



Measures initiated by the Institution for the promotion of gender equity

Gender Equality

The concept of gender equity refers to "fairness of treatment for both women and men, according to their respective needs.

This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities".

Education deals with formation of habits of human beings. If so, we need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing enrolment gap between women's and men's access; giving equality in learning process, educational outcomes and external results; and providing equal benefits for both sexes.

Gender equity in education means that males and females have equal opportunities in terms of economic, social, cultural, and political developments. If gender equity is exactly achieved this will contribute to future of girls and boys more than approaches men-centered, and girls will get benefits from public and domestic life as much as boy.

AIPS shows gender sensitivity through various initiatives and actions for creating safe, Secure and healthy atmosphere in the campus.

Sensitization of the students is done through special lectures and functions. Specific initiatives with respect to key areas are as follows:

1. Safety and security

Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students. Institute should provide a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel. It is a common phenomenon that most of the outstation students enrolling for different courses come out of their homes and cities for the first time in their life.

It is therefore of utmost importance for institutions to provide them a comfortable and safe ambience of 'feel at home' within the campus.

Women safety at any college campus is a serious concern now.

According to a poll, 86% of parents believe that the safety of the campus is one of the most important factors in choosing one institution over the other.

This problem can only be solved through awareness and prevention programs, dialogue and action.

Students should be given regular lessons about sexual assault and its prevention from the school level itself so that they become more aware and alert and do not hesitate in taking preventive and safety actions in case such disdainful circumstances are encountered in future. So, following actions have been taken to ensure safety of the girl students

CCTV Camera

24 hour CCTV surveillance is maintained in the college. It helps to keep a check on antisocial activities. Students and other employees in the college too remain cautious about the surveillance. Discipline is also maintained and it also provides a sense of security to the students and even their guardians. Students wear identity cards at all times to ensure their identity. The institution takes good care of the students in every aspect.

Hostel Leave form facility

It is mandatory for all the students to fill hostel leave forms duly signed by the wardens and supervisors. In some cases wardens contact their parents before granting them permission. There are strict entry times of all girls' hostels.

Mess facility for Girls

Separate hostel mess for girls is available within the hostel. A canteen is available in mess to serve the girls tea, coffee and snacks etc.

Discipline in campus

There is a Discipline Committee in the institution to take care of safety and security of the students. It also keeps an eye on the working of all the employees as well as the activities of the students within the institution. Our college aims at zero tolerance against eve teasing/ragging with wide publicity which is maintained by the Discipline Committee.

Parent teacher meeting

Regular parent-teacher meetings are organized to bring the students –parents and teachers together. Updates are provided about the overall development and performance of the students. Parents' issues related to their wards are also entertained.

Counselling

Faculty Advisor

Faculty advisors are assigned the responsibility of mentoring and counseling of the students boys and girls both. Each faculty advisor looks after the matters of a group of 10 to 15 students. If any problem is there both boys and girls are being counseled as per their requirements individually also.

Anti Sexual Harassment Committee

Anti Sexual Harassment Committee is also active in the college. It organizes various events on awareness issues. College has appointed counsellors to guide the students and attend to the issues of the students. They motivate them regularly and guide them to lead a good life.

Objective of the Committee

- To develop guidelines and norms for policies against sexual harassment
- To develop principles and procedures to combat sexual harassment
- To work out details for the implementation these policies.
- To prepare a detailed plan of actions, both short and long term
- To organize gender sensitization awareness programme.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized

Common Rooms

- The common room facilities for both female and male students are available in their respective hostels in campus where the students come in their free time to relax and entertain. Common rooms have LCD for students where news bulletin and other healthy shows and movies are played.
- For boys and girls we have separate hostels and strict rules are observed to maintain proper law and order. Sports facility like table tennis, carom etc is available in common room of each hostel.

Any other relevant information

Open and transparent system

Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 38% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

Awareness program

Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are informed to attend the programs on gender sensitization.

Active participation by female staff and student

Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl's students along with female faculty members are allowed to go on industrial visits, technical exhibition etc.

Annual gender sensitization action plan 2021-2022

- Gender sensitization inculcates values of equality, diversity and inclusivity which are essential for creating a safe space for students as well as employees in a higher education institution.
- The Women's Studies Centre is working on two publications dedicated to women's issues which will be important resources for all interested in the area. The Certificate course in "Ethics and Value Education" is successfully continued for the undergraduate students every session where moral and ethical principles are discussed including Women's Rights.
- The Human Rights Cell organizes events and publishes an online bulletin focusing on Women's issues. NSS volunteers are proactive in organizing seminars and gender sensitization programmes both inside and outside the college campus.
- The Students' Activity Cell helps the students to explore their co and extra-curricular abilities along with their academic pursuit.
- The Cell also runs students' clubs for various co and extra-curricular activities. The college aims to make students, teachers and office staff well aware of "Gender sensitization".
- Utilizing the expertise of different bodies, the college prepares an annual gender sensitization action plan at the beginning of every academic session and tries to execute the plan to its level best.

ACTION PLAN (2021-2022)

- Women's Studies Centre, is working on the publication of a book that will contain articles from scholars of National and International repute.
- Debate competition(s) for students on "gender issues" may be organized.

- Creation of social awareness to provide social support to women.
- Yoga session/ Training in practices of mindfulness/ meditation/ stress management to be conducted.
- Continuing tele-counselling and online counselling sessions on a regular basis.
- Mental health assessment of students and staff of the college to be scheduled to assess some of their psychological attributes like personality, anxiety, stress etc.
- International Women's Day jointly organized by Women Studies Centre and Department to be observed on the 8th of March 2022. They plan to host lectures to be delivered by the students of Women Studies Centre.
- Health camp to be organized in the college campus. Training sessions on yoga, general and mental health for the students and staff of the college to be held.
- A survey regarding women and child health, hygiene and education followed by an awareness programme to be arranged for women.



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Classroom facility with CC tv surveillance





Seperate washroom facility for women



Classroom facilities for side and home



Common classroom facility for girls and boys



Classroom facility with CC camera

