



### 7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

#### Gender equity and sensitization

The college constituted the following committees for the promotion of gender equity as per norms laid by U.G.C.:

- College Grievance Redressal Committee, Sexual harassment prevention cell, Girls Welfare Committee for the well-being of students and staff in the college. There are separate washroom facilities for girls, female staff and male staff. Washrooms are provided with sanitary napkin vending and disposal machine for the safe and hygienic disposal of sanitary napkins.
- The College step towards waiver of tuition fee for girl students at the time of admission to any of the academic programmes offered.
- Girl's candidates are also exempted from the payment of registration fee and also have age relaxation for employment. Female employees also get maternity leave, child care leave and are also entitled to avail leave on adoption of child.
- Students apprised of the gender issues during the Orientation held for newly admitted students each year.
- The College has taken several measures to enhance safety & security on campuses by constituting Grievance Cell, installing CCTV cameras security. Faculty has been directed to keep the door of the lecture hall open during classes.
- The Grievance Cell ensures that posters promoting gender equity and sensitization are placed on the Notice Boards. A Complaint Box is placed outside the office. The telephone / Mobile numbers of the Chairperson and members are made available on the office's Notice Board and the College Website. The Grievance Cell maintains strict confidentiality to encourage the complainant to lodge a complaint without fear.
- Counselling is provided to the complainants and the respondents independently by the Grievance Cell.
- The career guidance and placement cell also conducted special lectures, mock interviews, etc., to help students with their career counseling.
- SVEEP and NSS work jointly to promote human rights, women's empowerment and rights, and women's hygiene and safety.
- Various departments, such as the Department of Food and Nutrition, have partnered with the ARYA project of the Central Govt. to motivate young women's entrepreneurship in the agricultural sector in KVK, Ambikapur.
- Various programs were also conducted under Viksit Bharat @47 to bring out different opinions and measures in promoting gender sensitization through co-curricular activities like workshops, seminars, guest lectures, street plays, poster exhibitions, counseling, etc. Awareness programs like the importance of human rights, Rights of Girls in Domestic problems, and Cyber security awareness programs related to the safety and security of female staff and students are conducted periodically.

  
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