



**7.1.1
QIM**

Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years.

Response:

Gender equality is one of the key issues prevailing in society despite of regular initiatives by Government. Our Institute Contributes in the initiatives by organizing various gender equity programs such as celebration of Women's Day, Panel Discussions, Guest speakers (male & female) from prominent field are invited to speak on the given topic which highlights the importance and contribution of women in the society and ways to empower women.

The institute provides equal opportunities to all individuals irrespective of gender (male, female, and transgender), race, caste, colour, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. This unique work culture, healthy traditions and ethos have led to enrolment of more than 22% female students and more than 50% female faculty. The administrative posts in the institute are held by both the genders in satisfactory ratio. Safety, security and well-being, along with gender parity and friendly work ambience are the assets of the institute.

The gender equity promotion programs organized by the institution along with the other facilities that are provided are given below:

(a) Safety and Security

- Well-trained and vigilant women security guards are stationed across the campus.
- Security checkpoints at all the campus entry and exit gates.
- Extensive CCTV surveillance network with 24x7 monitored control rooms.
- Strict implementation of Anti-Ragging cell /Squads
- Awareness campaigns on women safety and gender sensitivity through various events
- Separate hostels for males and females with dedicated and trained wardens (separately for males and females).

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- Eco-friendly crèche facility is also available for the kids of our employees which is supervised by a dedicated and trained staff.
- Awareness programs on health and hygiene of the women (students /staff)
- 24*7 Female Nursing staff in the hostel and College Dispensary.
- Parlour facility in the campus for girls.
- Female Psychologist is also available to deal with the emotional and mental issues of the girls.

(b) Gender Concerns & Redressal

- Grievance Redressal Committees is constituted especially for staff and students
- Internal Complaint Committee is constituted to scrutinize the issues regarding sexual harassment or gender biasness.
- Gender sensitization camps are organized in slums and nearby rural areas of the Institute.
- Women's rights, Health & Hygiene, Anti Dowry, Female Foeticide, Beti Padhao, Beti Bachao Campaigns had also been conducted.
- Events on Women Entrepreneurship had also been organized.
- Orientation Programmes for Teachers and Students.

(c) Common Rooms:

Separate common rooms have been allocated for females in the institute.

(d) Commemorative Days and Festivals Celebrations:

The institute celebrates Engineers Day, Guru Nanak Dev Jayanti, Dr B R Ambedkar Jayanti, Teachers Day, Women's Day, Youth Day, National Science Day, etc. Festivals like Lohri, Holi, Baisakhi and Eid etc. and other days like Happiness Day, Cancer Day, and Heart Day etc. are also celebrated in the institute.



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