



# Bharath

INSTITUTE OF HIGHER EDUCATION AND RESEARCH

Declared as Deemed-to-be-University u/s 3 of the UGC Act, 1956



## Gender Sensitization Action Plan



# **Bharath**

**INSTITUTE OF HIGHER EDUCATION AND RESEARCH**  
(Declared as Deemed - to - be - University under section 3 of UGC Act 1956)

# **ANNUAL GENDER SENSITIZATION PLAN**

173, Agaram Main Rd., Selaiyur, Chennai, Tamil Nadu 600073

# **BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH**

## **ANNUAL GENDER SENSITIZATION PLAN**

### **INSTITUTIONAL MEASURES**

Gender sensitization implies accepting the basic rights associated with Gender equality among all persons, and non-discrimination towards those whose gender identity places them in a situation of disadvantage or vulnerability. There is a need to address students and make them more gender sensitive and inculcate notions of rights and respect towards everyone irrespective of gender, class, caste, region, language, religion, sexual orientation, ability and so on. It is necessary to emphasize that everyone working on campus must be gender sensitized, including faculty and all sections of the administrative and support staff.

BIHER believes in certain values and principles, such as equality, inclusion, respect for human dignity, fairness, and justice for all. We reinforce our commitment in teaching future generations and being a role model and commit to counteract any existing inequalities

#### **Issues regarding safety of women on Campus**

Get students and female staff ordinarily face problems during their course of study or tenure of employment, as the case may be. The issues relate to and encompasses of the following

- Lighting
- Security
- CCTV surveillance
- Conducting inside the class or in office
- Toilets
- Hostels
- Counselling
- Health Services
- Ambulance

### INSITUTIONAL PLANS AND MEASURES:

- Promoting communication with respect to human values & dignity
- Promotion of unbiased representations of gender equity and recognition of multidimensional representations.
- Conducting workshops & awareness programmes on gender-diversity and gender-sensitiveness.
- Providing of easy access to raise and discuss the gender issues for employees and students.
- Monitoring and evaluating mechanisms for implementation and follow-ups.
- Promoting gender equity at governance level.

#### ➤ **Institutions shall conduct:**

- Gender sensitization workshops & training
- Orientation/Induction Programmes for freshers
- Expert talks on gender issues
- Workshop on Sexual Harassment and Institutional measures available to combat sexual harassment.
- Women safety Training

#### ➤ **Institutions shall make Provisions for:**

- Disseminations of information and promotional measures
- Providing Hostile free working environment
- Internal Complaint committee
- Anti-ragging Committee
- Ethics for Research Supervision
- Women Grievance cell
- Women representation in different committees
- Course on Human Value Education

#### ➤ **Existing Arrangements on Campus for safety of women**

- CCTV/Cameras

- Personal discussion with Students & Staff
  - Female Security Guard
  - 24x7 security services at Gates. Buildings, hostels, canteen, parking places, ect
  - Women's grievance Redressal Committee
  - Patrolling squad in and around campus
  - Lectures on gender sensitive issues
  - Women helpline numbers displayed at various places in campus
  - Suggestion box
  - Separate common room, toilets and hostels for girls
  - Female superintendent at hostel caretakers for girls hostel
  - Orientation programmes at the beginning of the session
  - Training on Self Defense
  - Counselling session with Clinical Psychiatrists through Faculty of Medical Sciences
- **Sexual Harassment and measures to combat:**
- Internal Complaint Committee
  - Anti-ragging Committee
  - Anti-ragging Squads
- **Promotion of publicity**
- Notice Board
  - Brochure
  - Personal Discussion
  - Website Information
- **Gender Equality and Sensitization Measures on Campus**
- Lectures, workshops and seminars on gender issues
  - Personal Discussion
  - Mentor and Mentee systems
  - Competitions like debate, education etc on gender equality, women empowerment
  - Signboards/notice boards on the campus containing information / message on these issues

- Display of Helpline numbers
  - Awareness programmes and campus
- **Gender related Courses offered on Campus**
- Humans Value education to students
  - Faculty members promote cohesiveness, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects, as feasible, mentoring sessions with faculty members, counselling during class hours and at hostels
- **Policies in force**
1. Policy on Prevention of Sexual Harassment at Workplaces
  2. Constitution on Internal Complaints Committee
  3. Establishment of Anti ragging Committee and Anti ragging Squads at Institutional or Department level
  4. Establishment of Anti-ragging Monitoring cell at University level
  5. Establishment of Equal Opportunity Cell
  6. Women Grievance Cell



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