

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 entrepreneurial 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.

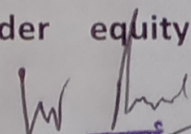
3. Seminars/Lectures/Talks on Legal Rights, Women Rights and Career Guidance:

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. डोंगसाय

2016- 17




S N	Date	Programs	Photos/Detail
1	01.01.17	Marshal art training	Marshal art training program was organized for girls. It basically focused on art of self defense and physical strength.
2	03.01.17	Beauty parlor course	Self employment and skill enhancement based program was organized for girls. Self grooming, makeup, hair styling, beauty tips and mehandi were taught in the 15 days basic beauty parlour course.
3	08.01.17	Lecture on Girl's Hygiene	Lecture on girl's hygiene was delivered by teachers. They talked about signs that are indicative of poor hygiene, female hygiene products, hygienic routine and personal hygiene tips for girls.
4	11.01.17	Stage Act on female infanticide	A group of girls played a act on female infanticide and gave message to spread awareness and change mindsets to ensure that communities and families welcome and celebrate daughters. To create a safe environment for all women and support women's resistance to violence.
5	08.03.17	International Women Day Guest- Dr. TabassumBhalla	On this occasion Dr. Bhalla addressed the girls and gave a motivational speech on women empowerment. She emphasized on girl's education, awareness to their legal rights and feeling empowered by own intelligence, success, and kindness.

2017- 18

S N	Date	Programs	Photos	Detail of program
1	16.12.17	Selection of class representatives, Complain box , First aid box		Girl class represntatives were selected by voting process in each class. So that if girls hesitate to share any problem with women cell, they could contact to their friends or these representatives. A complain box was also installed in the girls common room for their convinience. A first aid box was provided with required medical items.
2	01.01.18	Motivational & Girl's up-liftment based flex for girls		Many motivational quotes with pictures of girl's role model / celebrities were posted on the girl's common room and gallery. These flex might help in creating fearless and friendly environment promoting self confidence in girls.
3		Competitive exam on Women Rights & Legal Acts		National commission of women organized a competitive exam on Women rights and legal acts.About 150 students appeared in the exam and solve questions based on all legal rights against voilence, infanticide,dowary,sexual harasment etc.. A legal module on Women Rights & Legal Acts was provided in both hindi and english before conducting the exam.

4	09.02.18 – 12.02.18	Self employment workshop on Mushroom culture by Teachers 		Self employment based workshop on Mushroom culture was organized. Dr. Sohan Lal Sahu and Miss Nutan Sahu (Botany Department) trained the 50 registered students through lectures and practical work. Student could start with a low investment with straw of paddy or wheat and less space. During training Preparation of spawn, Substrate preparations, spawning of substrate and crop management were taught.
5	01.03.18	Mushroom harvesting & Feedback		The oyester mushroom was cultivated and processed. As a nutritious vegetarian delicacy contains many vitamins and minerals but is low on sugar and fat. It can be grown in artificially created and controlled environment. It needs a temperature between 20 and 30 C and a relative humidity of 55 to 75%. The environment of laboratory was well maintained. About 1 kg mushroom was produced.

2018-19

SN	Date	Programs	Photos	Detail of program
1	23.08.18	Opening of Mahila Shakti Kendra Yojna Volunteers – Students Nodal / Supervisors – Teachers		Mahila shakti kendra yojna was inaugurated by Honorable chief minister Dr. Raman Singh at municipality school campus Rajnandgaon. Our students became volunteers to promote and aware people about many government schemes regulated for women and child welfare. They worked for 200 hours at their local residential area and submit report of their beneficiaries. They also get proper training from women and child welfare department.
2	29.12.18	Lecture on Self Defense by Teachers		Women cell gave a class on self defense practices. Teachers demonstrate the use of those item which girls usually carry like bag, sandel, safety pin, pen, books, cycle etc. They learn the use nails, hand, leg, chunni to defense herself. Some tricks with hands and legs to escape from situation.
3	11.01.19	Guest lecture on “Women’s Position in Society” by Mrs. Bilkish Begam		Health supervisor (Ambagarhchouki) Mrs Bilkish Begam delivered lecture on Women’s position in society. She emphasized on importance of good health and nutritious diet for girls and women. Also discussed various women related health issues.
4	14.01.19	Self Employment Prashikshan on “Jam and Cake making “ by Teachers		Mrs Pratima Meshram, guest lecturer Home science department, trained students to prepare and preserve jam from gauva, apple and mango. Miss Rajni Jain, commerce department, trained students for making chocolate and fruit eggless cake. All members of women cell and trainees from different disciplines were present.

5	18.01.19	Self employmentMelaby students		Self employment mela was organised for students in the college campus. Students sold delicious food like golgappe, chat, chole bature, mangodi, sandwitch etc in their stalls. All staff and other college students enjoyed the food.
6	22.01.19	Competition <ol style="list-style-type: none"> 1. Hair 2. Salad decoration 3. Cooking 4. Thaal decoration 	 	Many competitions were organized simultaneously to promote student's participation. Students participated in hair designing, salad decoration, cooking and thal decoration competition. Principal madam and professors judge the competition and prize were distributed in the annual prize distribution function.
7	27.01.19	Competition on Mehendi, Rangoli, Flower decoration		Many competitions were organized for student. Students participated in mehendi, rangoli and flower decoration competition. Principal madam and professors judge the competition and prize were distributed in the annual prize distribution function.

				
8	08.03.19	International Women's Day		On occasion of international women's day, the leading women dignities of Dongargaon were invited for motivational talk. Principal madam addressed the women employees, students and teachers and motivate to maintain self esteem and confidence. Each dignity emphasised on women empowerment and motivate students to lead a successful life.

2019-20

SN	Date	Programs	Photos	Detail of program
1	23.12.19	Lecture on Girls hygiene by Teachers		Lecture on girl's hygiene was delivered by teachers. They talked about signs that are indicative of poor hygiene, female hygiene products, hygienic routine and personal hygiene tips for girls. Students also share their difficulties during outdoors and hygiene related problem
2	08.03.20	International Women's Day- Opening of StreeSwabhimanYojana (CSC)		On occasion of international womens day, stree swabhiman yojana was inagaurated. Our Principal, civil officers and many sociolites adorned the event. Women from different fields were honoured for their contribution in society and being an example for others.
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SN	Date	Programs	Photos	
1	08.03.20	International Women's Day- 1. AarambhEkPrayas NGO - Lecture on Girls hygiene 2. Inauguration of Sanitary Vending Machine	 	<p>The NGO Aarambh ek prayas visited college campus and members met with girls. They had a talk on menstrual hygiene. NCC cadets and PG students also shared their experiences.</p> <p>Principal madam inaugurated the manual coin regulated sanitary vending machine. Mrs. Agrawal demonstrate the functioning of machine. Students also took trial of the machine. The vending machine was installed in the girl's common room.</p>
2	09.03.20	E- Quiz Competition on Women's Legal Protection Acts		A E-quiz competition was organised on topic women's legal protection acts. The question paper was given in google form and link was shared in the online study group of students. E-certificates were issued to each participant.
3	19.07.21	Guest lecture on "Malnutrition – A Big Problem" by Dr. ShradhaShukla		Dr. ShradhaShukla , dietician &counsellor , delivered lecture on diet especially during corona period. She emphasized on nutritious diet and eradication of malnutrition.

