



**7.1.1-Measures initiated by institution for promoting gender equity
Academic Year 2019-2020**

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Introduction:

City Engineering College has a work culture based on inclusivity, integrity and impartiality in line with its motto "Respect All Genders: Unity Through Equality". The College is an equal opportunity employer that values diversity and recognizes the importance of supporting women in particular. The Institution follows policies and processes that ensure the safety, security and well-being of women as follows:

- All students participate in Gender sensitization session during their induction programme also regular workshops organized for all staff and students.
- Gender Sensitization Committee (GSC) is formed to achieve the policy.
- Flexible timings provided to enable women faculty and staff to maintain a work life balance.
- Female faculty and students encouraged to take up leadership roles in various college activities.
- Transgender job opportunities are provided as per Karnataka government policy.
- Maternity leaves are granted to women to allow them to take necessary time of work for child birth and recovery, ensuring both their health and well-being.
- Every effort is made to ensure diversity, gender sensitive and inclusive recruitment process.
- Well-trained and vigilant security guards are stationed across the campus.
- Extensive CCTV surveillance network with 24x7 monitoring.
- Committee against Sexual Harassment in place as per the Prevention, Prohibition and Redressal of Sexual Harassment at work places and list of committee members displayed in strategic location inside Institution.
- Common rooms women have been established to facilitate informal meetings and discussions.
- Counselling for girl students is done regularly by mentors/ experts.
- Deputation of women faculty to national and international seminars, conferences and technology meets.
- Establishing a Women Empowerment Committee to increasingly involve the women on the campus in organizing women-specific programmes and empower them to take on administrative and leadership roles .
- Ensuring the protection and safety of female students by having security guards deployed



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on the campus specially focusing on this Ensuring equal opportunities for female academicians in the campus .

- Celebrating the International Women’s Day: This is a special event for women, of women and by women, celebrated with a true spirit of joy and gaiety where the female staff and students are felicitated, and where women come out on their own to display their unique organizational skills and talent and where they get to listen to and interact with notable women achievers or celebrities.
- All-round excellence in academics, and co-curricular and extra-curricular activities are celebrated along with girls who have excelled especially in co-curricular activities and extra-curricular events. Maintaining a good “women-to-male persons ratio” on the campus at around, it is noteworthy that there is absolutely no gender discrimination in the college. Common rooms are available exclusively for girls on the campus.

Equal Opportunity for Transgender Person: According to Government Act -Transgender person Act,2019 (Protection of Rights) .City Engineering College is committed to fair and inclusive recruitment and hiring practices. Transgender individuals will be considered for employment based on their qualifications and skill without prejudice.



GENDER AUDIT MATRIX

The below shows the Audit matrix for ACY 2019-2020 with respect to Staff and Students.

| Gender Audit of Students ACY 2019-2020 | | | |
|---|---------------------|-------------|---------------|
| Year | Total Intake | Male | Female |
| 19-20 | 121 | 77 | 44 |

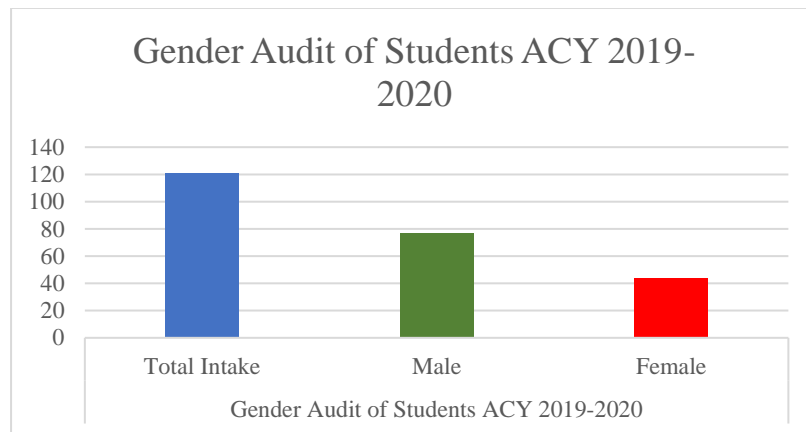


Fig 1: Student Intake details Based on Gender

| Number of students admitted for each category | | | | | | |
|--|---------------------|-----------|-----------|------------|------------|---------------|
| YEAR | Total Intake | SC | ST | OBC | Gen | Others |
| 2019-20 | 121 | 5 | 3 | 74 | 39 | 0 |

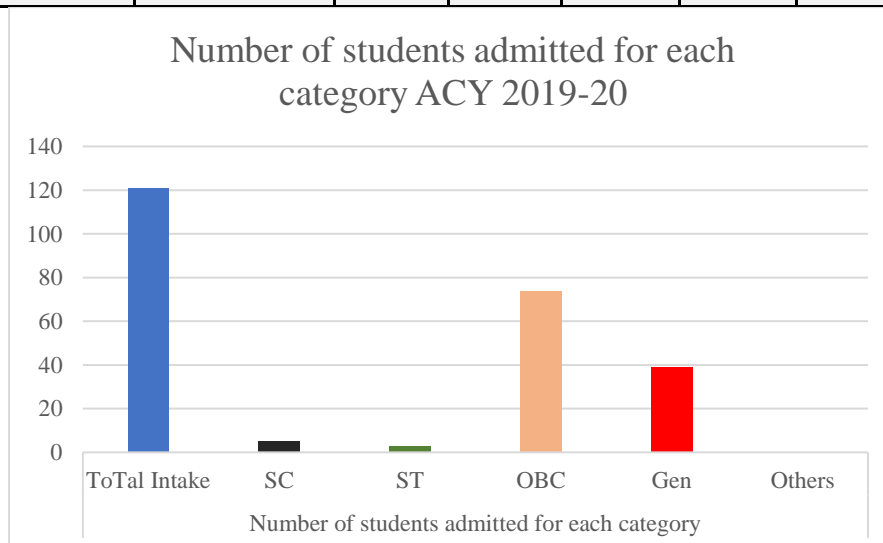


Fig 2: Student audit data based on Gender



| Student Intake- Category Wise matrix for Boys | | | | | |
|--|-----------|-----------|------------|------------|---------------|
| YEAR | SC | ST | OBC | Gen | Others |
| 2019-20 | 3 | 2 | 55 | 25 | 0 |

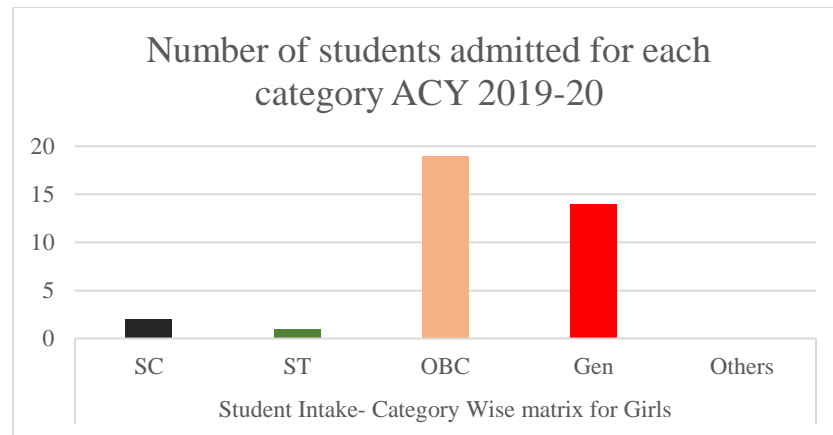


Fig 3: Student Intake- Category Wise matrix for Boys

| Student Intake- Category Wise matrix for Girls | | | | | |
|---|-----------|-----------|------------|------------|---------------|
| YEAR | SC | ST | OBC | Gen | Others |
| 2019-20 | 2 | 1 | 19 | 14 | 0 |

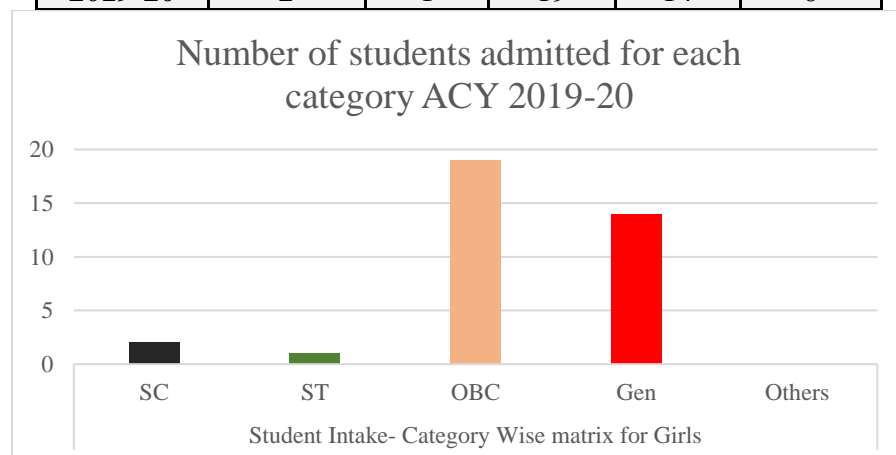


Fig 4: Student Intake- Category Wise matrix for Girls



| Teaching Faculty Audit matrix for ACY 2019-2020 | |
|---|------------|
| Total No. of Male staffs: | 53 |
| Total No. of Female staffs: | 47 |
| Total Staffs: | 100 |

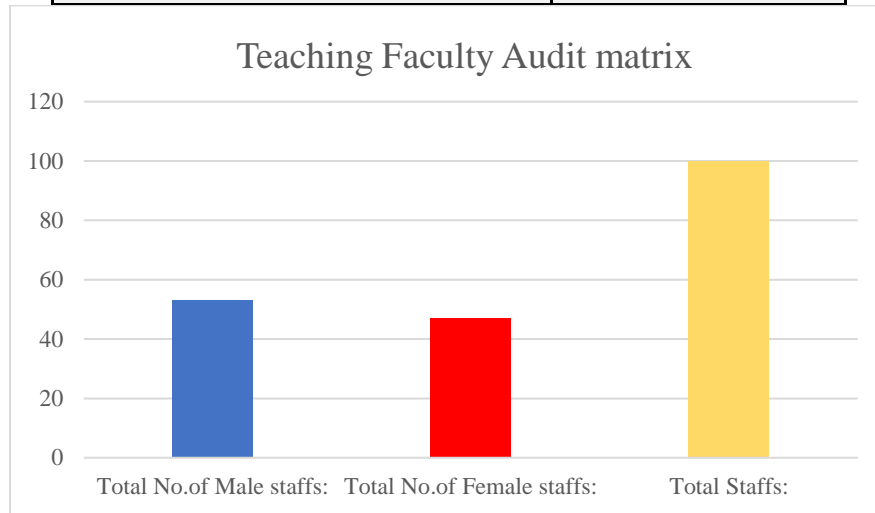


Fig 5: Teaching Faculty Audit matrix

| Non-Teaching Faculty Audit matrix for ACY 2019-2020 | |
|---|-----------|
| Total No. of Male staffs: | 34 |
| Total No. of Female staffs: | 31 |
| Total Staffs: | 65 |

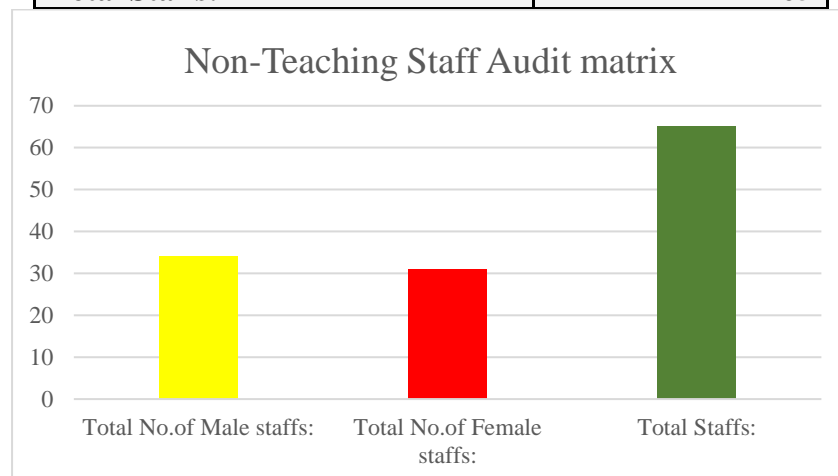


Fig 6: Non-Teaching Staff Audit matrix



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GENDER SENSITIZATION COMMITTEE (GSC)

The Gender Sensitization Committee (GSC) at our City Engineering College is a dedicated body committed to fostering a culture of respect, equality and inclusivity within our campus community. Recognizing the critical importance of gender equality in education and professional environments, the GSC is established to address, promote, and safeguard the interests and rights of all genders.

Vision

To create an equitable and inclusive environment where every individual, regardless of gender, can thrive, contribute and realize their full potential without facing discrimination or bias.

Mission

The GSC aims to:

- Promote awareness and understanding of gender issues among students, faculty and staff.
- Ensure a safe and supportive atmosphere for reporting and addressing instances of gender-based discrimination and harassment.
- Advocate for policies and practices that uphold gender equality and inclusivity.

Objectives:

The objectives of a Gender Sensitization Committee (GSC) include:

- Promote Gender Equality
- Address Complaints
- Conduct Workshops and Training
- Policy Formulation and Implementation
- Support and Counselling
- Monitor and Evaluate
- Promote Inclusive Practices
- Awareness Campaigns
- Collaboration
- Documentation and Reporting



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COMMITTEE MEMBERS:

| SI NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|-----------------------|-------------|------------------|---------------------|
| 1 | Dr. V S Ramamurthy | Principal | Chairman | <i>Ramamurthy</i> |
| 2 | Mr. Shiva Swamy | Admin Staff | Member Secretary | <i>Shiva Swamy</i> |
| 3 | Ms. Vani G Pujar | Admin Staff | Convener | <i>Vani G Pujar</i> |
| 3 | Ms. Shruthi Naik | ME | Member | <i>Shruthi Naik</i> |
| 4 | Mr. Girish G A | CSE | Member | <i>Girish G A</i> |
| 6 | Ms. Shreyas B S Gowda | Student | Member | <i>Shreyas</i> |
| 7 | Ms. Shewtha C | Student | Member | <i>Shewtha C</i> |
| 8 | Ms. Jhanavi H V | Student | Member | <i>Jhanavi H V</i> |
| 9 | Ms. Chimayi R | Student | Member | <i>Chimayi R</i> |



WOMEN EMPOWERMENT COMMITTEE

The Women Empowerment Committee at City Engineering college is dedicated to fostering an environment where women can thrive academically, professionally and personally. Recognizing the unique challenges faced by women in engineering and technology fields, the Committee aims to empower female students and staff through various initiatives, support systems and resources.

Vision

To create an inclusive and supportive campus environment that empowers women to achieve their full potential and actively contribute to their fields of study and work.

Mission

- The Women Empowerment Committee aims to:
- Empower female students and staff through education, resources and opportunities.
- Promote gender equality and challenge stereotypes and biases within the campus community.
- Provide a supportive network for women to share experiences, seek guidance and collaborate.

Objectives

The Women Empowerment Committee is guided by a comprehensive set of objectives,

- Promote Gender Equality
- Support and Mentoring
- Skill Development and Training
- Address Concerns and Issues
- Policy Advocacy
- Awareness Campaigns
- Networking and Collaboration
- Recognition and Celebration
- Health and Well-being
- Monitor and Evaluate

COMMITTEE MEMBERS:

| SI NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|-----------------------|-------------|------------------|-----------|
| 1 | Dr. V S Ramamurthy | Principal | Chairman | |
| 2 | Mr. Shiva Swamy | Admin Staff | Member Secretary | |
| 3 | Ms. Vani G Pujar | Admin Staff | Convener | |
| 3 | Ms. Shruthi Naik | ME | Member | |
| 4 | Mr. Girish G A | CSE | Member | |
| 6 | Ms. Shreyas B S Gowda | Student | Member | |
| 7 | Ms. Shewtha C | Student | Member | |
| 8 | Ms. Jhanavi H V | Student | Member | |
| 9 | Ms. Chimayi R | Student | Member | |



Anti Sexual Harassment Committee

Ref No: CEC/IQAC/ASHC/ACY 2019-2020/OR/01

CIRCULAR

DATE: 07/10/2019

The meeting of the Anti-Sexual Harassment Committee is scheduled on 08/10/2019 in the principal's office at 3.30 PM.

Agenda:

- 1) Work and educational environment free from harassment
- 2) Discuss the Roles and responsibilities of the committee members by creating awareness

The following members are nominated as committee members for the Anti-Sexual Harassment Committee

| Sl No | Name | Department | Designation | Signature |
|-------|---------------------|---------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Mr. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



Record of meeting, Subject, Agenda, Attendance, Action Taken Report, Minutes

Subject: Anti-Sexual Harassment Committee Meeting

| | | | | |
|---------------|---|---|------|---------|
| Meeting No. | Ref No: CEC/IQAC/ASHC/ACY 2019-2020/OR/01 | Date: 08-10-2019 | Time | 3.30 PM |
| Agenda Points | 1. | Work and educational environment free from harassment | | |
| | 2. | Discuss the Roles and responsibilities of the committee members by creating awareness | | |

Members Present

| SI No | Name | Department | Designation | Signature |
|-------|---------------------|------------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Mr. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

Minute of Meeting

- Dr. V. S. Ramamurthy, Chairman of the Committee, extended a warm welcome to all the committee members.
- The committee engaged in a comprehensive discussion on maintaining a work and educational environment free from sexual harassment. They deliberated on implementing both active and preventive measures to avert any instances of harassment.
- The Principal emphasized the importance of vigilance among members and stressed the need to foster awareness and maintain open communication with students to prevent any harassment issues on campus.
- Since there were no complaints from either students or staff, the committee decided to conclude the meeting.
- The meeting was brought to a close with a vote of thanks.



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Action Taken Report

| SI No | Description | Action Taken |
|-------|---|---------------------------------------|
| 1. | Discuss the Roles and responsibilities of the committee members by creating awareness | Explained and continued with the same |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



ANTI-SEXUAL HARASSMENT COMMITTEE

Ref No: CEC/IQAC/ASHC/ACY 2019-2020/OR/02

CIRCULAR

DATE: 15/01/2020

The meeting of the Anti-Sexual Harassment Committee is scheduled on 16/01/2020 in the principal's office at 3.30 PM.

Agenda

- 1) Women's day celebration
- 2) Any complaints if received

The following members are requested to attend the meeting

| Sl No | Name | Department | Designation | Signature |
|-------|---------------------|---------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Mr. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



Record of meeting, Subject, Agenda, Attendance, Action Taken Report, Minutes

Subject: Anti-Sexual Harassment Committee Meeting

| Meeting No. | Ref No: CEC/IQAC/ASHC/ACY 2019-2020/OR/02 | Date: 16-01-2020 | Time | 3.30 PM |
|-------------|---|----------------------------|------|---------|
| | 1. | Women's day celebration | | |
| | 2. | Any complaints if received | | |

Members Present

| Sl No | Name | Department | Designation | Signature |
|-------|---------------------|---------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Mr. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

Minute of Meeting

- Dr. V. S. Ramamurthy, Chairman of the Committee, extended a warm welcome to all the committee members.
- The Principal encouraged all members to identify and support the strengths of female students and to provide counselling aimed at enhancing their talents.
- The committee discussed plans for Women's Day 2020, tentatively scheduling the event for 7th march and considering Sowmya Reddy, MLA, Jayanagar as a potential guest speaker.
- The organization of cultural programs was also recommended.
- The Principal requested that members report any instances of harassment found on campus.
- Additionally, the Principal emphasized the importance of educating female students about protecting themselves from sexual harassment.



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Action Taken Report

| Si No | Grievance | Action Taken |
|-------|-------------------------|---|
| 1 | Women's day celebration | Tentatively to organise on 7 th march 2020 |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



ANTI RAGGING CELL

Ref No: CEC/IQAC/ARC/ACY 2019-2020/OR/01

CIRCULAR

DATE: 17/06/2019

Anti-Ragging committee meeting is scheduled on 19/06/2019 at 3.00 PM in the Principal's office.

AGENDA:

1. Review the minutes from the previous meeting.
2. AICTE regulations
3. Disciplinary procedures
4. Anti-ragging issues if any

The following members are requested to attend the scheduled meeting

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|---------------------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | <i>Ramamurthy</i> |
| 2 | Dr Jyothi P | Vice Principal | Convener | <i>Jyothi</i> |
| 3 | Ms. Sowmya Naik P T | CSE | Member Secretary | <i>Sowmya</i> |
| 4 | Dr H N Thippeswamy | HOD Civil | Member | <i>Thippeswamy</i> |
| 5 | Dr. Rajashekar P | HOD Chemistry | Member | <i>Raj</i> |
| 6 | Dr. Sujatha K | HOD Physics | Member | <i>Sujatha</i> |
| 7 | Mr. Vivekvardhan Reddy | CSE | Member | <i>Vivek</i> |
| 8 | Dr Uma T R | ME | Member | <i>Uma</i> |
| 9 | Mr Mallikarjuna G S | ECE | Member | <i>Mallikarjuna</i> |
| 10 | Dr S Karunakara | ME | Member | <i>S Karunakara</i> |

Jyothi
CONVENER

Ramamurthy
PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



Record of meeting, Subject, Agenda, Attendance, Action Taken Report, Minutes

Subject: Anti-Ragging Committee Meeting

| Meeting No. | Ref No: CEC/IQAC/ARC/ACY 2019-2020/OR/01 | Date: 19/01/2019 | Time | 3.30 PM |
|---------------|--|---|------|---------|
| Agenda Points | 1. | Review the minutes from the previous meeting. | | |
| | 2. | AICTE regulations | | |
| | 3. | Disciplinary procedures | | |
| | 4. | Anti-ragging issues if any | | |

Members Present

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Ms. Sowmya Naik P T | CSE | Member Secretary | |
| 4 | Dr H N Thippeswamy | HOD Civil | Member | |
| 5 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 6 | Dr. Sujatha K | HOD Physics | Member | |
| 7 | Mr. Vivekvardhan Reddy | CSE | Member | |
| 8 | Dr Uma T R | ME | Member | |
| 9 | Mr Mallikarjuna G S | ECE | Member | |
| 10 | Dr S Karunakara | ME | Member | |

Minute of Meeting

- The Chairman greeted the members and discussed about creating awareness amongst students
- The college authority stays updated with AICTE regulations and adjusts the constitution of the anti-ragging committee accordingly for each academic year.
- The college has implemented necessary measures through its disciplinary procedures to prevent and prohibit ragging.
- The Principal urged all members to monitor student activities across the campus, including in the canteen.



- No complaints were received from students or staff during the session, indicating a ragging-free environment. In concluding the meeting, the Chairman praised the efforts taken to prevent ragging and emphasized the need for continued vigilance. He urged all members not to become complacent about anti-ragging measures and to remain highly alert.
- The meeting concluded by thanking all the members

Action Taken Report

| SI No | Description | Action Taken |
|-------|---|-------------------------------|
| 1. | Review the minutes from the previous meeting. | Reviewed |
| 2. | AICTE regulations | Working accordingly |
| 3. | Disciplinary procedures | To be followed by the members |
| 4. | Anti-ragging issues if any | No complaints were reported |

Iyebi
CONVENER

Ramesh
PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



ANTI RAGGING CELL

Ref No: CEC/IQAC/ARC/ACY 2019-2020/OR/02

CIRCULAR

DATE: 19/01/2020

Anti-Ragging committee meeting is scheduled on 20/01/2020 at 3.00 PM in the Principal's office.

AGENDA:

1. Review and improve the current anti-ragging policies to ensure their effectiveness in preventing incidents.
2. Establish a schedule and assign responsibilities for conducting regular vigilance rounds to monitor and prevent ragging incidents on campus.
3. Design and execute awareness programs and workshops aimed at educating students about the consequences of ragging while promoting a safe and respectful campus environment.

The following members are requested to attend the scheduled meeting

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Ms. Sowmya Naik P T | CSE | Member Secretary | |
| 4 | Dr H N Thippeswamy | HOD Civil | Member | |
| 5 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 6 | Dr. Sujatha K | HOD Physics | Member | |
| 7 | Mr. Vivekvardhan Reddy | CSE | Member | |
| 8 | Dr Uma T R | ME | Member | |
| 9 | Mr Mallikarjuna G S | ECE | Member | |
| 10 | Dr S Karunakara | ME | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



| Record of meeting, Subject, Agenda, Attendance, Action Taken Report, Minutes | | | | |
|--|--|---|------|---------|
| Subject: Anti-Ragging Committee Meeting | | | | |
| Meeting No. | Ref No: CEC/IQAC/ARC/ACY 2019-2020/OR/02 | Date:20/01/2020 | Time | 3.30 PM |
| Agenda Points | 1. | Review and improve the current anti-ragging policies to ensure their effectiveness in preventing incidents. | | |
| | 2. | Establish a schedule and assign responsibilities for conducting regular vigilance rounds to monitor and prevent ragging incidents on campus. | | |
| | 3. | Design and execute awareness programs and workshops aimed at educating students about the consequences of ragging while promoting a safe and respectful campus environment. | | |

Members Present

| Sl No | Name | Department | Designation | Signature |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Ms. Sowmya Naik P T | CSE | Member Secretary | |
| 4 | Dr H N Thippeswamy | HOD Civil | Member | |
| 5 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 6 | Dr. Sujatha K | HOD Physics | Member | |
| 7 | Mr. Vivekvardhan Reddy | CSE | Member | |
| 8 | Dr Uma T R | ME | Member | |
| 9 | Mr Mallikarjuna G S | ECE | Member | |
| 10 | Dr S Karunakara | ME | Member | |

Minute of Meeting

- 1) The Chairman greeted the members and discussed about creating awareness among students
- 2) The convener discussed the refinement of policies

a) **Zero Tolerance Policy:** Ragging in any form is strictly prohibited and will not be tolerated



under any circumstances. Immediate disciplinary action will be taken against those found guilty of ragging.

- a) **Reporting Mechanism:** To Establish a confidential and accessible reporting system for students to report incidents of ragging. Ensure anonymity and protection for the complainant.
- 3) Conduct interactive orientation sessions during the induction week to educate new students about the available anti-ragging policies, reporting mechanisms, and support systems.
- 4) The convener informed that no complaints were registered
- 5) The meeting concluded by thanking all the members

Action Taken Report

| Si No | Description | Link |
|-------|--------------------------------|--|
| 1 | Refining Anti-ragging policies | The refinement was circulated among students regarding Zero Tolerance and also Reporting Mechanism |
| 2. | Awareness Program | It was accepted by the members to conduct an interactive session for freshers during induction program |


CONVENER


PRINCIPAL

Copy To:

- 1) IQAC
- 2) Principal



TRANSGENDER POLICIES

In recent years, India has made significant strides towards recognizing and supporting the rights of transgender individuals, including in the field of education. City Engineering College is in align with policies of national legislation to ensure inclusive and equitable admission practices for transgender staff and students. Below are the key policies and requirements, guided by relevant Indian acts and regulations and followed by City Engineering College.

Key Indian Acts and Policies

The Transgender Persons (Protection of Rights) Act, 2019:

- Recognition of Identity
- Non-discrimination
- Equal Opportunities

Admission Policies for Transgender Students

1. Non-discriminatory Admission Process:

- Inclusive Application Forms
- No Discrimination.

2. Reservation and Quotas:

- Reservation Policies
- Special Quotas

3. Awareness and Sensitization:

- Training Programs
- Awareness Campaigns

4. Support Services:

- Counseling and Mentorship
- Health Services

5. Facilities and Infrastructure:

- Gender-neutral Facilities
- Safe Spaces

6. Grievance Redressal:

- Dedicated Grievance Cell
- Confidential Reporting Mechanism



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7. Financial Support:

- Scholarships and Financial Aid
- Fee Concessions

8. Curriculum and Pedagogy:

- Inclusive Curriculum
- Inclusive Teaching Practices

Implementation and monitoring that the college aims to provide

1. Regular Monitoring:

- Evaluation Mechanisms
- Feedback Systems

2. Compliance with Legal Standards:

- Adherence to Laws (Protection of Rights) Act, 2019
- Periodic Review

By adopting and implementing these policies, City Engineering Colleges planning to create a more inclusive and supportive educational environment for transgender students, ensuring that they have equal opportunities to succeed and thrive in their academic and professional pursuits.



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SAFETY AND SECURITY

City Engineering College has implemented the following steps for ensuring the safety and security of women on the campus:

- Well-trained and vigilant security guards are stationed across the campus.
- Extensive CCTV surveillance network with 24x7 monitoring.
- Committee against Sexual Harassment in place as per the Prevention, Prohibition and Redressal of Sexual Harassment at work places Act 2013 and list of committee members displayed in strategic location inside Institution.
- Common rooms for women have been established to facilitate informal meetings and discussions.
- Counselling for girl students is done regularly by mentors/ experts.
- Deputation of women faculty to national and international seminars, conferences and technology meets.
- Establishing a Women Empowerment Committee to increasingly involve the women on the campus in organizing women-specific programmes and empower them to take on administrative and leadership roles .
- Ensuring the protection and safety of female students by having security guards deployed on the campus specially focusing on this Ensuring equal opportunities for female academicians in the campus even for the top posts in the college - to quote just one example, of the 3 heads of departments on the campus are women.
- The college's HR policy also focuses on women's welfare - women have the privilege of a maternity leave.
- Celebrating the International Women's Day: This is a special event for women, of women and by women, celebrated with a true spirit of joy and gaiety where the female staff and students are felicitated, and where women come out on their own to display their unique organizational skills and talent and where they get to listen to and interact with notable women achievers or celebrities.
- All-round excellence in academics, and co-curricular and extra-curricular activities are celebrated along with girls who have excelled especially in co-curricular activities and extra-curricular events. Maintaining a good "women-to-male persons ratio" on the campus at around, it is noteworthy that there is absolutely no gender discrimination in the college.

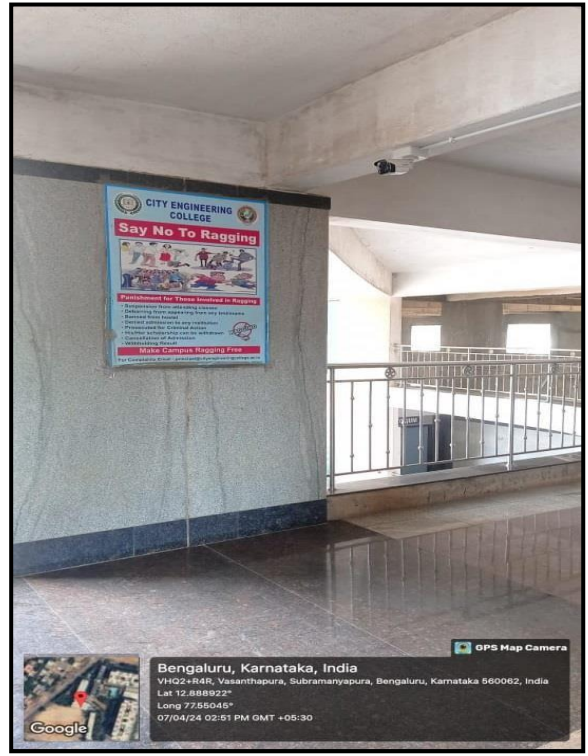


FIG 7: Awareness of Anti-ragging display poster in Main Block and CSE department

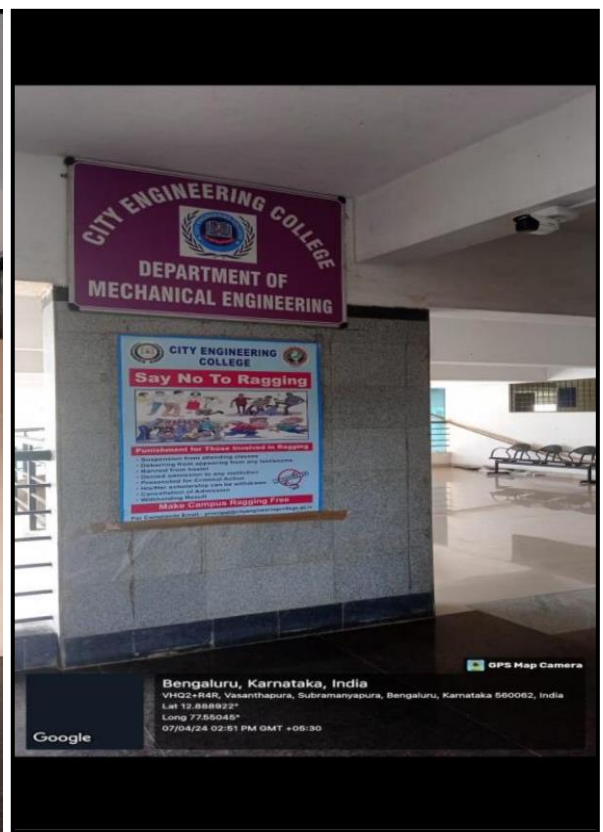


FIG 8: Awareness of Anti-ragging display poster near library and mechanical block



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CCTV (CLOSED-CIRCUIT TELEVISION) SECURITY GUARD/HI TECH SURVEILLANCE SYSTEM





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ANTI-SEXUAL HARASSMENT COMMITTEE

DATE: 05/05/2019

CIRCULAR

The meeting of the Anti-Sexual Harassment Committee is scheduled on 06/05/2019 in the principal's office at 3.30 PM.

Agenda:

- 1) Reconstitution of the Anti-Sexual Harassment Committee Members
- 2) Welcome and introduce the new members
- 3) Discuss the Roles and responsibilities of the committee members

The following members are nominated as committee members for the Anti-Sexual Harassment Committee for ACY 2019-2020

| SL NO | NAME | DEPARTMENT | DESIGNATION |
|-------|---------------------|----------------|------------------|
| 1 | Dr V S Ramamurthy | Principal | Chairman |
| 2 | Dr Jyothi P | Vice Principal | Convener |
| 3 | Ms. Sowmya Naik P T | CSE | Member Secretary |
| 4 | Dr. Sujatha K | HOD Physics | Member |
| 5 | Dr Uma T R | ME | Member |
| 6 | Ms. Shylaja K | ECE | Member |
| 7 | Ms. Shruthi Naik | ME | Member |
| 8 | Ms. Ambika P R | CSE | Member |

Jyothi
CONVENER

Ramesh
PRINCIPAL

Copy To:

- 1) IQAC
- 2) Principal

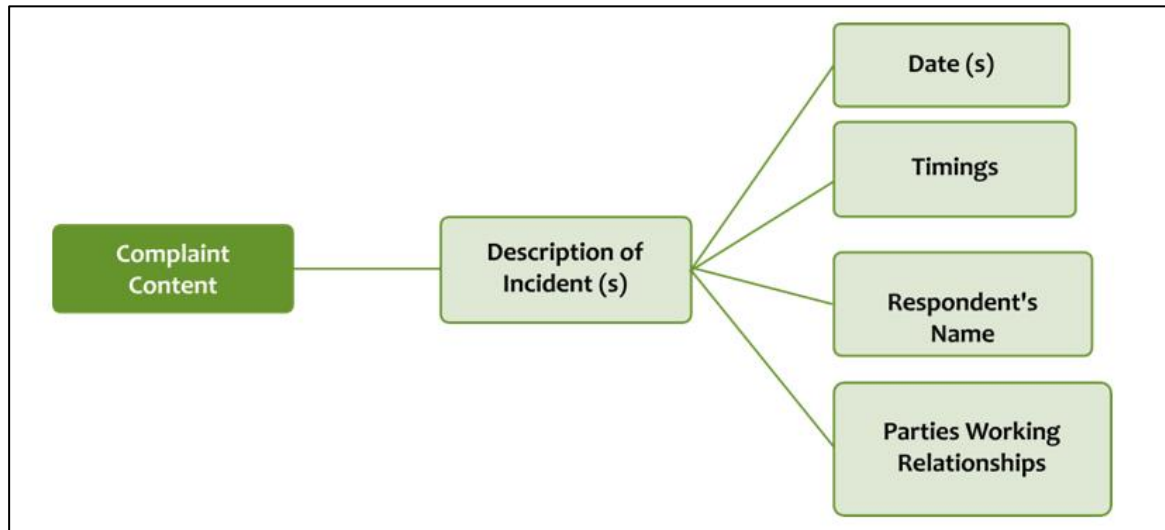


Fig 9: Key points to be noted during Complaint content

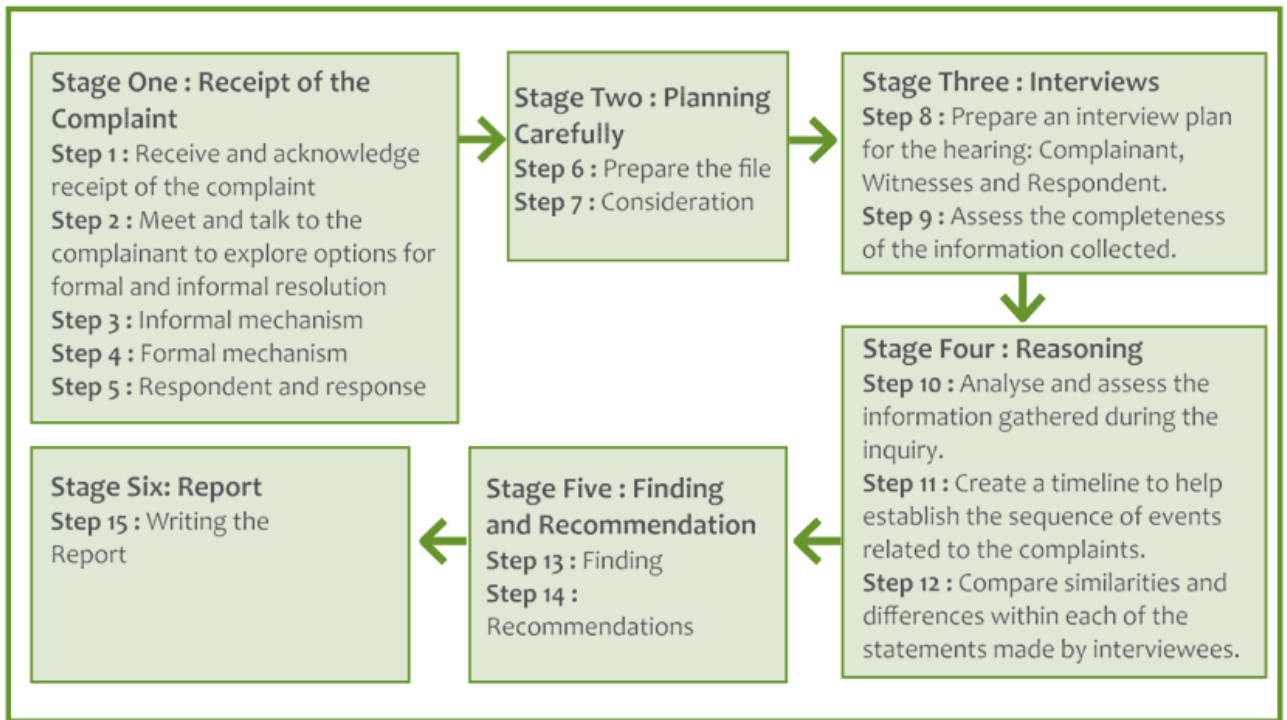


Fig 10: Sexual harassment Complaint Process



SANITARY PAD VENDING MACHINE AND DISPENSER



Fig 11: Sanitary pad vending machine



COUNSELLING CELL

COUNSELING OF GIRL STUDENTS BY FACULTY



Fig 12: One on one counselling Ladies



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COMMON ROOMS FOR LADIES



Fig 13: Common room for Ladies