

CONSENT IN PRACTICE

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Continuing from last month's focus on the theme of consent, this issue looks at the giving and withdrawing of consent, as well as the reading of verbal and non-verbal cues to understand what constitutes consent and what does not. In addition, we announce the constitution of the Committee for Managing Gender Issues (CMGI) for the 2025-28 term. The Committee will lead important initiatives to raise awareness and sensitize the IIMA community to various forms of sexual harassment.



HOW TO GIVE CONSENT?

The clearest way to give consent is by being **direct** and **verbal**. Here are some ways you can communicate your consent:



Say "Yes" Clearly

Use direct, affirmative phrases like:

- "I want to."
- "Let's try that."



Give Positive Feedback

When you feel comfortable, you can affirm your consent with feedback such as:

- "That feels good."
- "Don't stop."



Show Nonverbal Cues

Gestures like nodding or moving closer can also indicate consent.

However, nonverbal signals can sometimes be misread or overlooked, so it's best to **use clear verbal communication alongside them whenever possible.**

Always remember: **consent should be clear** (unambiguous and easily understood), **willing** (freely given without pressure), **coherent** (given by someone who is fully aware and capable of making decisions), **and ongoing** (it must be given continuously and can be taken back at any time).

HOW TO WITHDRAW CONSENT?

The clearest way to withdraw consent is **directly and verbally**. You can say no at **any point**.



Use Direct Language

Say:

- "No."
- "Stop."
- "I don't want to."
- "I need to think about it."
- "Can we discuss that later?"



Give Feedback

If you prefer, you can suggest changes or express discomfort:

- "That doesn't work for me."
- "I'd rather not..."



Use Physical Cues

- Move your partner's hand away.
- Stop participating physically.

Your partner should pay attention to any signs that you don't want to continue. If you're not sure they understand, communicate verbally to make it clear.

CONSENT IS MORE THAN JUST “YES” OR “NO”



YES



NO

VERBAL

- “Yes! Keep going”
 - “I like that”
 - “That feels good”
- “I want to keep going”
- “That sounds good”

- “I’m not ready”
 - “I’m tired”
 - “It’s too late”
- “I have work to do”
- “I’m not sure”

NON-VERBAL

- Leaning closer
- Relaxed body
 - Smiling
 - Laughing

- Pulling away
- Freezing up
- Avoiding eye contact
 - Silence

The Committee for Managing Gender Issues (CMGI) for the term 2025-28 is as follows:

1. Prof. Balagopal Gopalakrishnan, Chair-SHAW (Ex-officio)
2. Prof. Ernesto Noronha
3. Prof. Lakshmi Goyal, Chair
4. Prof. Vaibhavi Kulkarni
5. Dr. Margie Parikh, External Member
6. Ms. Anjanakumari B.V.N. (Member-Secretary)
7. Ms. Diana Joseph
8. Mr. Benjamin Harry Clarence, Student Member (PhD)
9. Mr. Barla Aravind, Student Member (PGP)
10. Ms. Tanushka Arora, Student Member (PGP)
11. One PGPX student member from the incoming batch

The monthly newsletter from the Committee for Managing Gender Issues (CMGI) is an attempt to initiate conversations on discrimination, gender bias, sexual harassment, and related issues. We would love to have the community participate. Please reach out to Geetika Sharma at 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 or gender bias 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.
