



**7.1.1-Measures initiated by institution for promoting gender equity
Academic Year 2022-2023**

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7.1.1. Measures initiated by the Institution for the promotion of gender equity during the last five years

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:

a) Measures:

- 'Universal Human Values' Subject has been included as a part of 4th sem syllabus.
- 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.

b) Safety and Security Measures

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 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 programs 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 .
- 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.

c) Counselling

All of the teaching staff are mandatorily expected to play the role of Faculty Advisors (FAs) for a designated number of students each in their respective departments. About half the number of FAs are women and all of the female students also avail of the periodic counselling. The college has appointed a female yoga teacher. The teacher conducts special yoga sessions for all first-year students and for other interested students and staff.

d) Common rooms are available exclusively for girls on the campus.

e) Equal Opportunity for Transgender Person: According to Government Act -Transgender person Act,2019 (Protection of Rights) and rule 2020.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 with respect to Staff and Students for ACY 2022-23

MALE	FEMALE	TOTAL INTAKE
248	102	350

Fig 1: Student Intake Details Based on Gender

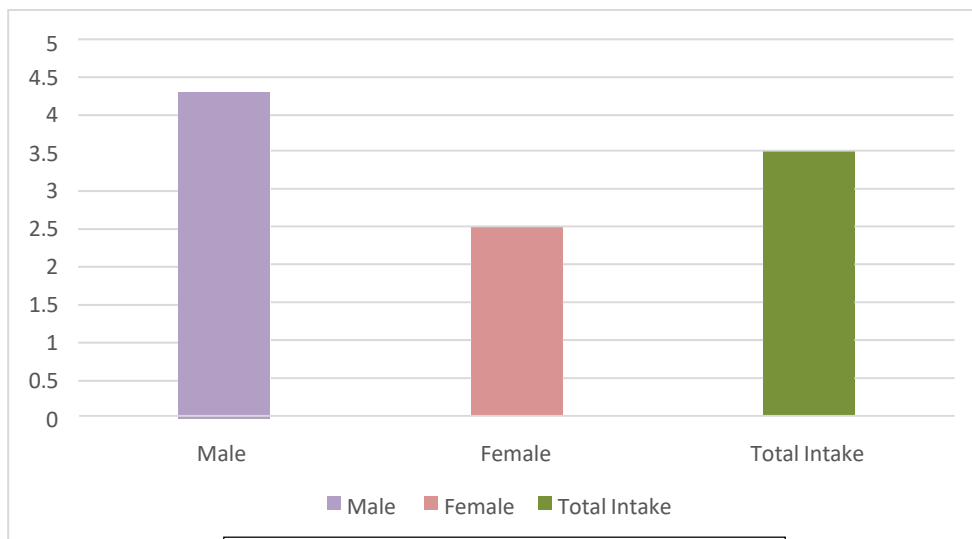


Fig 2: Student audit data based on Gender

Category	Intake 2022-2023
GM	39
OBC	102
SC/ST	28

Fig 3: Student Intake- Category Wise matrix for Boys

2022-2023

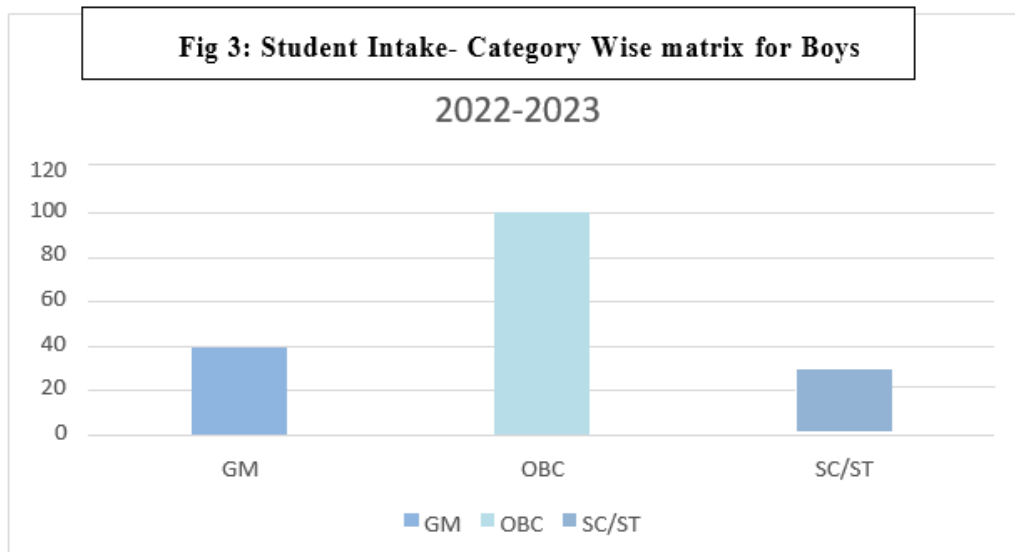


Fig 4: Student intake Audit data based on category for Boys



Category	Intake 2022-2023
GM	35
OBC	124
SC/ST	22

Fig 5: Student Intake- Category Wise matrix for Girls

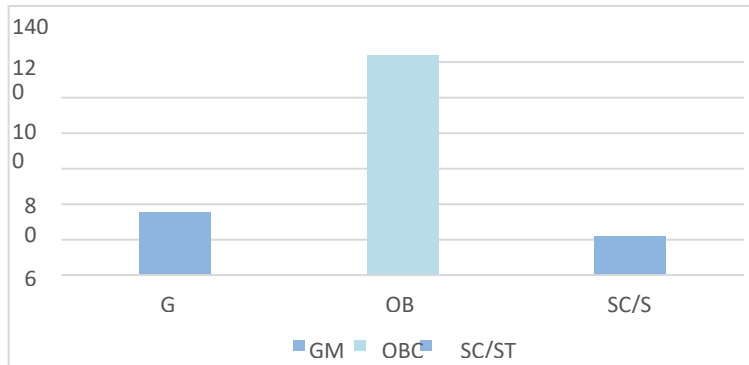


Fig 6: Student intake Audit data based on category for Girls

Faculty	2022-2023
Male	51
Female	40

Fig 7: Faculty Audit data

Faculty	2022-2023
Male	33
Female	31

Fig 8: Non-Teaching Audit data

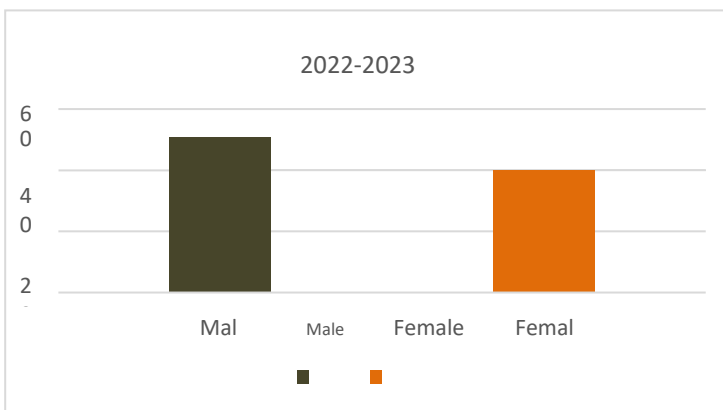


Fig 9: Faculty Audit data

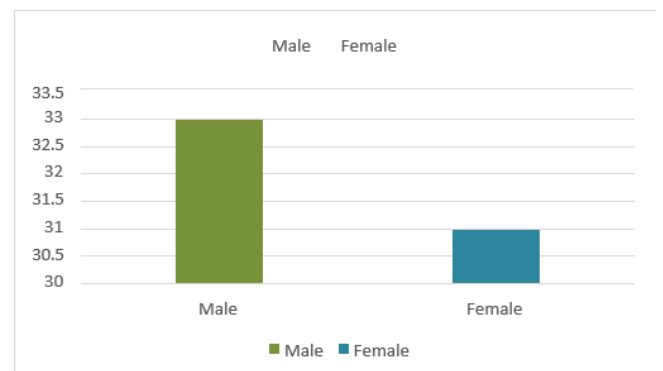


Fig 10: Non-Teaching Staff Audit data



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
- Monitor and Evaluate
- Promote Inclusive Practices
- Awareness Campaigns

PRESENT COMMITTEE MEMBERS:

SI No	MEMBERS	DEPARTMENT	DESIGNATION
1	Dr. H N Thippeswamy	Principal	Chairman
2	Mr. Shiva Swamy	Office Staff	Member Secretary
3	Dr. Mohammad Mathenulla	Placement Officer	Convener
4	Dr. Jyothi	Vice-Principal	Member
6	Ms. Vani	Admin Staff	Member
7	Ms. Dolly. D. Patil	Student	Member



GENDER SENSITIZATION COMMITTEE

Ref No: CEC/IQAC/GSC/ACY 2022-2023/OR/01

Date 28/09/2022

CIRCULAR

The First meeting of the Gender Sensitization Committee is scheduled on 28/09/2022 in the principal's office at 3.00 PM

Agenda

1. Discussion on the effectiveness of current gender policies within the organization.
2. Suggestions for revisions to enhance inclusivity.

The following Committee members are requested to attend the meeting.

Sl No	Name	Department	Post
1	Dr. H N Thippeswamy	Principal	Chairman
2	Mr. Shiva Swamy	Office Staff	Member Secretary
3	Dr. Mohammad Mathenulla	Placement Officer	Convener
4	Dr. Jyothi	Vice-Principal	Member
6	Ms. Vani	Admin Staff	Member
7	Ms. Dolly. D. Patil	Student	Member


CONVENER


PRINCIPAL

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- 1) **The IQAC**
- 2) **The Principal**



ACTIVITIES CONDUCTED BY GSC COMMITTEE

BRIDGING THE GAP: ADVANCING GENDER EQUITY IN EDUCATION

Gender equity in education is a fundamental aspect of achieving social justice and economic development. In India, significant strides have been made toward improving gender parity in education. However, disparities remain in enrollment, retention and educational outcomes between genders, particularly in rural and disadvantaged areas.

Objectives

1. **Assess Enrollment and Access Disparities:** Evaluate current enrollment rates and access to education for boys and girls across different educational levels (primary, secondary and higher education) and identify regional and socio-economic disparities.
2. **Analyze Academic Achievement:** Examine gender differences in academic performance, focusing on achievement rates, dropout rates and subject-specific performance to understand how these differences affect educational outcomes.
3. **Identify Barriers to Gender Equity:** Identify and analyze key barriers preventing gender equity in education, including socio-economic, cultural and systemic factors that affect girls' educational opportunities and attainment.
4. **Evaluate Existing Initiatives:** Review the effectiveness of current government and non-governmental initiatives aimed at promoting gender equity in education, including scholarships, outreach programs and infrastructure improvements.
5. **Develop Recommendations:** Propose actionable recommendations for policymakers, educators, and stakeholders to address identified disparities and barriers and to enhance gender equity in the Indian education system.



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

PRESENT COMMITTEE MEMBERS:

SI No	NAME	DEPARTMENT	DESIGNATION
1	Dr. Jyothi P,	Vice Principal	chairperson
2	Dr. Sowmya Naik P. T.	Prof CSE	Secretary
3	Dr. Sujatha K	Prof & HOD Physics	Member
4	Dr. Shalini	Prof & HOD ECE	Member
5	Ms. MANOGNA P	Student	Member



WOMEN EMPOWERMENT COMMITTEE

RefNo: CEC/IQAC/WEC/ACY 2023-2024/OR/01

DATE: 05/07/2022

CIRCULAR

The Women Empowerment Committee meeting is scheduled on 05/07/2022 in principal's office at 3:15 PM.

Agenda

- Discussion of planned events and initiatives.
- Proposal of new initiatives or suggestions.

The following members are requested to attend the meeting.

SL NO	NAME	DEPARTMENT	DESIGNATION	SIGNATURE
1	Dr. Jyothi P,	Vice Principal	Chairman	
2	Dr. Sowmya Naik P. T.	Prof & HOD CSE	Convener	
3	Dr. Sujatha K	Prof & HOD Physics	Convener	
4	Dr. Shalini	Professor	Member	
5	Ms. MANOGNA P	Student	Member	

CONVENER

PRINCIPAL

Copy to:

- 1) The IQAC
- 2) The Principal



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

Subject: Women Empowerment Committee Meeting			
Meeting No.	01	Date: 05/07/2022	Time: 3:15 PM
Agenda			
1.	Discussion of planned events and initiatives.		
2.	Proposal of new initiatives or suggestions.		

Members Present

SL NO	NAME	DEPARTMENT	DESIGNATION	SIGNATURE
1	Dr. Jyothi P,	Vice Principal	Chairman	
2	Dr. Sowmya Naik P. T.	Prof & HOD CSE	Convener	
3	Dr. Sujatha K	Prof & HOD Physics	Convener	
4	Dr. Shalini	Professor	Member	
5	Ms. MANOGNA P	Student	Member	

Minutes of Meeting No 1:

- The meeting was called to order by the committee chairman, Dr. H N Thippeswamy. Each member
- Plans for a community outreach program to involve more participants was discussed
- Members also proposed to conduct a few awareness programs in the campus.
- Status on current safety status for women in the institution was assessed.
- Meeting concluded with thanking all the members.

Action Taken Report

Sl No	Action Taken
1	A needs assessment survey to be conducted
2	An awareness program/workshop to be conducted for all faculty and students.

Convener

Principal



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WOMEN EMPOWERMENT COMMITTEE

RefNo: CEC/IQAC/WEC/ACY 2022-2023/OR/02

DATE: 03/02/2023

CIRCULAR

The Women Empowerment Committee meeting is scheduled on 03/02/2023 in principal's office at 3:15 PM.

Agenda

1. To discuss the action taken on the minutes of previous meeting.
2. Measures to take up the safety measures in the campus.
3. Presentation of action reports from members.

The following members are requested to attend the meeting.

SL NO	NAME	DEPARTMENT	DESIGNATION	SIGNATURE
1	Dr. Jyothi P,	Vice Principal	Chairman	
2	Dr. Sowmya Naik P. T.	Prof & HOD CSE	Convener	
3	Dr. Sujatha K	Prof & HOD Physics	Convener	
4	Dr. Shalini	Professor	Member	
5	Ms. MANOGNA P	Student	Member	

CONVENER

PRINCIPAL

Copy to:

- 1) The IQAC
- 2) The Principal



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

Subject: Women Empowerment Committee Meeting			
Meeting No.	02	Date: 03/02/2023	Time: 3.15 PM
Agenda			
1.	To discuss the action taken on the minutes of previous meeting.		
2.	Measures to take up the safety measures in the campus.		
3.	Presentation of action reports from members.		

Members Present

SL NO	NAME	DEPARTMENT	DESIGNATION	SIGNATURE
1	Dr. Jyothi P,	Vice Principal	Chairman	
2	Dr. Sowmya Naik P. T.	Prof & HOD CSE	Convener	
3	Dr. Sujatha K	Prof & HOD Physics	Convener	
4	Dr. Shalini	Professor	Member	
5	Ms. MANOGNA P	Student	Member	

Minutes of Meeting No 2:

- Principal, Dr. H N Thippeswamy sir greeted all the members and started the meeting as per agenda. Planning for health awareness camps focusing on women's health issues.
- Upcoming Events and workshops were discussed.
- Possible mentoring to female students were discussed to bring awareness on women health and safety was proposed.
- Meeting concluded with thanking all the members

Action Taken Report

Sl No	Action Taken
1	Monthly counselling sessions to be held for female students to share their grievances
2	Conduct a talk on women safety to all female faculties, staffs and students

Convener

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

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

- Recognition of Identity
- Non-discrimination
- Equal Opportunities

2. The National Education Policy (NEP), 2020:

- Inclusive Education
- Scholarships and Support

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

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.



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 programs 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.



ANTI-RAGGING COMMITTEE

REF NO :CEC/IQSE/ARC/C5.1.4/ACY 2022-23/OR/01

Date: 21-04-2022

Circular

The following members are appointed as a part of Anti ragging Committee.

Name	Department	Designation	Signature
Dr H N Thippeswamy	Principal	Chairman	
Dr Jyothi P	HOD Mathematics	Convener	
Dr. Rajashekar P	HOD Chemistry	Member Secretary	
Dr. Sujatha K	HOD Physics	Member	
Dr Karunakara	HOD ME	Member	
Dr Vagdevi S	HOD AIML	Member	
Dr Sowmya Naik P T	HOD CSE & EO	Member	
Dr Uma T R	ME	Member	
Mr Mallikarjun	HOD ECE	Member	

Convener/Secretary

Principal

Copy to:

- 1) The IQAC
- 2) The Principal



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Anti-Ragging Committee

CEC/IQAC/C5.1/ACY2022-2023/OR/01

Date: 21-04-2022

Circular

We wish to inform you that an Anti-Ragging awareness program is organized on 22-04-2022 by **Dr. Sowmya Naik, HOD, CSE** in City Engineering College auditorium at 11.00 am.

All are cordially invited.

Principal



Anti-Ragging Awareness Program

Date:22/04/2022

Introduction

Ragging is a serious offense and a menace in educational institutions. It involves various forms of abuse, harassment, and humiliation inflicted upon new students by senior students. To combat this issue, the institution has formed an Anti-Ragging Committee dedicated to ensuring a ragging-free environment.

Dr. Sowmya Naik P T, Head of the Department of CSE and a committee member, provided a detailed explanation and raised awareness for the first-year students.

Objectives

The primary objectives of the Anti-Ragging Committee are:

1. To prevent ragging activities within the campus.
2. To create awareness about the adverse effects of ragging.
3. To establish a secure and supportive environment for new students.
4. To handle complaints related to ragging and take necessary action.



Fig 11: Awareness program on Anti ragging

Activities Undertaken

- During the orientation program for new students, detailed sessions on anti-ragging policies were held.
- New students were informed about their rights and the mechanisms in place to protect them from ragging.
- Launched a 24/7 helpline for students to report any incidents of ragging anonymously.
- Conducted regular inspections in canteens, and other common areas to monitor any suspicious activities.
- Installed CCTV cameras in critical areas to enhance surveillance and deter potential ragging incidents.
- Provided counselling services for victims of ragging to help them cope with the trauma and regain confidence.



- Organized peer support groups to foster a sense of community and mutual support among students.
- Implemented strict disciplinary actions against students found guilty of ragging, including suspension and expulsion.

Outcomes

The Anti-Ragging Committee's efforts have led to:

- A significant reduction in reported ragging incidents.
- Increased awareness among students about the harmful effects of ragging.
- A safer and more welcoming environment for new students.
- Enhanced trust and confidence in the institution's commitment to student welfare.

Conclusion

The Anti-Ragging Committee remains committed to eradicating ragging and fostering a culture of respect and dignity within the institution. Through continued vigilance, education, and support, we aim to create a safe and conducive environment for all students.

A handwritten signature in green ink that reads 'S. Karban'.

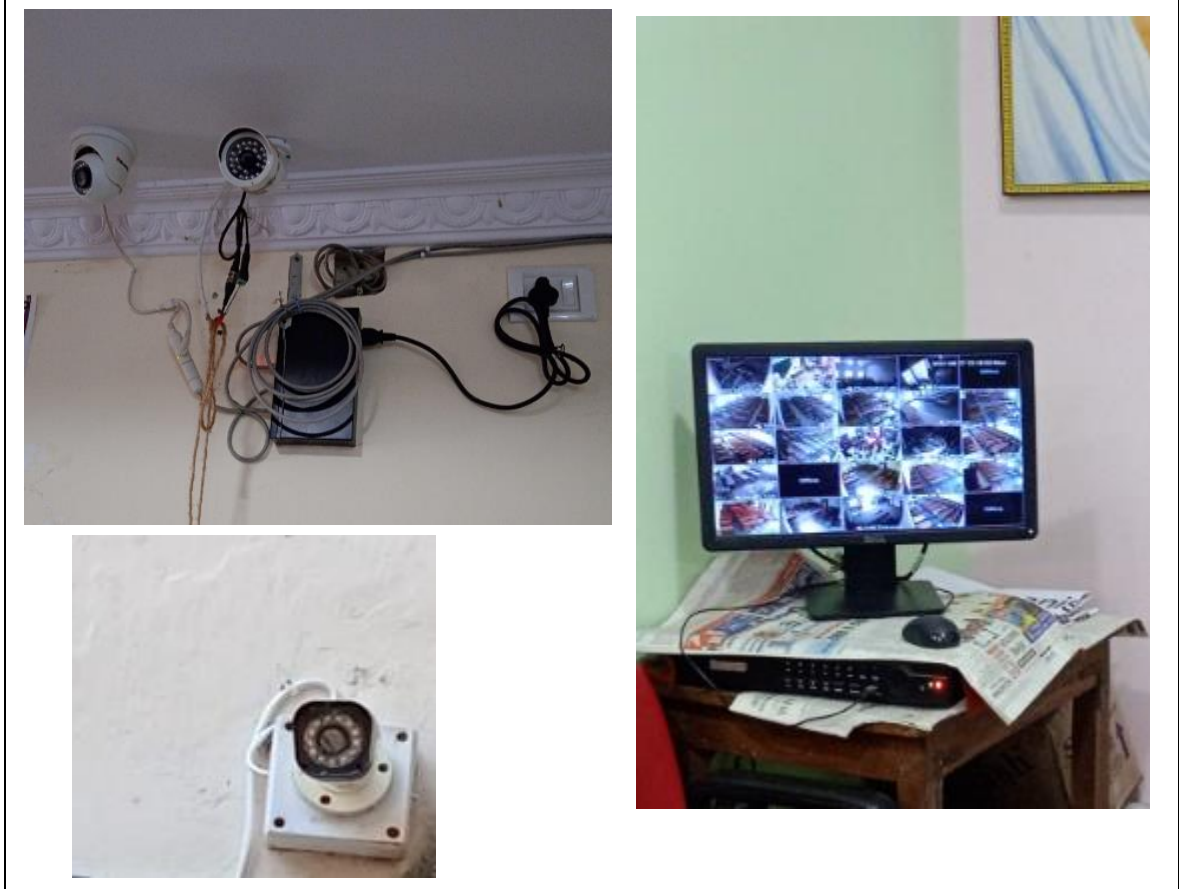
PRINCIPAL



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



Fig 12: Security guard and CCTV within the campus





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ANTI-SEXUAL HARASSMENT COMMITTEE

RefNo: CEC/IQAC/ASHC/ACY 2022-2023/OR/01

DATE: 15/09/2022

CIRCULAR

The meeting of the Anti-Sexual Harassment Committee is scheduled on 15/09/2022 in the principal's office at 3.30 PM. The following members are nominated as Anti-Sexual Harassment Committee for ACY 2022-2023.

Si No	Name	Department	Post	Signature
1	Dr Jyothi P	Vice Principal	Chairman	
2	Dr Sowmya Naik P T	HOD CSE & EO	Convener	
3	Dr. Sujatha K	HOD Physics	Member Secretary	
4	DR Shalini Prasad	HOD ECE	Member	
5	Ms. Vani	Office Staff	Member	
6	Ms Hitha	Instructor	Member	
7	Ms. Chinmayi	Student	Member	
8	Ms Kokila	Student	Member	
9	Ms Keerthana	Student	Member	
10	Ms. Kamala Iswar	NGO (External)	Member	


CHAIRPERSON/CONVENER


PRINCIPAL

Copy to:

- 1) The IQAC
- 2) The Principal



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

Subject: Anti-Sexual Harassment Committee Meeting				
Meeting No.	01	Date: 15-09-2022	Time	3.30 PM
Participants				
	1.	Welcome and introduce the new committee members		
	2.	Awareness about sexual harassment policies and rules		

Members Present

Sl No	Name	Department	Post	Signature
1	Dr Jyothi P	Vice Principal	Chairman	
2	Dr Sowmya Naik P T	HOD CSE & EO	Convener	
3	Dr. Sujatha K	HOD Physics	Member Secretary	
4	DR Shalini Prasad	HOD ECE	Member	
5	Ms. Vani	Office Staff	Member	
6	Ms Hitha	Instructor	Member	
7	Ms. Chinmayi	Student	Member	
8	Ms Kokila	Student	Member	
9	Ms Keerthana	Student	Member	
10	Ms. Kamala Iswar	NGO (External)	Member	

Minute Of Meeting

- 1) The chairman welcomed and introduced the new committee members.
- 2) The convener discussed the roles and responsibilities of the committee members, which was agreed upon and approved by all the members

Roles & Responsibilities

- Assuring a sexual harassment-free academic, workplace environment and preventing sexual harassment by protecting women at the workplace.
- Any complaint received by the members should be immediately forwarded and this must be notified to other committee members at the earliest and a meeting should be called to discuss the matter.
- The Committee shall discuss and decide to deal with the case or reject the complaint and recommend to the Institute that action/no action is required to be taken in the matter



-
- The Committee shall proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent considering sexual harassment as misconduct.
- 3) The meeting concluded by thanking all the members

Action Taken Report

SI No	Action Taken
1.	The list of new committee members was put up on all notice boards.
2.	Conduction of awareness programs was proposed.


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- 2) The Principal

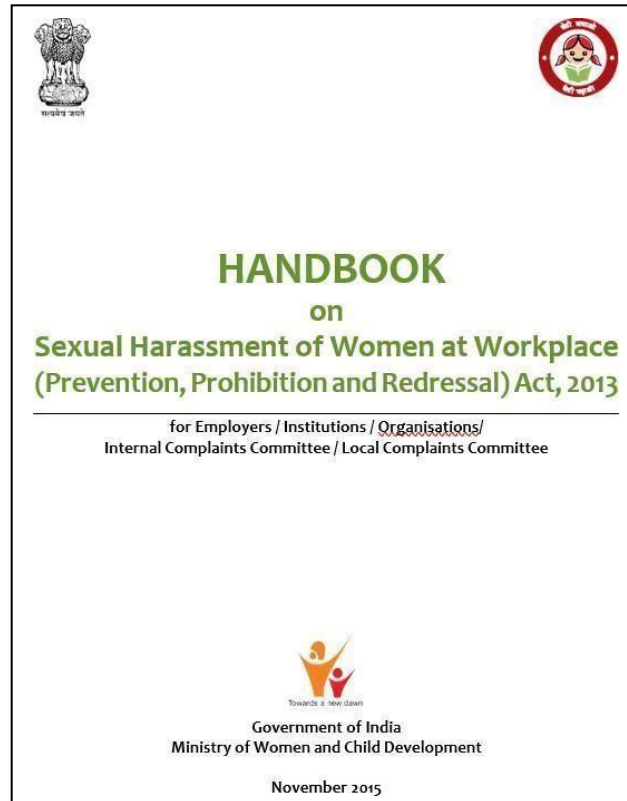


Fig 12: Handbook on Sexual harassment procedure followed in City Engineering college given by Govt of Karnataka

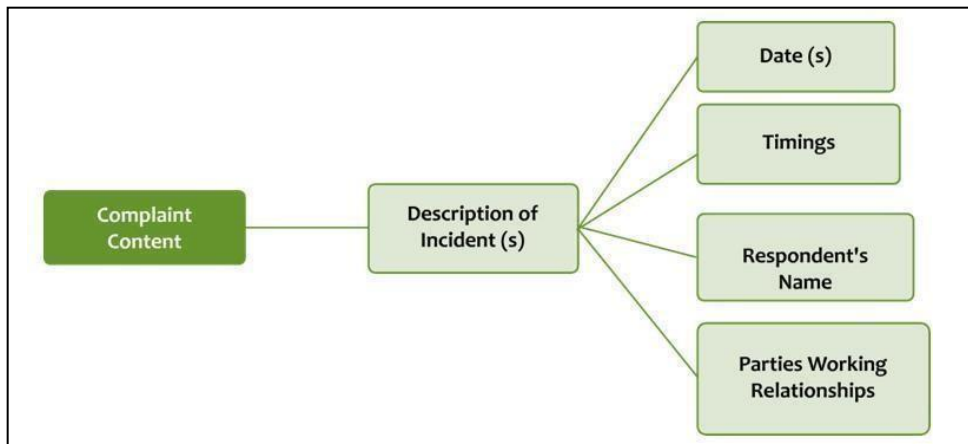


Fig 13: Key points to be noted during Complaint content

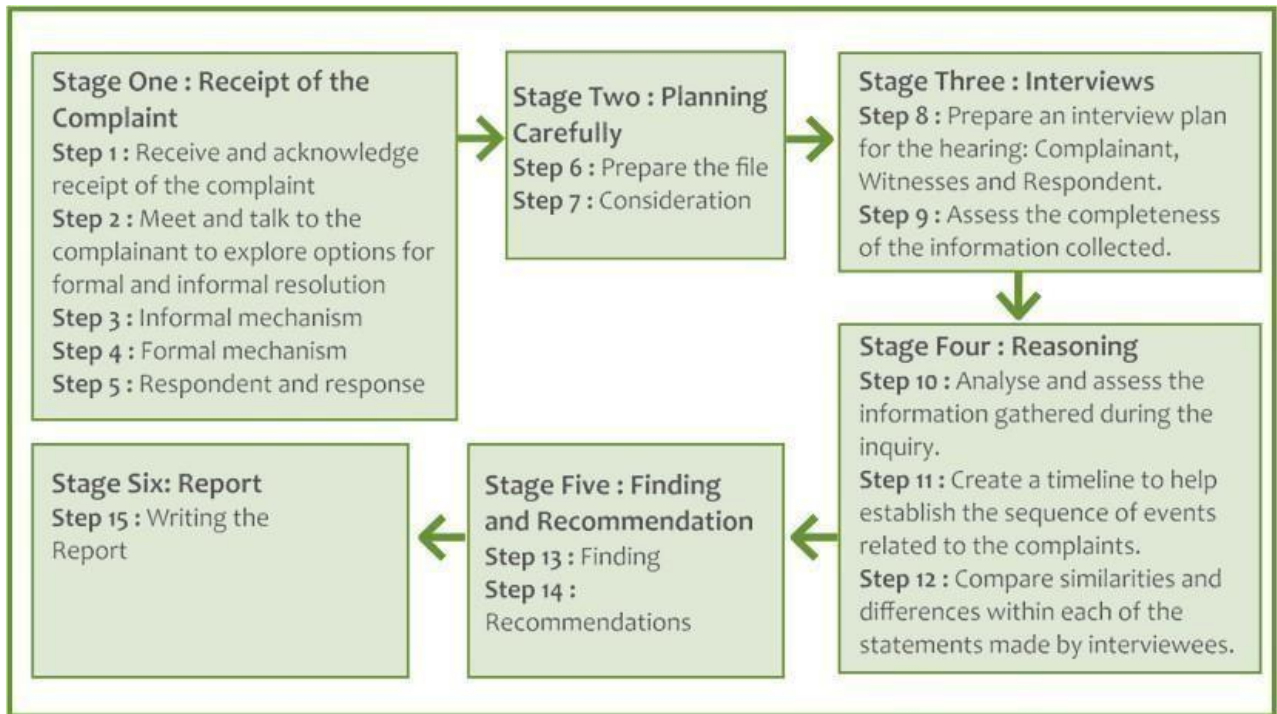


Fig 14: Sexual harassment Complaint Process



Fig 15: Elements of Behavior in Sexual Harassment Complaint Process

COUNSELLING CELL, SANITARY PAD VENDING MACHINE AND FIRE EXTINGUISHER



Fig 17: Faculties interaction with Female students

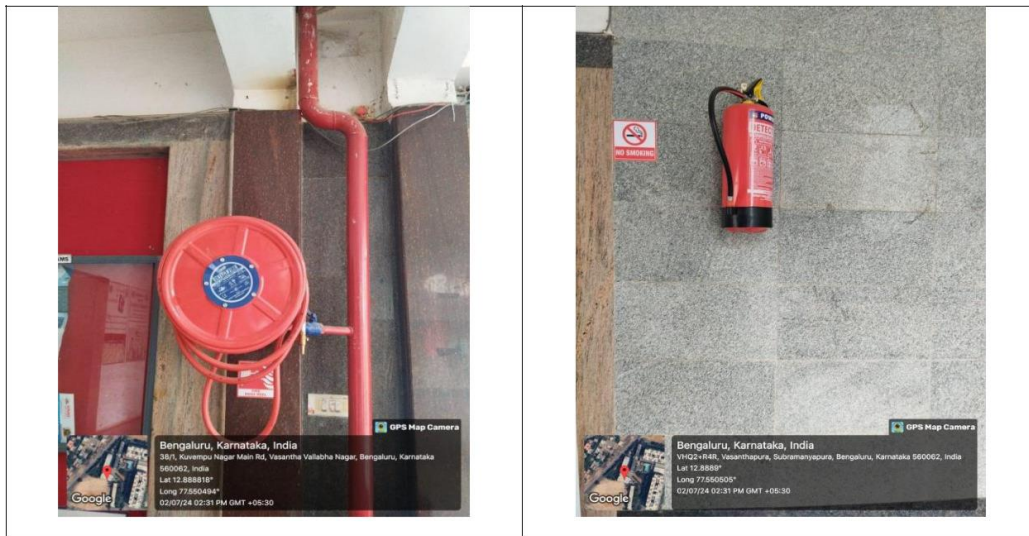


Fig 18: Fire extinguisher, Sanitary Pad vending machine and Dispenser

DAY CARE CENTER AND COMMON ROOM FOR IADIES

Ss



Fig 19: Day Care Center in the college premise



Fig 20: Common room for ladies