

GENDER SENSITISATION ACTION PLAN

S.No.	Action	Responsibility /Action By	Time line
1	Provide Faculty Mentor for a group of students	HoDs/Principal	Continuous process
2	Have regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution	Conveners of the committee	Continuous process
3	Organize training about gender equality and preventing all forms of violence (against children, women, domestic violence, incest, and so on)	Convener, Woman grievances Redressal cell	Once a Year
4	Continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents.	Principal/HoDs/Section Incharge	Continuous process
5	The development and implementation of all institutional policies (programs and strategies) considering gender equality.	Principal	Continuous process
6	Celebrate the International Women's Day – the 8th of March	HOD, Applied Science	March Every Year
7	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Management	----
8	Organize cultural/sports competitions encouraging due participation of Girl Students during annual sports meet/Cultural fest	Principal/Event Incharge	-----
9	Regular maintenance and upkeep of Girls Common Room	Faculty Incharge, Girls Common Room	Continuous Process
10	Regular upkeep and Maintenance of incinerator.	Girls Hostel warden	Continuous Process
11	Interactive sessions on Teenage Health and Personal Hygiene for a healthy life	Girls Hostel warden/Female Nursing Assistance	Once a Semester

Baba Banda Singh Bahadur Engineering College gives priority to gender equality in all stages of its operation. Various initiatives as mentioned under are taken by the institute to provide following facilities to female staff as well as students:

1. Safety and Security

- There is a Committee for Combating Sexual Harassment named as 'Standing Women Grievances Redressal Committee' which works with an aim to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse. Complaints can be made verbally, through email, phone or in a letter to any member of Committee for Combating Sexual Harassment.
- The college has installed closed circuit (CC) cameras to monitor the security and safety of the girl students in all the academic blocks and hostels.
- A complaint box has also been installed on the premises of the college to ensure redressal of the grievances.
- The girl students are assured of their well-being, safety, security and mental health and are thus encouraged to approach any faculty for their any kind of grievances.
- The college has separate hostel(s) for girl students, which is completely secure and thus protects their privacy. Each hostel is having a separate visitor log book to ensure the safety of girl students. The hostel is supported with lady wardens, lady care taker and lady security officers. The girl students are also provided with a sports arena in their hostels also.

Thus our institute maintains zero tolerance towards sexual harassment and is very sensitive to issues related to women safety and security. Some of the other initiatives undertaken for girl students are:

1. Restricted hostel Entry in hostels.
2. Control of In and Out Timings for girl students.
3. Special pick up arranged by the institute for the girl students arriving in late hours after 7:30 PM to the institute, after any kind of vacation.
4. Round the clock availability of female medical staff on campus.
5. In house washing machine for washing of clothes in hostel.
6. Sanitary pad dispensing machine in common room of hostel.

2. Counseling

The college has strong mentor-mentee/buddy system to discuss the problem of students. Approximately a group of twenty students is assigned a mentor/Senior Buddy by individual department. This mentor/senior buddy is one of the teachers of the respective department in

which the student is pursuing his/her studies. Each senior Buddy meet his buddies in a dedicated one hour time slot as mentioned in time table to discuss the problem of his/her buddies.

- There is weekly interaction of girl students with hostel warden to discuss general issues or certain issues in particular.
- Girl students are counseled from time to time for making regular use of Sanitary Napkin Incinerator by Girls hostel warden
- Counseling on 'Health and Malnutrition' is done by Ms Vimmi Dhiman of the College Health department.

3. Common Room

- BBSBEC has established a spacious and comfortable common room for girls/females on the ground floor of North block of college.
- This space has been designed to give female students a place to relax, study, have informal discussions in free time available.
- The room is also equipped with drinking water facility, an attached washroom, elegant furniture, indoor games, electricity, fans etc. The room is properly ventilated, well- lit, neat and clean to provide a friendly ambience to its users.
- Some games such as Carom, chess and also some magazines are available there for leisure time. Female students appreciate this facility a great deal.
- A separate common room is also made available in the girl's hostel also, having all the above mentioned facilities. In addition the common room of girl's hostel is also equipped with a television and sanitary pads dispensing machine.

4. Day care centre for young children

- The day care facility is also provided by Baba Banda Singh Bahadur Engg College to the children of staff and faculty. It is located near the residential area of the campus to facilitate the working parents.
- Children of almost all age groups from infants up to 12 years can get the facility of institute day care centre.
- As most of the faculty of the institute is female and they are not able to spend much time with their children due to long working hours.

- Many parents choose day care centre because they believe the presence of multiple caregivers, larger groups of children, and state inspections make them both safer and more dependable.
- The staff of the care centre is well trained and supervised. There are a number of toys and other activity equipments available for the entertainment, learning and enjoyment of children.