

## **Annual gender sensitization action plan:**

1. Conducting Proctor – student meetings every month.
2. Providing suitable platforms for sports, cultural, literary and other training programs to all students to exhibit their talents and skills.
3. Ensuring unbiased teaching & learning activities for all students
4. Working together in organising co-curricular and extracurricular activities
5. Fair representation by both boys and girls in leadership roles.
6. Health centre availability to address health issues
7. Consultation with psychiatrists to help students manage stress related issues.
8. Regular interactions between hostel students and Wardens for safety stay in hostels. Lady wardens to address problems of girl students. Entry and exit of students in hostels to be carefully handled.
9. Security in the campus round the clock for all faculty, staff and students in the campus.
10. Gender equity maintained in selection / promotion of faculty members and all are encouraged to take decisions for their growth and institution growth.
11. HoDs to sensitize faculty, staff and students for respectful behaviour in the campus and elsewhere. Proctors to sensitize students individually for good conduct.
12. Transport facility for girl students staying in hostels
13. Anti-ragging committee in the Institute to ensure that the campus is free from ragging
14. Lady faculty member to accompany students team during Industrial Visits.

Specific facilities provided for women in terms of:

- a. Safety and security
- b. Counselling
- c. Common Rooms
- d. Day care center for young children - Nil -

Siddaganga Institute of Technology is a co-education Institution. Our institution is an inclusive organizational culture free from bias and discrimination, improved gender parity and ensuring gender responsive operations.

The Institution responds to the gender equity with students and faculty members and staff in terms of rights, benefits, resources, opportunities and protection. It maintains gender equity with respect to faculty members in decision making and selection/promotion to the respective posts in the Institute.

**Safety and Security:** Security to the students is ensured right from the entrance throughout the campus round the clock. Separate hostels are maintained for boys and girls with security and defined timings for entry and exit. Transport facility is provided for girl students who stay in the hostel, outside the campus to ensure their safety along their route. Fire extinguishers are installed in every laboratory.

Committees like Anti Sexual Harassment Committee and Grievances cell will monitor the problems and provides effective responses, management and mitigation measures with respect to women issues. Anti-ragging committee in the Institute ensures that the campus is free from ragging.

In all Industrial visits and study tours it is compulsory that a female teacher accompany the students and take care of the safety and security of girl students.

**Counselling:** Regular student- proctor meetings are conducted department wise to counsel the students and guide them to be better in their academics and maintain good conduct and behaviour. A full fledged Health Centre will take care of the health issues of all faculty, staff and students. A doctor Counsellor visits our health centre every week to help the students on stress management and assist them in identifying and clarifying their problems. Few personality development programmes (Feel employable programme) are conducted at different levels by experts to counsel the students and build their professional skills and career development. Wardens counsel the students and address their problems.

**Common Room:** Girls and Boys amenity centres are provided inside the campus with female attendant who ensure safety and also maintains the cleanliness. Amenity centre is a place for girls to relax, update with newspapers and entertain themselves with few indoor games. Separate furnished Gymnasium is available for boys and girls.