



Kalinga Institute of Social Sciences (KISS) Deemed to be University

Annual Gender Sensitization Action Plan

KISS-DU is committed to holistic development of all students. Women's empowerment and gender equality are one of the primary concerns at the University. We believe in practicing zero tolerance to gender discrimination and sexual abuse and support equity among genders within the University.

The University has taken several measures to sensitize on the needs and dignity of women and girl students at various levels. Staff, students and faculty members are given equal treatment and no discrimination is made on the basis of gender. The University has conducted gender sensitization programmes and awareness sessions on issues of gender equality, equal opportunities to women in matters of education and employment. The University has prepared a Gender Policy which acts as a guiding document from time to time.

Objective:

To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff. To create a roadmap and make all the activities of the University and the adopted institutions gender responsive and transformative to achieve the gender equity

- Promoting activities related to health, nutrition, self-defense of female students
 - Conduct of Workshop on mental health issues, stress and life skill issues of female students and staff
 - Conduct of Workshop on entrepreneurship development among the female students.
- Conduct of workshops related to cybercrime, safety, and security in hostels
- Provide professional counselling to the students.
- Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- Mentorship in University to be provided where faculty and students can approach in matters of gender-related issues.
- Conducting regular awareness-raising activities among students and staff
- Conduct activities like Blood donation camp, Aids awareness, female feticide, dealing with COVID-19 pandemic, etc. to give back to the society
- Student's code of conduct that promotes gender parity at the governance level.



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- Display of contact numbers of members of ICC and Grievance Redressal Cell.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Installation of suggestion box and Fast-aid box.

Measures taken:

Counselling:

- Gender specific allotment of faculty mentors for psycho-social counselling
- Appointment of female doctors for medical consultations
- Provisions of female counsellors for female students and staff

Day Care Center for children of Staff

- Creche facilities for children of faculty and staff under the supervision of trained professionals with adequate provisions for amusement and comforts
- Nursing breaks for lactating mothers

Common Rooms

- Separate common rooms for female students
- Common rooms for female employees

Any Other:

- Non-discriminatory, gender-neutral, gender equitable policies and governance
- Women in key positions in the organization
- Provision of maternity benefits
- Training on self-defense training for staff and students
- Conduct of gender sensitization programmes

Involved bodies in gender sensitization:

- Internal Complaints Committee for prevention of Sexual Harassment
- Anti Discrimination Cell
- Gender Sensitization Cell
- IQAC
- Grievance Redressal Committee



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➤ Counselling Cell

Proposed Annual Gender Sensitization Plan of KISS-DU

Institutional Measures

Gender sensitization infers embracing the basic rights associated with Gender Equality among all persons, and non-discrimination towards those whose gender identity puts them in a situation of disadvantage and vulnerability. There is a need to address students and make them more sensitive towards gender and inculcate notions of rights, dignity and respect. It is necessary to lay importance that everyone working/studying on campus must be gender sensitized including faculty, students, administration and support staff.

KISS-DU believes in ethics, values, and principles such as respect, inclusion, dignity, justice and fairness. We strengthen our commitment in teaching future generations and being a role model to counteract any existing qualities.

Institutional Plans and Measures:

- Encouraging communication with dignity, respect and human values
- Promotion of unbiased representation of gender equity
- Conducting academic and non-academic activities on gender sensitization and diversity
- Providing easy access to raise and discuss gender issues of employees and students including redressal of grievances
- Evaluating and monitoring mechanisms for implementing and follow-ups
- Promoting gender equity at governance level

Institutions shall make provisions for:

- Gender sensitization workshops and training
- Induction and orientation programmes for freshers
- Expert talks and invited lectures on gender issues
- Women safety training

Institutional shall make provisions for:

- Dissemination of information and promotional measures
- Providing hostile free working environment
- Internal Complaints Committee
- Anti-Ragging Committee
- Ethics for research supervision



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- Grievance Redressal Cell
- Representation of women in various committees

Existing Arrangements on Campus for safety of Women

- CCTV/Cameras
- Personal discussion with staff and students
- Female Security Guard
- 24x7 security services at various points on campus
- Women Grievance Redressal Cell
- Patrolling squad in and around campus
- Suggestions box
- Separate common rooms, toilets and hostels for girls
- Orientation programmes before the commencement of classes
- Training on self-defense
- Counselling Sessions

- Zero tolerance for sexual harassment
- Recruitment of superintendents, caretakers and security personnels in the hostels and university premises
- Barrier-free access to facilities
- Anti-Ragging Cell, Internal Complaints Committee and Grievance Redressal Cell have been constituted with representation from lady members and functions with care and concern for both female staff and students.

Measures to combat sexual harassment:

- Internal Complaints Cell
- Anti-Ragging Committee
- Anti-Ragging Squads
- Gender Sensitization Cell

Promotion and Publicity

- Notice Board
- Personal Discussions
- Mentor-Mentee System



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- Competitions on gender equality and empowerment
- Display of helpline numbers
- Awareness camps and programmes

Gender related Courses offered on Campus

- Cross-cutting issue like Gender to be introduced in the curriculum
- Value-Added Courses on Gender Equality, Inclusive Education and Human Values

Policies in Place

- Gender Policy
- Policy on Prevention of Sexual Harassment at Workplaces
- Diversity and Inclusion Policy
- Constitution of Internal Complaints Committee
- Establishment of Anti-Ragging Committee, Anti-Ragging Squad and Anti-Ragging Monitoring Cell
- Establishment of Equal Opportunity Cell
- Grievance Redressal Cell

Way forward

This tentative Gender Sensitization Plan endeavors to create awareness on creating positive values among students and staff. It acts as a guiding document for the activities pertaining to gender and spreads awareness about equity, social system, and legal aspects related to gender. The University proposes to strengthen the existing awareness activities and sensitization programmes by orienting the staff and students and infusing winds of change and thus contributing in making a just and equitable society.