

un~~gender~~ acta

How to build a gender-neutral workplace

Dear Ungender Community,

Gender, as an integral part of our existence, has influenced decisions at the workplace for over 100 years now. What seemed natural as decisions then, has now resulted in a world where work is assigned according to gender roles. At the workplace it becomes all the more relevant, as we continue seeing the growing economic divide and start venturing into the solutions to address them. As Ungender continues its journey to bridge this, it looks into all aspects of the ecosystem that we are part of. Be it legal reforms, policies, nominations, data collection, representation, investments, and even the nuances aspects of how our current language requires restructuring.

*We decided to take you along with us in this journey. We have put together a gender newspaper which we are calling **Ungender Acta** - a collection of “all that is relevant” when it comes to gender and workplaces. Acta, in its various versions captures the essence of what we intend to put together for you — in Latin, as register of events, in English as record of proceedings, and in Portuguese as minutes of meetings. It is phonetically similar sounding to its Hindi and Bengali counterparts, which mean One. We could have not found a better name for our bi-monthly offering to you – One record of proceedings when it comes to gender and workplaces.*

We hope you enjoy reading it as much as we enjoy putting it together for you.

To know how Ungender can assist you in building a safe and gender-inclusive workplace, write to us at contact@ungender.in

Gender stories we're reading right now

New Campus sexual harassment rule aims to boost rights for accused. [Read.](#)

India tops world in producing women grads in STEM, ranks 19th in employing them. [Read.](#)

Abortion has been legal in India since 1971 but it is still not a woman's right. [Read.](#)

Former Bay Area exec to pay \$1.8 million to settle sexual harassment suit. [Read.](#)

The importance of paid family leave for fathers. [Read.](#)

Women in Singapore are using Virtual Reality to beat sexual harassment. [Read.](#)

Fida Khan's new podcast 'De Taali' navigates her relationships as a transgender woman. [Read.](#)

IITs and NITs will now be ranked on how many women they educate and employ. [Read.](#)

Oracle women score major win in court battle over equal pay. [Read.](#)

ungender insights

Gender Inclusive Policy

How to draft a transgender-inclusive employment policy for your office.

[Read More: Here.](#)

Rights Of Working Moms

On National Safe Motherhood Day, we discuss rights of mothers. [Read More: Here.](#)

Say No To Sexist Jokes

From Ungender's Blogs

Musings of a POSH Lawyer

Our team member writes on her experience as a Labour Lawyer and her learnings as a POSH Practitioner. [Read More: Here.](#)

Key Judgements on POSH

Eleven judgements that provide better clarity on POSH guidelines. [Read More: Here.](#)

WFH? Sexual Harassment Laws Still Apply



Some of the gender appointments that caught our eyes. We love it when women are appointed to important leadership roles.

- Anita Karwal Appointed School Education Secretary. [Read.](#)
- Rachel Levine, Pennsylvania's highest-ranking transgender official is leading the coronavirus battle. [Read](#)
- Trump appoints Manisha Singh as envoy to OECD. [Read.](#)
- Shikha Sharma named advisor to Google Pay India. [Read.](#)

*Have you noticed a rise in **#Manels** — or all male panels recently? We have. It seems even during the **#Covid19** lockdown, webinars and Zoom sessions are not mindful of diversity and inclusion in the way they shape participation. Here are some of the examples of manels we noticed. Check out our [#NoMoreManel thread](#) on Twitter.*





#UngenderLegalCell

Our in-house legal expert Suruchi Kumar is available for free legal advice during the Covid19 lockdown on issues ranging from sexual harassment to gender rights at the workplace. Leave your questions for Suruchi [here](#).

Here's a compilation of FAQs from our Legal Cell

Lay-Offs, Rights Of PwDs & POSH Act
6 Tough Questions On Maternity Benefits, Childcare
How To Protect Against Emotional Abuse And Job Loss
Gender Diversity & Workplace Problems

News and collaborations

Firstpost Interview: Ungender aids women seeking information about workplace laws, harassment redressal.

The Logical Indian: We address men directly to help bring about change in social behaviour and unlearn biases.

SheThePeople: Disability rights India, where do we stand: 2020 assessment

Firstpost: Rising number of 'manels', or all-male panels at webinars marks the urgent need for better gender representation

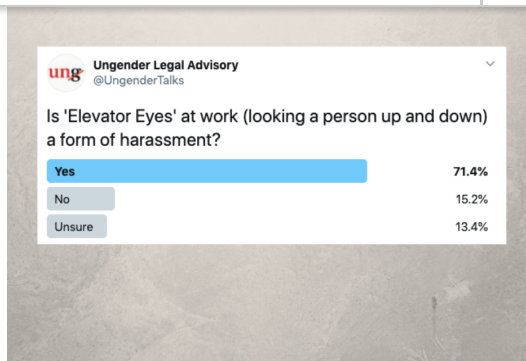
Your Daily Polls And Cartoons



ungender

image credit: <https://vectorcharacters.net/>

Have you seen our #PoSHCartoons yet? You'll love them!



Stay in touch with the pulse of our audience with daily polls on [Twitter](#).

Grow with Ungender.

We are curating information about sexual harassment prevention counsellors in India. This will allow all of us to come together and identify industry-specific nuances and in effect build dedicated solutions as collective intelligence.

If you're a PoSH practitioner, register your details [Here](#).

We're learning and unlearning gendered communication everyday. You can too. If you are working or if you wish to work in the sexual harassment prevention and advocacy space and want to train, sign up for our webinars.

Register for our webinars [Here](#).

How does your organisation fare in the key indices that affect employee wellbeing? If you anonymously want to rate them, you can now.

Leave your feedback [Here](#).

#Unlearn with Ungender.

#Unstereotype

#GenderDictionary

Boys will ~~be boys~~
have to better
their behaviour.

Get rid of the gender stereotypes

empathy

/ˈɛmpəθi/

the ability to understand and share the feelings of another.

#GENDERDICTIONARY

#FactOfTheDay

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Half

the world's men and women believe men make better political leaders

Source: <http://hdr.undp.org/en/GSNI>

#QuoteOfTheDay



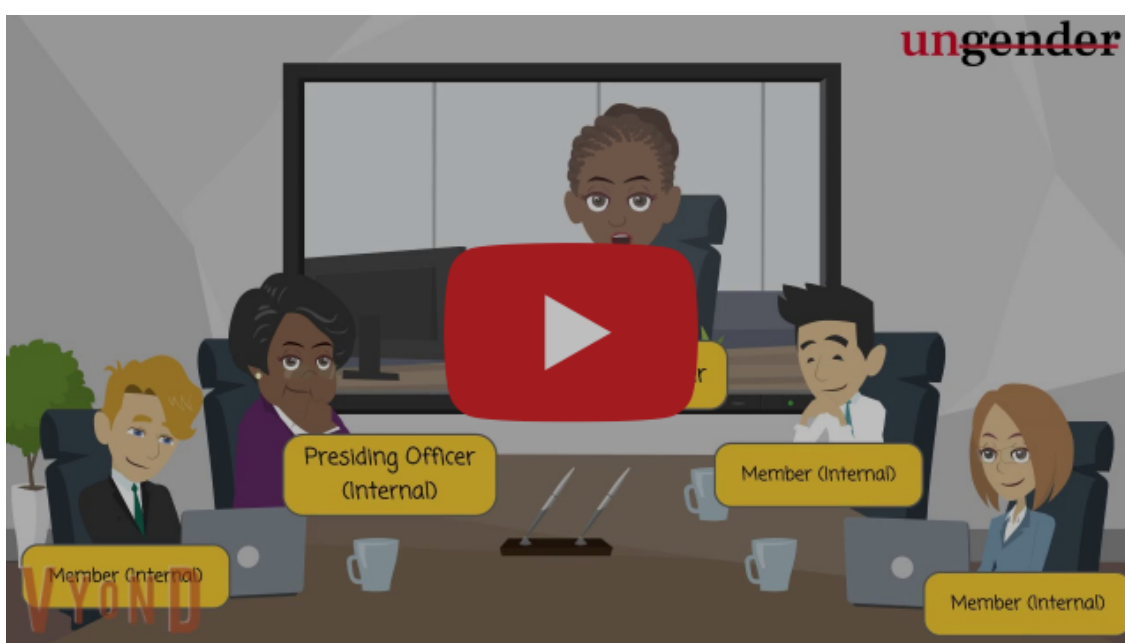
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Unity is meaningless without the accompaniment of women. Education is fruitless without educated women, and agitation is incomplete without the strength of women.

Babasaheb Ambedkar

Hope you loved reading Acta. We'll sign off with this PoSH explainer.



Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 is one of the most relevant laws for workplaces in India. This video simplifies the compliance requirements of this law.

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