

### 7.1.1

## Measures initiated by the Institution for the Promotion of Gender Equity during the last five years

The institute is concerned about gender sensitivity and equity. Various events related with sensitization and creating awareness are organized from time to time. The same are addressed through the following:

**Internal Complaint Committee (ICC):** The composition of the ICC is as per the norms of UGC. Senior female Professor is the Presiding Officer of the committee, two lady staff members, two male staff members, one external female social worker (external member) and three female students are the members of this committee. ICC organize various programs about gender sensitivity and equity from time to time.

**Safety and Security:** SLIET gives priority for gender equality and also provides safety and security to the students. Following are the mandatory committee for safety and security:

Following are the vital parts of the drive for Safety and Security:

- The Internal Complaint Committee (ICC)/Women Cell (WC) strive hard for women safety, their development and upliftment in Society. It works for the benefit of all women serving in the institute.
- **Representations of female** faculty/ staff in Institute administration.
- **Zero tolerance policy** for gender discrimination among employees & students.
- **Female caretakers and Wardens** are deployed in Girls' hostels.
- **Female Security Personnel** are engaged for 24X7 in three shifts for the safety of girl students (within campus and Hostels)
- Appropriate numbers of security guards are deployed at sensitive & isolated locations for safety & security of students.
- **CCTV cameras** are installed at in the campus and hostels.
- Emergency contact numbers are displayed all through the campus.
- To deal with the emotional problems and difficulties faced by students, two **visiting female Counsellors** have been appointed. Online/ In-person counselling sessions are conducted time to time.
- More than 50% female staff is deployed at the Health Centre
- **Separate female ward** is available in the SLIET, Health Centre as day care facility.
- **Concession in Application Fee** for All India SLIET Entrance Test to the Girls of General and other Categories
- Fee Waiver to girls of Economically Weaker Sections (as per Rules)

**Counseling:** There is a team of visiting counselors who keep in touch with girls and even conduct counselling sessions in the hostels. Even, if, there is any holiday on any working day, the designated staff members keep themselves available in person/over phone and keep in touch with the hostel warden. The issues addressed are academic performance, anxiety, decision making, under

performance, stress & strain, relationship crisis, several feminine issues, absenteeism, lower self-esteem, emotional instability etc.

**Common Room:** Common room is available for boys and girls and students utilize these for common discussions during free classes. Common room facility is specially created for both the day-scholar Boys and Girls, adjacent to Student Activity Centre.

Sanitary Pad Vending Machines have also been installed in the Girls' hostel.

**Girl students in various activities:** The students committees are formed in such way that most of the groups have sufficient girl students. Girl students also participate in the NCC/ NSS unit of the institute.

Internal Complaints Committee	<a href="http://sliet.ac.in/internal-complaints-committee/">http://sliet.ac.in/internal-complaints-committee/</a>
Measures for the promotion of gender equity	<a href="https://assessmentonline.naac.gov.in/storage/app/public/aqar/17238/17238_409_891.pdf?1658999485">https://assessmentonline.naac.gov.in/storage/app/public/aqar/17238/17238_409_891.pdf?1658999485</a>
Circular regarding to work in an environment free from harassment	<a href="http://sliet.ac.in/wp-content/uploads/2013/12/Doc1.pdf">http://sliet.ac.in/wp-content/uploads/2013/12/Doc1.pdf</a>
Facilities Health Centre	<a href="http://hc.sliet.ac.in/facilities-2/">http://hc.sliet.ac.in/facilities-2/</a>
Common room facilities	<a href="http://hostel.sliet.ac.in/facilities-provided-for-women-in-terms-of-common-rooms/">http://hostel.sliet.ac.in/facilities-provided-for-women-in-terms-of-common-rooms/</a>