

7. Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Answer:

Internal Complaints Committee as per POSH (Prevention of Sexual Harassment) Act 2013, Women's Grievances Redressal Cell promotes gender equity and women empowerment. It is safe-guarding and promoting the wellbeing of all women employees, students of the organization. It takes care of complaints on sexual harassment at workplace and action taken for redressal.

It also takes care of any act or misconduct by a person in authority and belonging to one sex which denies equal opportunity in pursuit of career development or making the environment at workplace hostile or intimidating to a person belonging to fairer sex.

The Cell consists of following members:

| Sl.no | Committee name | YEAR | Committee Convener | Committee members names |
|-------|--|---------|------------------------|--|
| 1 | Internal Complaints Committee as per POSH (Prevention of Sexual Harassment) Act 2013 | 2016-17 | SMT. BHAGYALAKSHMI T M | SMT. RAJALAKSHMI N S SMT. VIJAYA SMT. BHAGYALAKSHMI T M |
| 2 | -do- | 2017-18 | SMT. FARZANA PARVEEN | SMT. SWATHI M S SMT. RAJALAKSHMI N S SMT. VIJAYA SMT. BHAGYALAKSHMI T M |
| 3 | -do- | 2018-19 | SMT. SWATHI M S | SMT. RAJALAKSHMI N S SMT. FARZANA PARVEEN |
| 4 | -do- | 2019-20 | SMT. USHA K | SMT. SWATHI M S SMT. RAJALAKSHMI N S SMT. FARZANA PARVEEN |
| 5 | -do- | 2020-21 | SMT. USHA K | SMT. SWATHI M S SMT. RAJALAKSHMI N S |

ACTIVITIES CONDUCTED BY THE CELL.

1. Celebration of International Women Day
2. Health Awareness Programme
3. Orientation Programme

Annual Gender Sensitization Action Plan

SL. NO.PROGRAMME/ ACTIVITYTOPIC**DATE OF PROGRAMME EXCECUTION**

| | | |
|---|-------------------------|-------------------------------------|
| 1 | Women's Day Celebration | International Women's Day08/03/2017 |
| 2 | Women's Day Celebration | International Women's Day08/03/2018 |
| 3 | Women's Day Celebration | International Women's Day08/03/2019 |
| 4 | Women's Day Celebration | International Women's Day10/03/2020 |
| 5 | Women's Day Celebration | International Women's Day10/03/2021 |

a. Student Counselling

Faculties perform counselling where 30 students are counselled by each counsellor per semester. Girls are counselled if they feel unsafe and treated equally by the concerned people.

b. Faculty Counselling

Principal and HODs counsel faculty members during the appraisal meetings.

Common Room

Common room is available for girls. It has attached washrooms.

Health Unit with visiting doctors available.

Many of our College Students are accommodated in Government Hostels.

Suggestion and Compliant box

Students can give suggestions or file complaints against unfair practices.

These are situated in premises to help students to raise their voice against possible discrimination.

Safety and security. Our College is located in lush green surroundings, well- lit and properly ventilated rooms. Following initiatives are taken to ensure safety and security of all.

- Awareness and orientation programs.
- A senior security guard.
- Campus CCTV surveillance.
- All electrical infrastructure maintained properly.
- A Grievance Redressal Suggestion box.
- Women Grievances Redressal Cell addresses issues on Sexual Harassment.
- FIRST-AID Box.
- Separate washrooms for students and for male, female staff.
- Regular trimming of grass in campus to avoid rats and reptiles.
- Campus inspection done before and after rainy season to see any damage and appropriate repair works are being done.
- RO drinking water facility for Students and Staff.
- During Covid-19 Pandemic SOP strictly followed.
- Covid-19 Vaccination Campaign.
- Health awareness programs.
- Campus Health Centre.

| File Description | Document |
|--|-------------------------------|
| Link for specific facilities provided for women in terms of: a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information | View Document |
| Link for annual gender sensitization action plan | View Document |