

GENDER EQUITY

The institution aims to groom girl students to be self-reliant, specialists in their chosen discipline, continuous learners, effective communicators, respectful of different cultures, socially responsible, aware of their social and civic responsibilities, sensitive to gender issues with zero tolerance towards sexual harassment, women safety and security, and environmental consciousness. One of the objectives of our College is to promote education with special emphasis on gender sensitivity. College makes efforts to maintain gender balance among the faculty members. Female teaching staff are more in number than male counterparts. Similarly, the number of women in the housekeeping is also high. The College regularly organizes various events like interactive talks and lectures on sensitive and critical gender issues like social malpractices, equality of genders, women safety & health, women entrepreneurship, self-defense etc. Every year Women's Day is celebrated in the College and inspiring women personalities are invited to share their life experiences. A complaint box has been installed in the College premises and formal bodies like *Women Harassment Redressal Committee, Student's Grievance Cell and Anti-Ragging & Disciplinary Committee* are in place to ensure grievance redressal of girl students and female staff. Our on-site counselling system provide support to the girl students and enables them to understand and resolve their academic and personal problems.

1. Safety and Security:

The College in assistance with the Chhattisgarh State Police looks after the safety and security of the girl students and women staff in the college campus, where the squads of female police frequently visit the college premises. The helpline numbers for assistance are displayed at the common places, ladies' room, front galleries, offices, staffroom, etc. once in an year, the Prevention to Women Harassment Cell shows various special video clips on women's safety and security and suggests being cautious accordingly. The College campus is guarded 24x7 by security guards and support staff. The College has installed closed circuit (CCTV) cameras to monitor the security, safety & movement of the girl students. Self-defense workshops like Judo Karate training and Disaster Management training are imparted to girl students inside the College campus. Fire extinguishers are placed strategically at appropriate points to douse any fire mishaps. The Principal chamber's land-line phone and mobile phone have the contact number of the nearest police station on speed-dial for emergency situations. The College has implemented stringent anti-ragging and anti-sexual harassment policies and sees to it that these policies are strictly followed. The anti-ragging and anti-sexual harassment policies are clearly mentioned and stated on page numbers 7 & 8 under section 5, sub-sections 5.1,5.2,5.3,5.4,5.4.1,5.4.2 and section 6, respectively of the "*Handbook of Code of Conduct for Students, Teachers, Principal & Non-Teaching Staff*".

The redressal policy of the College for student grievances regarding sexual harassment and ragging is also clearly mentioned and stated on page number 8 under section 7 of the **"Handbook of Code of Conduct for Students, Teachers, Principal & Non-Teaching Staff"**. For redressal of the student and female staff grievances regarding sexual harassment and ragging, following committees are established:

Members of Student's Grievance Cell:

1. Mr. B. Mahobiya – Convenor
2. Dr. A. Dhamgaye – Member
3. Ms. Renuka Thakur
4. Mrs. Pushpa Ganjeer
5. Mr. Aarti Borkar
6. Ms. Ruhi

Members of Anti-Ragging & Disciplinary Committee:

1. Mr. B. Mahobiya – Convenor
2. Dr. A. Dhamgaye – Member
3. Shri K.R. Thakur
4. Shri Chetan kumar Sahu
5. Ms. Renuka Thakur
6. Shri Ganesh Kumar Netam
7. Kum. Asha Verma
8. Mr. Deepak Jaiswal

2. Counseling:

Personal counseling of students, emphasizing on the female students of various streams, is done by taking care of their issues as well as complaints by the, **Women Cell & Discipline Committee**, on applicable circumstances. Further, the college has designed mentor-mentee scheme (Field Work Supervisor-students) through which teachers carries out frequent counseling of students. Its been subject of proud for us to mention that ethical values imbibed in the students so well, that no incidence of misbehavior against women has ever been observed in the campus. The Teachers counsel and guide the students to inculcate confidence in them. The students are motivated to perform better and to be a good human being. The teaching staff carries out informal counseling at individual level and at regular basis. Personal, professional problems are shared with the staff and the faculty counsels, guides and help the students with the solutions to the problems.

3. Common Room

The institution has a separate space as common room for girl students .It is situated on the "ground floor". It is well equipped with facilities such as, first aid kit, toilet blocks, and sanitary napkin vending machine, mirror; chairs; magazines, Wi-fi connectivity etc. for girl

students. This room has sufficient carpet area, which is used regularly by all girl students. Extra efforts are taken to maintain the hygiene of this room viz. frequent cleaning by hired cleaners from outsourcing and monitored by women faculty members time to time as well. The institute has provided common room for boys too. The common room for boys is located on "ground floor" and is equipped with drinking water facility, chairs, Wi-fi connectivity etc.

4. Day care center for young children

Almost all the girl students enrolled under UG & PG programmes in the College are unmarried. More over, the female housekeeping staff of the College is well-trained in providing care to young children in case of any need. The Common Room and its Dress Changing Cabin can be used for nursing & feeding to babies, if any need arises.

The broad groups of Gender Equity & Sensitization activities held in College are as follows:

1. Women Entrepreneurship Workshops:

College regularly conduct and organize Entrepreneurship Skills development workshops for preparation of Food preservation products, Textile ornamentation & designing products, Home – décor products , Toiletry products, Jewellery art & designing products, Handicraft products etc to development repreneurial skills and temper in girl students to promote women entrepreneurship in line with Start – up India.

2. Arrangement of Medical/Health/Dental/Counseling Camps:

College regularly conducts and organizes medical / eye-health / dental / psychological counseling camps & sessions for girl students so that the overall health of the girls students can be self-monitored.

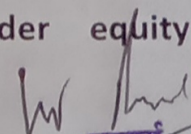
3. Seminars/Lectures/Talks on Legal Rights, Women Rights and Career Guidance:

College regularly conducts and organizes seminars /lectures / talks for girl students to make them aware of their legal and gender rights and career opportunities.

4. Free of cost coaching classes for competitive exams:

College regularly conducts and organizes free of cost coaching classes for competitive exams like PSC & Banking and also English crash course & personality development, Computer training, Statistics training, Pre – NET tests, Pre-Placement training workshops for girl students.

Measures initiated by the College for the promotion of gender equity & sensitization during the last five years are appended below.


प्राचार्य
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स्नातकोत्तर महा. डोंगसाई