

7.1.1 Action plan for Gender Equity

The Gender Action Plan seeks to guide action on embedding gender equality into organizational culture and ensuring an inclusive, gender-responsive workforce.

Following measures will be taken for Gender sensitization.

- Raising Awareness: To raise awareness among females regarding various societal issues concerning women and career choices.
- Special lectures on gender equity under mentoring and professional development course, induction programme etc.
- Surveillance for safety, security and protection for women through CCTV Cameras.
- Poster exhibitions related to Gender sensitization.
- Female security guards and helpers for gender sensitization.

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year.

Gender sensitivity is shown by staff and faculty during their interaction with the female students. Gender sensitization is done during special lectures on gender equity under mentoring and professional development course, induction programme and on occasion like Women’s day.

- **Safety and security**

- **Security cameras:**

Surveillance for safety, security and protection for women is done with high resolution cameras through day and night and the facility of recording is also available in the campus. Entry of every individual is monitored through these cameras and unwanted elements are questioned. By this way all Female staff, students can move freely in the campus and feel assured that they are secure at all the times during their movement in the campus.

- **Female Security personnel**

The campus has strong security personnel including two female security guards deployed all around the campus to create secure enrolment

- **Counseling:**

Students are motivated and mentored in all the departments to induce social, moral and ethical values. Women grievances cell also create gender awareness through different program. Every faculty and staff member is available for the all the male and female students to listen to their problems and sort out issues.

Title of the image	Image
<p>Female security guard at entrance</p> <p>Security camera at entrance</p>	

Female security guard at conference hall



Female helpers



c. Common Rooms : Nil

d. Day care center for young children : Nil

I. K. Gujral Punjab Technical University Hoshiarpur Campus

Action Plan for Gender Equity

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DEPUTY DIRECTOR

IKGPTU CAMPUS HOSHIARPUR



Academic Co-ordinator
IKGPTU Hoshiarpur Campus

Criterion-VII- Institutional Values and Best Practices
KeyIndicator-7.1 Institutional Values and Social Responsibilities

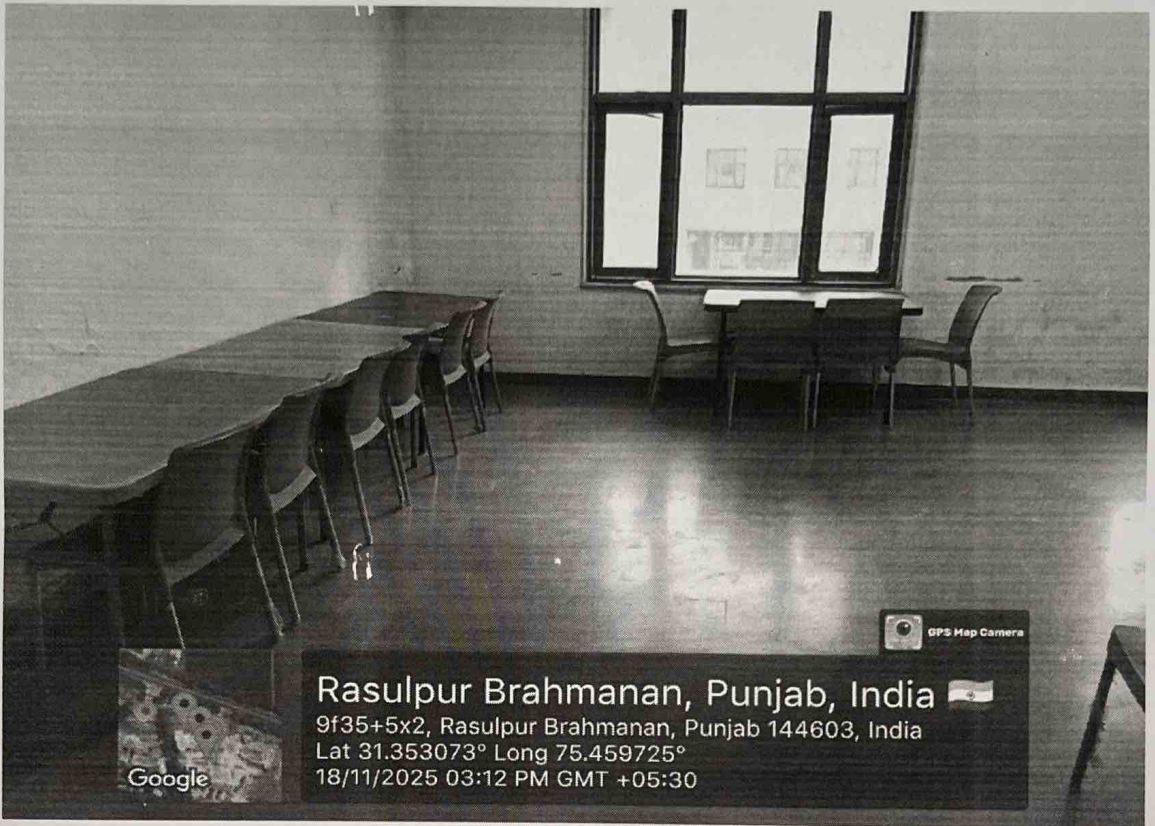
<p>7.1.1 QIM</p>	<p><i>Measures initiated by the Institution for the promotion of gender equity during the year</i></p> <p>Journalism and Mass communication department has been practicing the idea of gender equality by giving equal rights to the girl students to be expressed on equal footing. Our department believes the idea of gender sensitization as their prime duty and part of constitutional duty. Every Year University provides various scholarships for the betterment of girl students. Our department organizes various lectures and workshops to create awareness among the students to assert their rights and to educate them about women empowerment.</p> <p>In the department we display posters and circulars consisting of warnings and information about strict measures against women harassment and ragging. Our Head of the department and female faculty take their parents in to confidence while taking any kind of problem faced by the girls. This made the girl seek admission in large number to our department. We designed the curriculum in such a manner where gender sensitization and human values are taught to the students. The course includes the topics likes violence against women, media coverage and representation .The students are given knowledge how to report such issues particularly against women and children. Students are prepared with adequate knowledge to enter in the media industry with full zeal and confidence. To fulfil this objective women entrepreneurs and renowned women journalists are invited to share their valuable experiences. During lectures in the classroom awareness is created in gender equity among the students. Time to time group discussion and debates are organized on Nirbhaya, aarushi, gender inequality, women empowerment and many other issues.</p>
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Head
Department of Journalism & Mass Communication
W.T. Durgam Technical University
Vengal Rao Nagar, Hyderabad - 500074

Supporting Documents 7.1.1

DOMS Initiatives for Gender Equity Promotion

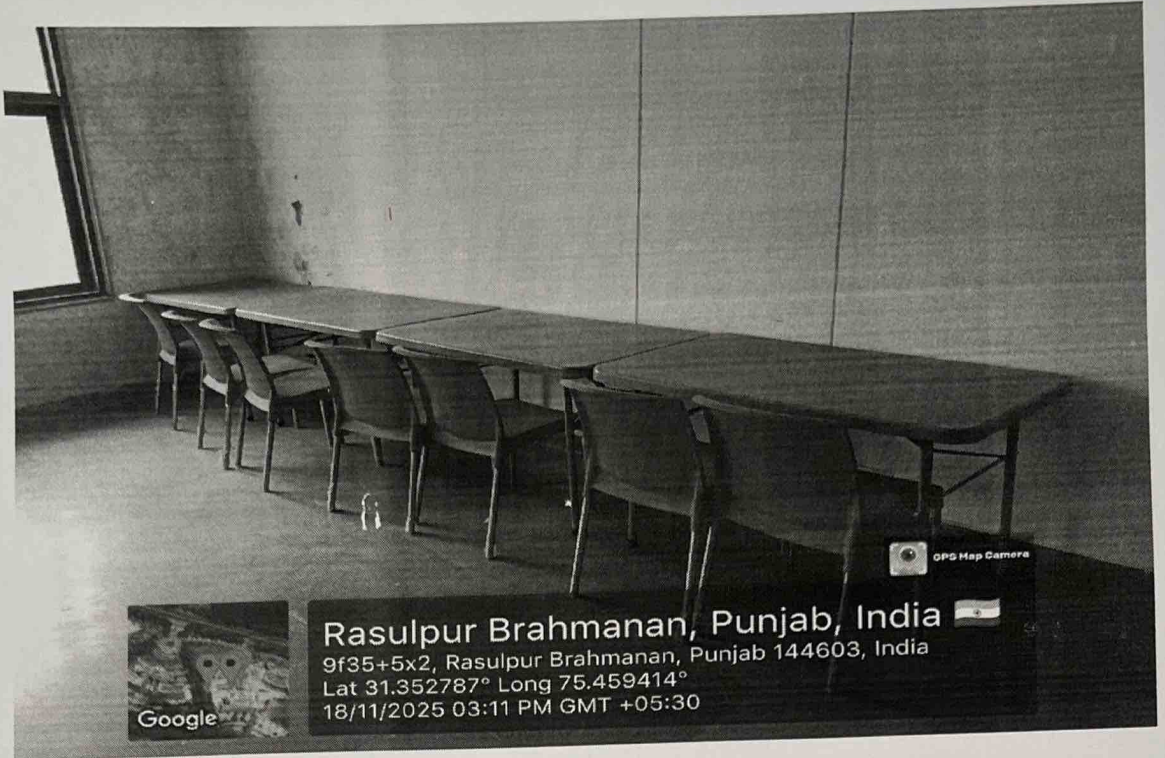
Girls Common Room



[Handwritten Signature]

Head
Department of Management Studies
I.K. Gujral Punjab Technical University
Kapurthala-144603

Boys Common Room



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Head
Department of Management Studies
I.K. Gujral Punjab Technical University
Kapurthala-144603

Metric No.		Weightage
	Gender Equity	
7.1.1 QIM	<p data-bbox="292 338 1071 411"><i>Measures initiated by the Institution for the promotion of gender equity during the last five years.</i></p> <ul data-bbox="423 415 1112 1835" style="list-style-type: none"> • IKGPTU has a strong ethical work culture and equal opportunities are provided to all individuals irrespective of gender, race, color, language, religion, political, or any other status. As part of the curriculum, courses on Gender, Culture, Religion, Technology, Ethics & Human Values, Right to Education - Women, Minority, are being taught to the students to address the issues related to gender and equality. As part of these courses, students learn the issues related to women empowerment, female feticide prevention, child abuse, responsible living, and many others. • IKGPTU believes in gender equity and has taken many initiatives in the sensitizing the community about the role of women in society both within and outside the campus. • Various events are organised in the university to mould women as entrepreneurs and provide them equal opportunities in the business world. • International Women' Day is celebrated annually in the campus. Many competitive programmes are conducted to promote gender equity. • IKGPTU provide a safe space for our students and a gender sensitive and empowering education. • The pedagogy of gender sensitization is not limited to classrooms alone. We pride ourselves in having created a vibrant campus environment that allows students to think critically, and question, act and resist creatively. • Programmes in the form of lectures, conferences, and workshops are organised throughout the year that aim to provide an intersectional approach in creating awareness amongst students about the inequalities confronting all genders. • The focus is to provide adequate space for students to engage in open discussions and think critically on various issues such as: 1. women and labour 2. gender and sexuality 3. violence at home 4. influence of media 5. laws and rights 6. health and hygiene. • Various awareness orientation programmes and workshops are organized by the for all the students, teaching and non-teaching staff on the issue of sexual harassment at the workplace. 	5

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7.1.11
Q: M

Institution celebrates / organizes national and international commemorative days, events and festivals

5

- IKGPTU celebrates national festivals to commemorate the great historical events of the country and connect the young generation to the rich national heritage.
- On the occasion of the Independence Day, the University was surrounded by an aura of nationalism and the atmosphere reverberated with tunes based on patriotic themes. Initiating the ceremony with flag hoisting and concluding it with national anthem invoked respect for national symbols among students.
- Republic Day was celebrated as a mark of respect for the constitution. On this day, our endeavor was to disseminate knowledge of Indian Constitution through various events.
- The birthday of Dr. Sarvepalli Radhakrishnan was celebrated as Teacher's Day wherein the students greeted their teachers and arranged a treat and cultural program for them as a token of gratitude.
- To promote harmony and peace that embodies mind and body, the university joins the citizens of India and others across the globe in celebrating the International Yoga Day on June 21 every year.
- NCC and NSS camps are organized by the University.

Head
Department of Mechanical Engineering
K. J. Somaiya Institute of Technical Education
Vashi (Main Campus) Kapurthala

Metric No.		Weightage
7.2.1 QM	<p data-bbox="315 233 1083 306">Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.</p> <p data-bbox="362 348 1052 411">1. Title of the Practice: MENTORING SYSTEM FOR STUDENTS</p> <p data-bbox="315 443 644 474">Objectives of the Practice:</p> <p data-bbox="315 474 1125 537">To minimize dropouts, improve performance and reduce stress of the students through personal counselling.</p> <p data-bbox="315 537 471 569">The Context</p> <p data-bbox="315 569 1169 968">Students undergo various problems of stress- personal, academic, physical, mental. Students are new to professional college life. It creates a lot of stress, especially to hostel students who are away from family for the first time. Students from educationally weak background feel complex and hesitations in class and unable to perform well due to inhibitions. Statistics reveal increasing number of suicides and dropouts. Considering the student-teacher ratio in classrooms, it is difficult at times to give personal attention to students in class. One solution therefore is a 'Mentor' who can form the bond with students in the true sense. Mentoring is required for students to achieve emotional stability and to promote clarity in thinking and decision making for overall progress.</p> <p data-bbox="315 968 487 999">The Practice.</p> <ul data-bbox="315 999 1188 1671" style="list-style-type: none"> • Each teacher is assigned around 7-8 students for the complete duration of their study. • They meet at least once a month to discuss, clarify and share various problems which may be personal or academic, etc. • The mentors encourage the students to participate in co-curricular and extracurricular activities and sports. • Their academic performance and other activities are all recorded. • The mentors also keep in touch with the parents on their attendance, test performance, fee payment, examinations etc on weekly basis • The mentors also counsel the students in need of emotional problems. • When the students have any problem in any department either with the staff or with work completion the mentors speak with the respective staff and sorts out the problem. • Mentors take special care of weak students, who are given advice on how to study, prepare a time table for study and clarify the doubts and also given notes to study. • Students problems are discussed with the departmental heads, other faculties and necessary action taken to solve it. <p data-bbox="315 1713 566 1745">Evidence of Success</p> <p data-bbox="315 1745 1182 1879">Evidence of success of the practice includes university ranks, better results in the examinations, improved attendance, less drop outs, increased participation in co-curricular and extra-curricular activities, better discipline on campus and respectful relationship between teachers</p>	30

Adh

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and students. The students are more relaxed and have a healthy relationship with the staffs.

Problems Encountered and Resources Required

This practice requires committed teaching staff who has the sere to help students beyond teaching hours. There are no limitations or constraints faced during implementing the program.

2. Title of Best Practice - TEACHING – LEARNING PROCESS

Objectives of the Practice:

- To ensure the completion of syllabus according to the academic calendar of College
- To encourage teachers to adapt to advance pedagogical methods including ICT adoption in class room teaching
- To improve pass percentage, average marks in each semester and enhance the number of ranks bagged by the college at the university level examinations
- To increase the placement of college as quality of students would be improved

The context

Different teachers use different methods to teach in class. They teach at different paces. It was observed that syllabus coverage remains a challenge when there is need of uniformity. The teachers find it difficult to keep pace with the techno – savvy student learners. There was a need of uniformity and standard setting so that everyone is able to meet the objective of best teaching practices. It has become essential for teachers to adopt to the latest pedagogic styles and include ICT in class room teaching. The mismatch between the student learner and the teacher in the use and comfort of handling varieties of tools available for teaching – learning needs to bridged.

The practice

- Academic calendar uploaded on the university website is followed.
- On the basis of that, every faculty prepares the academic planner in the form of course file which is audited by the department head.
- The Head of Departments monitor the pace of coverage of the syllabus
- Timely Feedback is obtained from students regarding the content delivery by different teachers.
- Assignments, tests and evaluation are conducted at scheduled dates to improve performance in the semester – end examinations.
- Timeline of Assignments, syllabus coverage is monitored by Dean academics at regular intervals
- All the class rooms are ICT ready and all the departments adapted their class room teaching with the help of ICT.

Evidence of Success

- All teachers have adopted modern pedagogic styles and ICT in their classes.
- Appropriately paced and timely completion of syllabus

Dr. K. G. Gururaj P. Injath
Head
Department of Mechanical Engineering
Kannur University
Kannur Campus

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- Increased attendance in the classes
- Improvement in results.

Problems encountered and Resources required.

This practice requires a monitoring system which can show the progress and gaps at each point of time. The institute ERP is serving the purpose but it needs up gradations as the time changes.

Provide web link to:

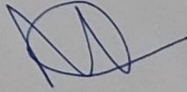

- Best practices in the Institutional web site: **Nil**
- Any other relevant information: **NIL**



Head
Department of Mechanical Engineering
I.K. Gujral Punjab Technical University
(Main Campus) Kapurthala

7.1.1 Measures initiated by the institution for the promotion of gender equity during year 2024 - 25

IKGPTU, Mohali Campus has adequate number of female security guards for safe guarding the girls students in the hostels as well as in academic campus. These guards work on the rotation basis 24x7. Besides this special efforts are put in for counselling of students specially the girls student where in faculty assigned this task not only counsels the concerned students but also monitors their further development through regular sessions. For female faculty officers & staff, childcare leave, maternity leave as per leave rules applicable in the university is also applicable. Common room is also available in campus. To promote the gender equity campus has organized volleyball tournament for boys and girls as a common sports activity. Photos of girls and boys sports activity and common room are attached as supporting documents. Equal opportunity is given to all the girls students as head co-ordinators & group leasers of various clubs & activities, apart from this, the policy of prevention of sexual harassment of women at work place has been adopted wherein necessary coordination is given to addressing the issues related to any gender discrimination, if received.


Director
I.K.Gujral-Punjab Technical University
Mohali Campus-1


I.K.G. Punjab Technical University, Kapurthala

Department of Chemical Sciences

Ref No: IKGPTU/CS/3021

Dated: 21/06/2021

In order to address the issues related to gender equality and sensitivity in the department of chemical sciences and to organize gender equity programmes (such as expert lectures, workshops etc.), a committee is hereby proposed as follows:

1. HOD, Chemical Sciences (Chairman)
2. Dr Rupesh Kumar (Member)
3. Dr Roopa (Member)
4. Dr Reshu Sanan (Convener)
5. Mr. Gobind (Student Member)
6. Ms Sonia (Student Member)



Incharge (Chemical Sciences)

Cc:

Director (Main Campus)

All Concerned faculty and students



Head
Department of Chemical Sciences
I.K.G. Punjab Technical University
Kapurthala - 141003 Punjab (INDIA)