

CRITERION VII - INSTITUTIONAL VALUES AND BEST PRACTICES

(Ref. following link for images

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7.1 - Institutional Values and Social Responsibilities

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

The Institute has an Internal Complaint Cell to eliminate unlawful discrimination, harassment, victimisation and any other conduct that is affecting equality. The Institute also sensitizes all the employees and celebrates International Women's Day every year on 8th March inviting woman entrepreneurs, leaders, administrators inspiring with their motivational talk. The students also play skits or dance on such issues to raise awareness. After admission, the new students are sensitized by regular sessions within the induction and orientation programs. Motivational talks are also organized in the institution. Any behavioural issues in students that come directly or indirectly to a faculty or staff, they try to resolve it at their level and advice to represent to appropriate level if not solved. From the beginning, the new students are to provide a mentor (who will be a teacher of his/her department). Weekly meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere. There is no discrimination in participation in regular cultural activities, sports, NCC, debate, celebrations, and performing arts, technical and cultural clubs, girl students are encouraged without any sign of gender discrimination. The girl students are encouraged and facilitated to participate in group in hacakathon events (INNOBUZZ 36 hours at a stretch) during tech fest and competitions outside the University. The students also involve in "nukkad natak" for spreading gender sensitization during cultural fest to a larger audience of different institutions. Awareness program for safety and security on regular basis are conducted. Security by outsourcing agency has been provided to all the halls of residence, academic buildings, students activity centres, e-learning center 24X7 and they patrol the campus during off hours for the safety of students. Counseling is even extended to students by the matrons, caretakers and wardens in the halls of residence to have a feeling of home outside of home. The Institute conducts regular meetings of the committee of the Grievance redressal for Sexual Harassment of Women at the Workplace to look after the fact that safety and security in all such aspects are maintained. Raising awareness and aspirations by conducting events, programs on gender equity, social media and cyber security and also conducting activities to make students realize their full potential.

Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common rooms d. Daycare Centre e. Any other relevant information

- a. Safety and security

Security by outsourcing agency has been provided to all the halls of residence, academic buildings, students activity centres, e-learning centre 24X7 and they patrol the campus during off hours for the safety of students.

b. Counseling

The Internal Complaint Cell (ICC) at University level is in force to eliminate unlawful discrimination, harassment, victimisation and any other conduct that is affecting equality. A student/ employee can approach ICC if any such issue. Besides this, from the beginning, the new students are to provide a mentor (who will be a teacher of her department). Weekly meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere. In the residential facility also counselling is even extended to students by the matrons, caretakers and wardens in the halls of residence to have a feeling of home outside home. Besides ICC a Student Grievance Redressal Committee (SGRC) as per AICTE guidelines is formed and displayed on University website. (<https://www.vssut.ac.in/students-grievance-redressal.php>). A GRCC has been constituted in Jan 2022 to address grievances and conselling of employees for listed issues. (Ref. Office order of GRCC)

c. Common rooms

In the halls of residence, common rooms are provided with gym equipments specifically in girls hostel to tune up their physique. The activities and meetings of secretaries in halls are conducted in the common rooms.

Different competitions in halls such as rangoli during Diwali fest is conducted irrespective of boys or girls halls. The NSS also conducts events on right nutrition specially for girls. The yoga club also facilitates trainer for yoga and meditation for mental peace in the early morning in the hall common room.

d. Daycare Centre

Since the residential campus is within a 5 km radius, the daycare centre has not been executed. However, in the master plan a daycare centre will be included to facilitate an increased number of young woman faculties and research scholars to reduce stress.

e. Any other relevant information

In the institute also a girl's common room is provided to the girl students. Specifically, the day boarding girls can sit there during no classes.

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(Ref photo attached)

Besides this, spiritual talks by ISSKON, Brahmakumaris, Sahaj Yoga, Cancer awareness are organized time to time at University level for overall well-being of the students, faculty, staff and family members. In annual sports events also sports activity is conducted for all staff without any gender discrimination. The woman faculty members and the wives of the faculty members take active part

in various social and cultural initiatives from Woman's club such as donating food and clothes to the orphanage, organizing sports, quiz, excursion for children and women, encouraging children by felicitating achievers succeeding in various competitive examinations, publishing literary magazine, food fest, exhibition, celebrating Kartik Purnima, Diwali, Utkal Diwas etc.

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(Photo attached)