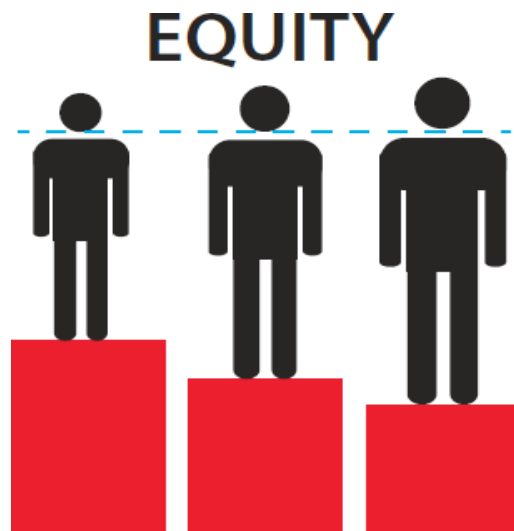


7.1.1

Measures initiated by the Institution for the promotion of gender equity during the last year

MEASURES INITIATED FOR THE PROMOTION OF GENDER EQUITY



Executive Summary

The concept of gender equity refers to “fairness of treatment for both women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities” (International Labour Office [ILO], 2000).

Education deals with formation of habits of human beings. If so, we need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing enrolment gap between women’s and men’s access; giving equality in learning process, educational outcomes and external results; and providing equal benefits for both sexes.

Gender equity in education means that males and females have equal opportunities in terms of economic, social, cultural, and political developments. If gender equity is exactly achieved this will contribute to future of girls and boys more than approaches men-centered, and girls will get benefits from public and domestic life as much as boy.

Safety and security

Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students. Institute should provide a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel. It is a common phenomenon that most of the outstation students enrolling for different courses come out of their homes and cities for the first time in their life. It is therefore of utmost importance for institutions to provide them a comfortable and safe ambience of ‘feel at home’ within the campus.

Women safety at any college campus is a serious concern now. According to a poll, 86% of parents believe that the safety of the campus is one of the most important factors in choosing one institution over the other. This problem can only be solved through awareness and prevention programs, dialogue and action. Students should be given regular lessons about sexual assault and its prevention from the school level itself so that they become more aware and alert and do not hesitate in taking preventive and safety actions in case such disdainful circumstances are encountered in future. So, following actions have been taken to ensure safety of the girl students-

CCTV Camera

24 hour CCTV surveillance is maintained in the college. It helps to keep a check on anti-social activities. Students and other employees in the college too remain cautious about the surveillance. Discipline is also maintained and it also provides a sense of security to the students and even their guardians. Students wear identity cards at all times to ensure their identity. The institution takes good care of the students in every aspect.



Fig. 1 CCTV camera in corridor

Visitor register

The institute keeps visitor log register to record the details of any person entering the college premise.

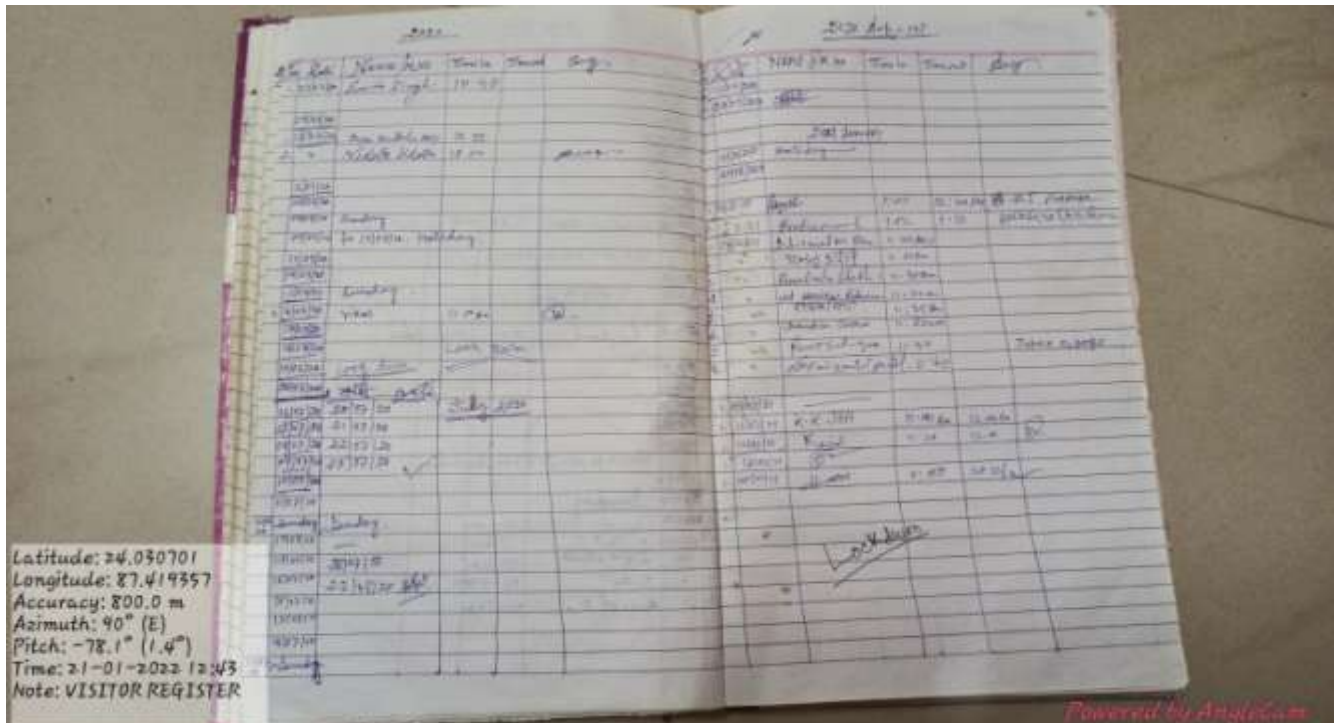


Figure 2: Record of entry of visitors at main gate

Restricted Entry

For security of the girls in the college campus and to restrict unwanted entry, proper boundary wall with fencing have been constructed.



Figure 3: Boundary wall of the campus.



Figure 4: Restricted entry and secure campus.



Figure 5: Signboard outside girl's hostel



Figure 6: Female staffs of College



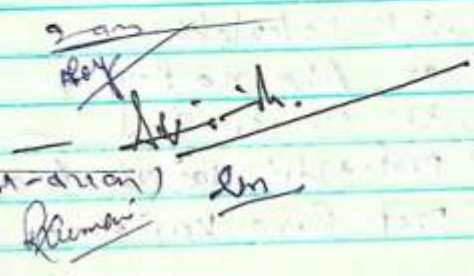
Figure 7: Outdoor Gym

Discipline in campus

There is a Discipline Committee in the institution to take care of safety and security of the students. It also keeps an eye on the working of all the employees as well as the activities of the students within the institution. College aims at zero tolerance against eve teasing/ragging with wide publicity which is maintained by the Discipline Committee.

आज दिनांक 18-03-21 को महाविद्यालय के प्राचार्य कक्ष में प्राचार्य एवं समिति के अध्यक्ष प्रो. अब्दुल मईस खान की अध्यक्षता में अपराह्न 2:00 बजे Anti-Ragging समिति की बैठक आह्वान की गयी जिसमें निम्न हस्ताक्षरित सदस्य उपस्थित हुए:-

1. डॉ. संतोष कुमार पतलेख
2. डॉ. अब्बणी राम
3. डॉ. स्वर्णी कुमार सिंह
4. प्रो. उदित नारायण (सम-वाक)
5. प्रो. शीमा कुमारी



प्रस्ताव संख्या - 1
गठ बैठक की सम्पत्ति

निर्णय
सर्वसम्मति से पिछले बैठक में लिए गए निर्णयों की सम्पत्ति की गयी।

प्रस्ताव संख्या - 2
अनुशासन के संबंध में

समिति के सभी सदस्यों द्वारा पर निर्णय लिया गया कि महाविद्यालय तथा महाविद्यालय परिसर में अनुशासन भंग करने वाले छात्र-छात्राओं पर कड़ी निगरानी रखी जायगी।

प्रस्ताव संख्या - 3
अनुशासनात्मक कार्रवाई के संबंध में

समिति के सदस्यों द्वारा पर निर्णय लिया गया कि अनुशासन भंग करने वाले छात्र-छात्राओं के विरुद्ध अनुशासनात्मक कार्रवाई की जायगी।

अध्यक्ष के एनाउंसमेंट के बाद बैठक की समाप्ति की घोषणा हुई।



Figure 8: Meeting related to ragging

Women Grievance and empowerment cell

A Women Grievance & Empowerment Cell also plays role actively to address the issues of all the female students in the college.

Parent teacher meeting

Regular parent-teacher meetings are organized to bring the students –parents and teachers together. Updates are provided about the overall development and performance of the students. Parents' issues related to their wards are also entertained.

Counseling

Mentor

Faculty advisors are assigned the responsibility of mentoring and counseling of the students' boys and girls both. Each faculty advisor looks after the matters of a group of 25-30 students. If any problem is there both boys and girls are being counseled as per their requirements individually also. They address the issues of the students. They motivate them regularly and guide them to lead a good life.

Common Rooms: Common room facilities for female students are available in campus where the students come in their free time to relax and entertain.



Figure 9: Girl's Common room

2. Any other relevant information

College rules and regulations

College Regulation & Policy guidelines for admission, recruitment, administrative functioning & academic activities safeguard the interests of the students, faculty & staff without any differentiation to their gender. The rules and regulations are uploaded on the college website.

Active participation by female staff and student

Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl students along with female faculty members and coordinators are allowed to go on NSS and NCC activities.



Figure 10: Girls participating in outdoor events.



Figure 11: NCC Cadets participating in outdoor events.



Figure 12: NCC Cadets participating in outdoor events.



Figure 13: NCC Cadets participating in outdoor events.



Figure 14: NCC Cadets participating in outdoor events.



Figure 15: Girl students participating in outdoor events.



Figure 16: Students participating cultural programmes.



Figure 17, 18, and 19: NSS Volunteers participating in different programmes.