discrimination.
- 4) Empowering people to resist, report and take appropriate action against the perpetrators of sexual and gender based crimes.
- 5) The Sexual Harassment and Gender discrimination policy of BU.
- 6) Answer questions and clarify doubts.

#### **Core concepts and key points to be covered:**

- 1) What constitutes Sexual Harassment?
  - Understanding sexual and gender based abuse and harassment
  - Understanding the spectrum of sexuality in Nature.

**- 60 minutes**
- 2) What constitutes Gender Discrimination?
  - Tracing the origin of gender bias – from agriculture to information age.
  - How masculinity was valued over femininity.
  - How transgender people were pushed to the fringes of society.

**- 60 minutes**
- 3) The dynamics of sexual abuse and Gender Discrimination.
  - Understanding the current dynamics of sexual abuse and Gender Discrimination. The victim is blamed and shamed for what the abuser did.
  - Sexual and bodily differences in men and women.
  - Understanding that we live in a clothed society and clothes and accessories have become a part of our body language.
  - Understanding that instincts and feelings are no justification for actions that violate the rights of another.

**- 60 minutes**

4) Empowering people to resist, report and take appropriate action against the perpetrators of sexual and gender based crimes.

- Empowering Humanity,
- Empowering Body Image,
- Respect lies in our behaviour – in our actions and in the values we uphold and live by,
- Understand and respect the fact that human beings are made by nature in different shapes, sizes, genders and orientations – this variety helps us be creative, innovative and survive,
- We have the right to assert and defend our right to life, dignity and safety.

**- 60 minutes**

5) The Sexual Harassment and Gender discrimination policy of BU:

- Explain the structure of the Complaints Committees and how to approach them.
- Safeguards and restraints built into the system to ensure confidentiality, fairness, absence of repercussions and speedy justice.

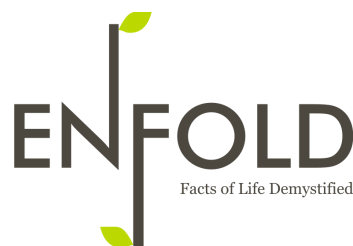
**-60 minutes**

6) Q and Answers – 60 minutes

To allow some interaction, questions and answers

❖ Entire Duration: 6 hours a day

❖ Number of participants: in lots of 45 (for Teacher's Training Prog. Cost: Rs 1,500/- per hour (per day = Rs. 9,500/-)



+91 99000 94251, +91 98441 12391, +91 98450 20277

[sangeeta.saksena@gmail.com](mailto:sangeeta.saksena@gmail.com), [shoiba65@gmail.com](mailto:shoiba65@gmail.com)

[www.enfoldindia.org](http://www.enfoldindia.org)

Regd. Office: # 553B, 8<sup>th</sup> Main Road, 4<sup>th</sup> Block, Koramangala, Bangalore – 560 034.