

7.1.1: Measures initiated by the institution for the promotion of gender equity during the last five years.

The University provides equal opportunities to female learners and employees at all levels. The University is highly concerned for women's safety and security at work place. It has implemented the provisions for the same.

The different measures taken for the purpose are as follows:

1. Safety and Security:

As a primary safety mechanism for female faculties, learners and employees, CCTVs (as mentioned in the university's IT policy) are installed at the administrative building and Examination Department of the University. Efforts for installation of the CCTV at other places in the University are in process and it will be implemented at the earliest. Apart from that, security personnel (guards) are also deployed at different places.

2. Sitting Arrangements:

Every female employee is provided with suitable sitting arrangement at work place appropriate for their safety and security. There is a separate sitting arrangement with attached toilet bathroom for female faculties. University has a hostel facility for the female learners from remote places. Considering gender sensitivity at workplace, there is availability of common room in the University for female employees and learners.

3. Pick and Drop Facility:

Transport of female employees from their home to the University campus and vice versa is carried out free of cost through the university bus during office hours.

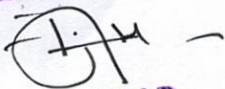
4. Bathrooms and Toilets:

It is one of the necessary aspects regarding the safety and security of female employees. In all buildings at university campus, there is availability of separate bathrooms and toilets for the female employees and learners. Pink toilet is available in the Sihava academic building of the university for the female learners and female staff.

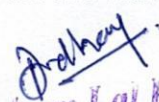
5. Day Care Centre:

The University provides toys and bicycles for the children of female employees and learners in its day care centre.

VERIFIED



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Shri Resham Lal Pradhan
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6. Maternity Benefit:

All maternity benefits under different provisions of state government are being provided to female employees by the University in the form of maternity leaves and other entitled benefits.

7. Establishment of Committees/Cells:

The University has created "Sexual harassment and Internal Grievance Redressed Cell" for resolution of all matters related to female discrimination and exploitation at the workplace. Also, the "Mahila Samagra Vikas Kendra" committee pertains to woman's security and concerned matters.

8. Seminars, conferences and events regarding gender sensitization:

The University organizes various seminars, conferences and events in the view of gender sensitization through which the participants are educated on the privileges offered by the law and how to access them. International Women's Day is celebrated every year on 08th March. National Seminar on women empowerment was organized at university campus on 31 Jan-01 Feb, 2020.

9. Initiatives for increased participation of females:

The University ensures reservation criteria for the women in admission and recruitment as per state government norms. The University has established women centric LSCs to increase female enrollment and participation.

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