



SRI VASAVI ENGINEERING COLLEGE(AUTONOMOUS)

(Sponsored by Sri Vasavi Educational Society)

(Approved by AICTE, New Delhi & Permanently affiliated to JNTUK, Kakinada)

(Accredited by NAAC with 'A' Grade, Recognized by UGC under section 2(f) & 2(B))

(NBA Accreditation to B.Tech. EEE, CSE, ME and ECE Branches for 3 Years)

Pedatadepalli, **TADEPALLIGUDEM – 534 101**. W.G.Dist. **(A.P)**

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity

Response:

The safety and security of stake holders of SVEC (students, faculty and staff) in general, and women in particular is being ensured. The institution has 36% of girl students and 35% of women employees. At SVEC, equal opportunities are provided to all individuals irrespective of gender. Security and Safety of the staff and students are given utmost importance and priority. The Institution has a fair representation of women faculty and enrollment of girl students in all the bodies. Women Grievance Redressal Committee(WGRC) was established in the institution with women faculty and girl students as members and is headed by a senior female faculty member.

The responsibilities of the WGRC :

1. Receiving complaints: The WGRC is responsible for receiving and addressing complaints related to sexual harassment and gender discrimination from students, faculty, and staff members. The committee must ensure that the complaints are kept confidential and the identity of the complainant is not revealed without their consent.
2. Conducting inquiries: The committee must conduct a fair and impartial inquiry into the complaint received. The inquiry must be completed within a reasonable period, and the committee should ensure that the complainant and the respondent are given a fair chance to present their case and provide evidence.
3. Making recommendations: Based on the inquiry, the committee must make recommendations to the institution's authorities on the action to be taken against the respondent. The recommendations may include disciplinary action, counseling, or any other action deemed appropriate by the committee.
4. Providing support: The committee must provide support and assistance to the complainant during the inquiry process. This includes providing legal aid, counseling, or any other assistance required by the complainant.
5. To sensitize girl students on gender equality.

6. To promote awareness among girl students on occupational, legal, and constitutional rights.
7. Activities Organized for the Promotion of Gender Equity:

Measures initiated and practiced for the gender equity during the last five years are broadly classified as 1. Physical, 2. Environmental, 3. Organizational and 4. Educational, as detailed below:

1. Physical:

- 24 x 7 CCTV cameras are installed at critical locations both inside and immediate outside the campus, to keep a vigil.
- Deployment of security guards at prominent locations in the campus, for instant reach out.
- First-aid kits in all the departments and Fire extinguishers installed at important points
- Separate toilets for ladies and common rooms for girl students
- Women faculty members accompany girl students when they participate in outdoor activities

2. Environmental:

Display of Emergency contact numbers of the designated contacts personnel for quick response under emergencies. Thorough monitoring and security surveillance till the last woman employee/ girl student leaves the campus after the daily college work/duties. Safe transport facility for women staff leaving the campus in late hours of the day. Strict implementation of Anti-Ragging measures and keeping the campus ragging free.

- Student mentoring is done regularly by the Faculty members to counsel the students regarding academic performance, career plans and personal issues
- Various competitions are conducted to bring awareness among students on Women related Laws and Constitution of India
- Facilities like Automatic Sanitary Napkin Vending Machine and Sanitary Napkin Incinerator are provided in the campus
- Separate Sports Events are conducted for Girl students and Women Staff
- Activities Organized for the Promotion of Gender Equity:

3. Organizational:

Congenial atmosphere in the institution where women/girls are encouraged to work and study without fear and at utmost comfort. Boys are sensitized on the appropriate behavioral aspects towards the other gender/s, at the time of their orientation, soon after their admissions to the college. Gender Sensitization programmes are conducted for Girl students and Women Staff

4. Educational :

Diversified programs were conducted on following aspects for women empowerment.

Conducted many Guest lectures:

A Cyber Security Awareness Programme on “Countering Cyber Attacks & Cyber Frauds on Women” organized by JNTUK-Directorate of Empowerment of Women & Grievance, in collaboration with JNTUK-Digital Monitoring Cell, JNTU Kakinada.

- Avoidance of violence against women
- Legal rights for women

Seminars :

- Gender equity - Universal problem
- Girls’ education
- Women safety and security
- Women leadership

Practical workshops :

- Importance of DISHA app. and its Utilization.
- Awareness program on eve-teasing
- Impact of stress on women health
- Panel discussions on Gender Equity
- Awareness on sexual harassment
- gender discrimination