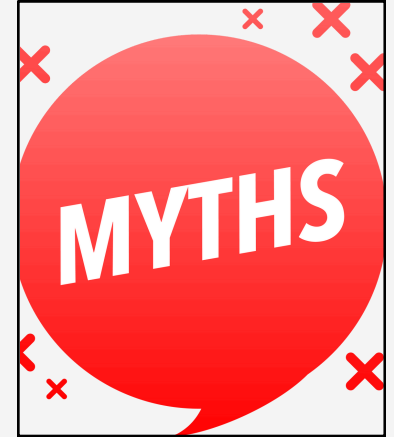


DEBUNKING HARASSMENT MYTHS

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At CMGI, we are committed to fostering a campus that is safe, respectful, and inclusive for everyone. Misconceptions about harassment can discourage survivors from speaking up and seeking support. This edition aims to clarify common myths and provide accurate information to help build a safer campus. We are also excited to announce the return of Friday Safe Spaces, which will now be held monthly, offering an open forum for dialogue on gender-related topics and concerns.



General Myths

Myth: Harassment only happens between men and women.

☞ **Fact:** Harassment can occur across all gender identities and sexual orientations. Reducing harassment to only heterosexual contexts erases queer realities and limits institutional accountability.

Myth: Harassment only happens in public or professional spaces.

☞ **Fact:** It can occur anywhere — in classrooms, hostels, workplaces, online platforms, or even within friendships and intimate relationships.

Myth: Harassment is always physical.

☞ **Fact:** Harassment can be verbal, non-verbal, written, digital, or psychological. Offensive jokes, repeated messages, or gestures can be equally harmful.

Minimizing & Excusing Myths

Myth: Same-sex harassment is just banter or teasing.

☞ **Fact:** Consent defines the line. Dismissing harassment as “just jokes” trivializes the harm caused.

Myth: If someone “didn’t mean it,” it’s not harassment.

☞ **Fact:** Impact matters more than intent. Unwanted behavior that makes someone feel unsafe is harassment, regardless of intent.

Reporting & Institutional Myths

Myth: Only severe cases should be reported.

👉 **Fact:** All forms of harassment — big or small — are valid to report. Speaking up early can prevent escalation.

Myth: Reporting will not be confidential.

👉 **Fact:** Institutional mechanisms safeguard confidentiality and ensure that survivors are protected.

Myth: Reporting will not lead to action.

👉 **Fact:** Every complaint is taken seriously. Institutions have clear processes to investigate and act.

Stereotype-Based Myths

Myth: People complain about harassment because they are oversensitive.

👉 **Fact:** Harassment is defined by behavior and its impact, not by how “sensitive” someone is. This myth silences survivors.

Myth: Harassment is normal or inevitable in certain contexts.

👉 **Fact:** Harassment is never acceptable — no matter the setting, identity, or power dynamics involved.

Myth: Only women face harassment.

👉 **Fact:** Anyone — regardless of gender — can be a survivor or a perpetrator.

Digital Myths

Myth: Online harassment doesn't count.

👉 **Fact:** Harassment through DMs, comments, memes, or group chats has real and lasting impact.

Myth: Screenshots and digital evidence don't matter.

👉 **Fact:** Digital records are valid documentation and can be crucial in supporting a complaint.

Friday Safe Spaces

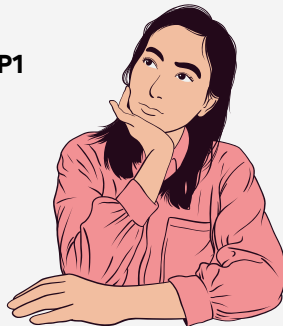
On Friday, 26th September, CMGI resumed its Friday Safe Space — a monthly forum for the IIMA community to engage in open conversations around gender, sexuality, and harassment.

Here are some reflections shared during the event:

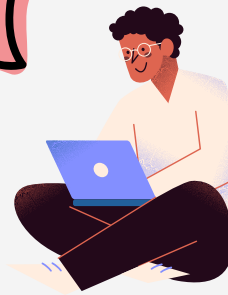
We don't always fully grasp what it means when we say that gender is a social construct.

”

Jagriti, PGP1



Our experiences are valid. But we should also learn to contextualise our experiences.



Benjamin, PhD

I feel like our conversations are very abstract sometimes. I guess the people who are actually going through such experiences don't get a voice in these conversations.

Geetika, RA



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 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.