



KALINGA INSTITUTE OF SOCIAL SCIENCES (KISS)  
Deemed to be University, Bhubaneswar - 751024  
(Declared under Section 3 of UGC Act, 1956)

### 7.1.1 Promotion of gender equity

**Q: Measures initiated by the Institution for the promotion of gender equity during the last five years.**

**A:** KISS-DU provides for equal representation of genders right from its inception. It flows from the a foundational commitment to provide discrimination-free workplace to all students and staff. Whether it comes to decision making, co-creating a safe space, zero tolerance of gender-based violence, promotion of gender equity, women's empowerment is central to the constitutive mandate of KISS-DU. A majority of the staff and students are women. A clear and wide-ranging gender policy and action plan have been designed, with implementing and monitoring institutions with an expansive and effective mandate. A Gender Sensitization Cell, Equal Opportunity Cell and Internal Complaints Committee on Sexual Harassment at Workplace are in place in compliance with UGC directives. The University has put a mentor-mentee system, with women professors personally supervising the academic and personal well-being of every female students, offering helpful guidance about their private concerns. In accordance with the proactive gender policy of the university, female students are routinely chosen as class or university representatives in academic or extracurricular activities. They are encouraged to participate in national and international sporting activities. Gender component has been incorporated in the regular curriculum in addition to Value-Added Course on Inclusive Education and Gender Equality.

University has organized national and international workshops and sensitization campaigns toward greater awareness of gender concerns among the students and the staff. It has collaborated with various UN agencies like UN Women, UNFPA and UNSSC, Bonn to jointly organize various capacity building, sensitization and awareness programmes. In December 2018, university in collaboration with British Council organized a workshop to promote positive gender roles. In November 2019, KISS and KIIT organized a five-day long workshop, in collaboration with His Holiness Dalai Lama's WISCOMP Foundation on gender equity and inclusion focusing on sexual harassment at workplace. On 18 October 2020 KISS-DU hosted, along with KIIT, a virtual Open Mic session on the theme 'Role of Women Empowerment to Achieve Gender Equality'. In November 2021, KISS-DU hosted with the UN a virtual training session on introduction to PESA (Preventing Sexual Exploitation and Abuse, a major UN initiative). On 30 March 2022, KISS-DU in collaboration with Red dot com and KIIT TBI organized a workshop on cyber safety for women. On 20 April, 2022, ICC and the IQAC of KISS-DU together arranged for an orientation session on sexual harassment and gender issues. During the 75 years celebration of the UN, KISS-DU and KIIT organized a virtual campaign wherein quality education for girls, issues pertaining to women. In the year 2022, KISS-DU and KIIT jointly organized South Asian Women's Conference, which revolved around key gender issues. It also organizes Kalinga Fellowship which is a ten-year flagship event of KISS and KIIT, wherein each year the Fellowship focuses on a specific issue within the broad theme of gender-based violence. International conference on Gender Equality was organized under the ERASMUS+ EU project in the year 2021.

#### **Documents Attached**

- [Annual Gender Sensitization Plan](#)
- [Gender Policy](#)
- [Anti-Discrimination & Equal Opportunity Cell](#)