

LAL BHADUR SHASTRI GOVERNMENT DEGREE COLLEGE

SARASWATINAGAR-171206

DISTT. SHIMLA H.P.

A NAAC ACCREDITED 'B+' COLLEGE

7.1.1 Annual Gender Sensitization Action Plan

LBS Govt. Degree College, Saraswatinagar, Sawra ensures equal concern for girls and boys in the institution in all the curricular, co-curricular and extracurricular activities. Women's empowerment and gender equality are one of the primary concerns of the institution. To bring a positive change in the attitude and equity among genders the institution look into the following practices:

- Awareness Programs on Health & Hygiene, Nutrition, Menstruation, Sexual Harassment, Gender Sensitization etc.
- Hb Test of the girls by health supervisors to ensure their well being.
- Conducts activities like Mehandi Competition, Rangoli Competition etc.
- Skill based Workshops on Computer, Beautician course, Handicrafts etc. by well trained professionals to make our girl students efficient and independent.
- Workshop on Self Defense to improve the confidence of the students.
- Professional counseling to the students by the staff or resource person from outside like lawyer, doctor etc.
- Guidance regarding the financial stability of the students.
- Celebration of 'World's AIDs Day' on 1st December and 'International Women's Day' on 8th March every year.
- Cultural/sports competitions during annual sports meet.
- A general house for the female staff (teaching & non teaching) to share their grievances, problems and also to discuss about health, nutrition & hygiene.


Principal
LBS GDC Saraswatinagar
Distt Shimla HP-171206

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7.1.1 Gender equity promotion initiatives taken during the last five years (2016-2021):

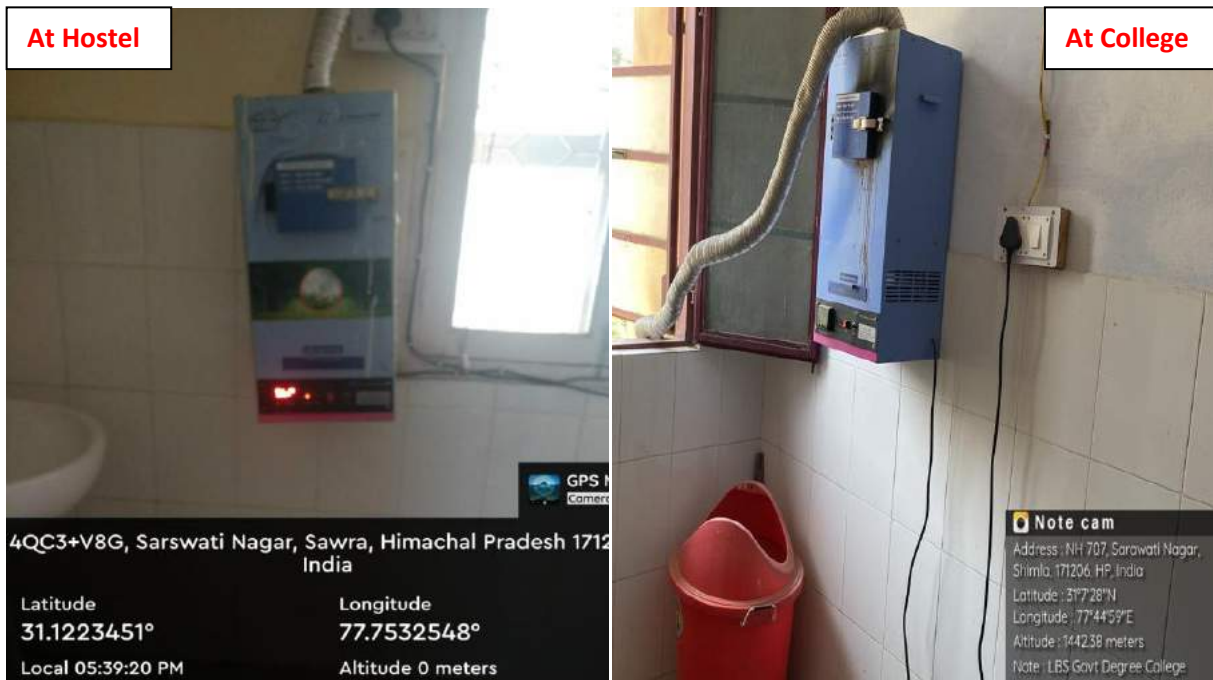
- 1. 'Women Grievance/ Sexual Harassment & Redressal Cell':** College has a 'Women Grievance/Sexual Harassment & Redressal Cell' which includes most of the female staff members to ensure the healthy/friendly environment for the girls of the institution. The members also make them aware regarding their health & hygiene, menstrual hygiene, drug abuses and other social issues.
- 2. Internal Complaint Cell (ICC):** Institution has constituted an Internal Complaint Cell for the students in the session 2020-21 where they can reach without any hesitation to complaint about issues like eve teasing, any kind of physical, mental or social assault.
- 3. Common Room:** Common Room for the girls is also there in the college where girls can sit and relax comfortably with the ease. A sanitary napkin vending machine has also been installed in the common room for the girls.



- 4. CCTV Cameras:** Whole campus is under the extensive surveillance as CCTV cameras are present in every nook and corner except washrooms to ensure the safety and security of the students in the college.



5. Incinerator: There are two incinerators in the college, one in the girls' washroom and other in the hostel to dispose of the sanitary pads which is helpful in making eco-friendly environment.



6. Suggestion/complaint Box: Suggestion/complaint box has been installed at the entrance of the college for all the students.



7. Strict implementation of Anti-Ragging, Anti-Smoking and Mobile Free Campus: College has constituted Anti Ragging Committee and Discipline Committee to check any kind of nuisance and ragging in the college premises. Students are not allowed to use their mobiles in the classrooms, corridors and campus except the specified allocated areas.

8. Security checkpoints at all campus entries and exits: College entries are strictly under surveillance. All the students are mandatory to wear their identity cards which are checked at the entry gates on daily basis. So there is no entry for hooligans and strange people in the college without prior permission from the head of the institution.

9. Sewing Machines at Girl's Hostel: Institution has provided the sewing machines in the girl's hostel for repairing and mending the clothes and also to enable the girls to learn sewing skills during their free time.



Initiatives taken by the institution for the promotion of gender equity during the last five years:

S.No.	Name of the Program	Duration	No. of Participants
	Session 2016-17		
1.	Introductory Session	30.07.16	85 Girls
2.	Lecture on Sexual Harassment	11.08.16	72 Girls
3.	Lecture on threat of internet safety measures	21.12.16	51 Girls 29 Boys
4.	Lecture cum Workshop on Basics of Computer Skills	02.03.17	15 Girls 20 Boys
5.	International Women's Day	08.03.17	55 Girls 20 Boys
6.	Lecture on Self Defense	29.03.17	75 Girls
	Session 2017-18		
1.	Workshop on Arts & Craft	01.03.2018 to 10.03.2018	
2.	International Women's Day	08.03.18	
	Session 2018-19		
1.	Workshop on Self Defense	01.10.18 to 08.10.18	100 Girls
2.	Lecture on Health & Hygiene	07.09.18	60 Girls
3.	Workshop on Beautician as Career Option	16.07.18 to 04.08.18	26 Girls
4.	Workshop on Handicraft	21.07.18 to 21.08.18	31 Girls
5.	Mehandi Competition	08.08.2018	30 Girls
6.	International Women's Day	08.03.2019	49 Girls did Hb Test
	Session 2019-20		
1.	Introductory & Awareness Program on Health & Hygiene (Sanitation)	30.07.19	160 Girls
2.	Mehandi Competition	03.08.19	40 Girls
3.	Hemoglobin Test	20.09.19	71 Girls

4.	Awareness Program on Gender Sensitization	23.09.19	123 Girls
5.	Workshop on Art & Craft	25.02.20 to 05.03.20	35 Girls
6.	International Women's Day	08.03.20	65 Girls
	Session 2020-21		
1.	Online lectures on various issues like health and hygiene, sanitation, menstruation (Due to COVID-19 Pandemic)		

INTERNAL COMPLAINT CELL (ICC)

Meeting of 'Women Redressal cum Sexual Harassment Committee' to constitute an Internal Complaint Cell, ICC (25.03.2021)

A meeting of 'Women Redressal cum Sexual Harassment Committee' was held on 25th March, 2021 at 12:30 pm. The agenda of meeting was to constitute an 'Internal Complaint Cell (ICC)' in the college to handle the complaints of the students regarding sexual harassment/abuses or any other violence that may be emotional, physical or social. All the members of women cell were decided to be the part of the ICC. It was decided to call the complainant individually and hear her/his side of the story and take it in writing. Then the accused will be called to listen to her/him without any biases. This too shall be taken in writing and then to deal with the issue, procedure according to UGC guidelines would be followed.

Dr Pooja Dulta, member of ICC from our college, has attended a training program on sexual harassment of women at workplace at HP University held on 19th March 2021 to gain more knowledge about the functioning of ICC in the college.


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Members of ICC:

Dr Pooja Dulta
Prof Sandhira
Dr Punam Chauhan
Dr Shallu Dogra
Smt Roshni Chauhan
Smt Tara Devi

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