



# Kalyan Post Graduate College

Bhilai Nagar, District Durg, Chhattisgarh, India

Affiliated to Hemchand Yadav Vishwavidyalaya, Durg, Chhattisgarh

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## Criterion – 7: Institutional Values and Best Practices

### 7.1: Institutional Values and Social Responsibilities

#### 7.1.1 – Measures Initiated by the Institution for the promotion of gender equity during the year



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**Bhilai Nagar, District Durg, Chhattisgarh, India**

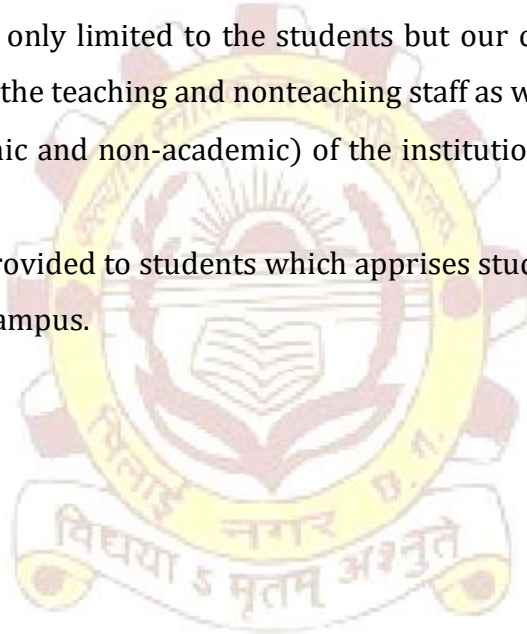
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## 7.1.1 Measures initiated by the institution for the promotion of gender equity during the year

### Response

- Gender equity puts the focus on fairness and justice regarding benefits and needs for women and men. Opportunities of equity is provided in the field of education, health & humanitarian sectors referring to the equal distribution of resources based on the needs of different group of people.
- Our vision includes creating a safe space for our students and providing a gender sensitive and empowering education. Providing a gender sensitization a not limited to classroom alone. We have created a fear free environment to the campus that allows students to think, ask and feel free to react positively.
- We have an active **Internal Complaints Committee**, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them. The Internal complain committee plays a crucial role in fostering gender sensitivity on campus.
- Various awareness programs organized that aim to provide an intersectional approach in creating awareness amongst students about the inequalities confronting all genders. In this regard, different committees has organized various awareness programs in association with different PG departments under the subject **Gender Equity, Women health awareness, sexual Harassment awareness, prevention of girl child** etc.
- **Mahila Youn Utpeedan Nivaran Prakostha**: the cell constituted for the women community of our institution ensure equal participation of women in all the activities. Along with the provision of equal access to education, quality and affordability are also emphasized. This cell of institution organizes certain activities in **collaboration with local Mahila Thana** which promotes awareness among youngsters (Both Gender) regarding respecting other gender providing opportunities and maintaining harmony in social environment.

- The "**Pravesh Margdarshika**" released by the higher education department of CG Govt. includes the provisions to provide equal opportunity to all the students looking for the admission.
- **According to the Chhattisgarh Govt. and Hemchand Yadav University Our admission policy** also reflects the equal opportunity to the different group of people.
- **Article no. 12.10 shows the gender sensitivity** which provides the equal opportunity to the third gender.
- **Article no. 12.2 and 12.3 provides the reservation for differently able people**, women, ex-service men, freedom fighters and other backward class people which also shows that the admission policy is seriously deal with the all kind of group of people.
- Our **Academic Calendar** as well promotes the gender equality.
- Gender equity is not only limited to the students but our college also ensure to proved the equal opportunity to the teaching and nonteaching staff as well.
- **Committees** (Academic and non-academic) of the institution ensure women participation in all activities.
- "**Dainandini Dairy**" provided to students which apprises students about code of conduct to be followed in college Campus.



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## Action Taken

### Safety and Security

- All the **outsiders entry and exit are registered** and validity of their entry into the campus verified before allowing them within the campus.
- When students fall sick, immediately parents are informed and the student is allowed to move only with the parents with special out pass
- At all the important and necessary points in the college campus, **CCTV cameras** have been installed and its visual goes directly to the Principal's Chamber. A record of all the visuals is stored in the disk which can be referred if there is any need.
- **Women friendly Infrastructure** is ensured by management. However, another safety measure adopted by the **Lady guard** for girls at the entry gates. There are three separate entry gates in the college each guarded by guards who check the students at the time of their entry in terms of I-cards issued them.
- There are **separate vehicle-parking** in the college campus, for the teachers, nonteaching staff and girls and boys.
- The **vehicle parking for girl students is given at a sufficient distance from the boys vehicle parking** to avoid nuisance and any other disturbance.
- Every year, the administration of the college forms a **Disciplinary Committee** and an **Anti-sexual Harassment Cell** which looks after the issues related to discipline and sexual harassment if any case is reported.
- Dr. Manimekhla Shukla (Faculty of Political Science) convener of "**Mahila Youn Utpeedan Samiti**" has been **engaged with Bhilai Mahila Thana** as a **counselor** and she has doing continuous work to female's safety and livelihood skills.
- The institute has a **Girls' Common Room** in the academic block at the safest place which is well-ventilated, hygienic and spacious. Cleanliness is maintained in the Girls' Common Room. The Girls' Common Room is under supervision of female staff of the college who supervises the room at regular intervals. The Head of the department of Home Science is the in-charge of Girls' Common Room who looks after cleanliness and discipline of the Common Room.
- **In the departments of Education, there is another well-equipped common room for Girls.** To make the girl-students completely comfortable, to encourage hygiene and

good health, a **vending machine** (Sanitary Napkin Machine) has been installed to meet the need of the girl-students. Toll free Woman helpline No. 181 is well-displayed in the college campus for reporting problems, if any or the students can also approach the Anti-Sexual Harassment Cell formed at the college, where a senior female teaching staff is the Head of the Cell.

### **In Campus Hostel Facility**

- College provides **in campus hostel facility** to women students. The hostilities should get signature from their parents and respective HODs to obtain the out pass in case of emergency.
- Homely and ample atmosphere is prevailed in the hostel with **reading room, study hall, TV hall, computer facility with internet, Gym.** The students and faculty members of the hostel stay with togetherness as a family. Various committees are formed to look after the functioning of the hostel.
- **Solar Water Heating system** is installed on terries of the Hostel.
- **Sanitary Vending machine facility**

### **Health and Hygiene**

- Maintenance of a **First-Aid box.**
- **Hemoglobin check up** camp was conducted for students to make them aware of health issues.
- **Blood donation camp** is organized by NCC / NSS Unit for every year & students come forward and donate blood for the benefit of the public.
- As part of the student's health consciousness, the management has installed **RO drinking water** facilities in the campus and to provide clean and pure drinking water in college and hostel

### **Counseling**

- **Counseling sessions** are organized for all the UG & PG students. **Student open forum** is conducted every month for all the UG & PG students in which women related issues are discussed.
- All new faculty members undergo an **orientation programme** to understand the needs, concerns and characteristics of diversified women people in the college campus .
- The college follows an **open door policy** where students are encouraged to approach the class teachers and to HOD to resolve minor issues.
- **Placement Cell** helps and guide students to secure jobs through placement drives conducted in the college campus.

## Common Room

- Common room is available for students and staff for their recreation, dining and meeting purpose of women cell also.
- One more common room is available in the Education Department.
- Girls Common room is facilitate with two sanitary vending machines.

## Responsible Committees

### Redressal Cell and grievance cell

- College has formed Student and faculty redressal Cell and grievance cell to receive complaints.
- Suggestion boxes are fixed at different locations of the college campus to elicit constructive suggestions and grievance from the students.
- Redressal cell organizes events like interactive talks and lectures on sensitive and critical gender issues like social malpractices, equality of sexes, women safety, health, promoting, Women Entrepreneurs, self-defense for girl students.
- It organizes sensitization programs both for staff and students by eminent Resource person.

### Anti ragging committee

- Rules and regulations are framed for both faculty and students and they should strictly adhere to these rules and regulations.
- Anti ragging committee has been constituted and contact details of its members are displayed at prominent places.

*We have following cells and facilities regarding women safety and security*

- **Mahila Youn Utpeedan Nivaran Prakostha**
- **NCC Cadets for the Service of Female Student**
- **Internal Complaint Committee**
- **Discipline Committee**
- **Hostel Advisory Committee**
- **Girls Common Room**
- **Safety Management**
- **GYM**



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