

MEET OUR STUDENT MEMBERS

ISSUE 45 | MARCH 2026

This edition, CMGI introduces our student members: Harsh Gour, a new member and student of the PGP-FABM '27 program, whom we warmly welcome, and Benjamin Harry Clarence, a Ph.D. student in Management, Organisational Behaviour at IIMA.



Harsh Gour joins CMGI as a student representative from the PGP-FABM cohort at IIMA. His journey into this space began during his undergraduate years, where he served as a student forum member working on issues related to student well-being and the campus environment. That experience taught him something important—that change does not always come from grand gestures, but from making systems more human and accessible.

What changes would you like to bring to how students engage with CMGI?

“One pattern I kept noticing in my past experiences was that many students chose silence over seeking help—not because their concerns weren’t valid, but because the path forward felt unclear, intimidating, or simply unknown. That observation stayed with me, and it is a big part of why I wanted to be part of CMGI.

As a student member, I want to work on closing that gap — between what the committee offers and what students actually feel comfortable accessing. That means simplifying processes, communicating them more transparently, and showing up in ways that make it easier for someone to take that first step.

Beyond accessibility, I believe in the power of open conversation. Gender-related issues are often pushed to the margins of campus dialogue, treated as sensitive topics to be handled carefully rather than discussed openly. I'd like to help shift that — towards a culture where these conversations are not just tolerated, but welcomed. Ultimately, my goal is simple: to help build a campus where every person feels seen, heard, and supported — and where reaching out for help is never something anyone has to hesitate over.”



Born in Agra to Christian parents, Benjamin attended a Catholic school and a Protestant college, spending much of his life in spaces that highlighted his minority identity while allowing room for reflection. As someone who doesn't easily fit into categories, he remains hyper-aware of his surroundings for safety, yet also conscious of his privileges. His PhD research explores some of these themes.

How does CMGI function both as a redressal body and a proactive space for fostering safer campus environments?

“As one might know, CMGI is the Internal Complaints Committee, set up as a mandatory body within higher education institutions in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules, 2013, to look into complaints of sexual harassment on campus. This is important because many people do not want to go all the way to court, which is often a long and arduous process (not to mention potentially traumatic) but can instead report their concerns and seek resolution through a dedicated group of individuals who understand life on campus.

CMGI works both reactively and proactively. Once a complaint is filed, CMGI deliberates on the issue after gathering the necessary information and recommends a course of action to the Director. In terms of proactive measures, CMGI has a dedicated research associate and student members who together form the institutional body, CMGI Outreach, under the Students' Constitution. The Outreach team conducts Friday Safe Spaces as a platform where students and staff can come together to discuss anything related to gender. Often, student members are the first point of contact for individuals with complaints and help them file formal reports. The team also brings in volunteers during campus events to increase touchpoints within the community.

While an interesting question to ask is whether the campus is safe or not, I do not think any place can ever be perfectly safe. A more important question that has emerged for me during my time on campus is: are we able to make the campus safer? It is towards this question that I believe CMGI strives—and needs to continue striving—to answer for each member of the community. There is much to be done, but with the recent formation of CMGI Outreach, we can hopefully become more proactive, especially as we gain clarity on campus issues and their alignment with CMGI's goals.”

The monthly newsletter from the [Committee for Managing Gender Issues \(CMGI\)](#) is an attempt to initiate conversations on sexual harassment. We would love to have the community participate. [Please reach out to Geetika Sharma at \[geetikas@iima.ac.in\]\(mailto:geetikas@iima.ac.in\) for queries, submissions, and/or feedback.](#)

If you feel you have been subjected to sexual harassment or if you would like to make any suggestions regarding curbing sexual harassment on campus, please reach out to us at: Email: chr-cmgi@iima.ac.in. Please note that any communication with the CMGI is strictly confidential.

