

DHSK COMMERCE COLLEGE



Institutional Values and Best Practices

Indicator-7.1 Institutional Values and Social Responsibilities

Metric No.	Sl. No.	Content
7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years	7.1.1 a	Specific facilities and Safety Measures for Women
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Authenticated
Indraganati
Principal
D.H.S.K. Commerce College,
Dibrugarh

Introduction:

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

Response:

The college is committed to ensure a safe and secure environment for the girl students/female employees of the institution. Several measures have been initiated during the period of last five years for promoting gender equality and women empowerment as per the Gender Sensitization Action Plan of the college.

Internal Complaints Committee (ICC): The College has adopted a zero tolerance policy against any kind of sexual harassment. The ICC has been working with an enthusiastic zeal towards increasing gender sensitization. An online meeting on 'Roles & Responsibilities of the College Fraternity in Current Times', 'Talk with Students on Gender Issues', an awareness programme on 'The ABC of Gender Inclusiveness', Special interactive Session for students on 'Mental Health & Stress Management' as well as Poster Making and Rangoli Competitions on 'Gender equality' etc. were organized by the committee during the last five years period.

Gender Champion Club (GCC): The 'Gender Champion Club'(GCC) of the institution, a pioneer club of this kind among the colleges of Assam has performed many activities in the last five years to promote gender equality. These included an orientation programme for school students, signing an petition on 'Making Educational Spaces Gender Neutral in Assam', staging a play on the theme 'Feminism is fake, Its confusing', a Treasure hunt competition 'All are equal, though not the same'; an interactive programme 'Earn While You Learn: The Perfume Story' centred on an entrepreneur girl student of the college and a programme on 'Career Planning: A Way ahead after B.Com'.

Women Cell: The Women Cell of the college have been organising various programmes for empowerment of women. Felicitating a 'KBC' winner alumna of the college, organizing a Two-day 'Capacity building programme for Women working group of Dibrugarh', establishing a 'Martial Art Self-defence Training Centre'; programmes on 'Legal Rights of Women' and 'Menstrual Hygiene' are among the important tasks undertaken by the cell during the last five years. An

international lecture on 'Potentiality in Hospitality industry' and a 'Project Women Equation Exhibition' too were organized by the cell.

Girls' Common Room: There is a Girls' Common Room with the facility a sanitary pad vending machine, an incinerator, a water-cooler alongwith other basic amenities.

Women's Hostel: A 66 bed hostel equipped with a gymnasium and other basic amenities is available for a healthy living to provide a safe abode for outstation girl students/female employees of the college.

Installation of CCTV Cameras and Deployment of Female Cleaning Workers: CCTV cameras installed in important locations of the college have ensured safety for girl students/female staff. Further, only female cleaning workers have been deployed in the college.

Female Representative in the Students' Union: The Girls' Common Room Secretary in the Students' Union takes care of issues pertaining to girl students.

Besides '**Equal Opportunity Cell**'(EOC), **Anti-ragging Cell, Day Care Centre, gymnasium, sick room, separate reading section in the library for the girl students** etc. too have also been playing vital roles in promotion of safety and gender equality measures in the institution.

Detailed Contents meant for Creating Link:

Internal Complaints Committee (ICC): The Internal Complaints Committee (ICC) of the college was constituted way back on June 14, 2016 as per UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees and Students of Higher Educational Institutions) Regulations, 2015. Earlier, the institution had a 'Gender Sensitization Committee Against Sexual Harassment, which functioned following an approved policy by its Governing body covering three major functions : Gender sensitization & orientation, Crisis management & mediation as well as Formal enquiry and redressal. The committee has already initiated steps through its internal members' regular meetings to keep a separate register for registering complaints at the institution's principal's chamber, for displaying relevant posters in the campus, for submitting complaint through college website etc. During the session 2021- 2022, the ICC a total of five different programme of importance. Those included an Initiation programme for Student

members as Gender Champions on December 17, 2021. an online meeting on the theme 'Roles & Responsibilities of the College Fraternity in Current Times' on August 2, 2020 benefitted all the employees of institution a lot; in which Chinmoyee Talukdar, Deputy Director of Higher Education, Assam participated as the Resource person. Again on January 5, 2022 a 'Talk with Students on Gender Issues' was organized by the committee with Leena Doley, the then SP, Nagaon as the Resource person in association with the Women's Cell of the college. Further, a Students' interactive Session on 'Mental Health & Stress Management' was also organized on June 10, 2022 with Dr. Seujee Goswami, Psychiatrist, NIMHANS, Bangalore as the Resource person in association with the Students' Union. Besides, a Rangoli competition in association with Girls' Common Room Secretary on the theme 'Gender Equality' and a Poster Making Competition in association with Women's Cell of the institution on the theme 'Gender Equality Today for a Sustainable Tomorrow' were organized by the committee on January 5, 2022 and March 8, 2022 respectively. The committee organised an awareness programme on “the ABC of Gender Inclusiveness” on September 10, 2022, where a noted gender activist and social worker Rituparna Neog was invited as Resource person who highlighted on the socially constructed concept of gender.

'Gender Champion Club'(GCC): The 'Gender Champion Club'(GCC) of the college was inaugurated on September 10, 2021 with 15 students of the college as gender champions. The newly inducted members pasted handmade pamphlets of important helpline numbers around the college campus on 1st December 2022. These Gender Champions were assigned the responsibility of creating gender related awareness within and outside the college. They have been successfully carrying out activities both in individual and group capacity. On October 19, 2022 an orientation meeting was held for its new members, where Dr. Kasturi Saikia was selected as a nodal teacher for the GCC. The club also organised an orientation programme for school students on 12th January, 2023. On January 17, 2023 the members of the GCC signed an online petition on 'Making Educational Spaces Gender Neutral in Assam'. The GCC members staged a play based on the theme "Feminism is not fake, it's confusing" on January 30, 2023 in front of the college-family members. A treasure hunt competition with an aim of spreading the message 'All are equal, though not the same' was too organized by the GCC among the students on March 16, 2023. They have also actively participated in college week where they performed stage drama on gender issues. An interactive talk entitled 'Earn While You Learn : The Perfume Story' with Trayee Chowdhury, a student

entrepreneur of the college dealing with perfume production was too organized by the Club in association with EOC as well as 'Department of Economics' to mark the occasion of the Students' day on March 31, 2023. Three Gender Champions represented the college at the inaugural function of the GCC at Tinsukia College on October 29, 2022. A programme on 'Career Planning : A Way ahead after B.Com' was also organised by the club in collaboration with the EOC, ICGC and NSS unit of the institution. Construction of a gender neutral wash-room as well as performing various outreach activities have been planned by the club as part of it's future action plan.

Women Cell : The Women Cell of the college has also been organising various programmes for the betterment of girl students as well as the female members of the institution. The activities included: Felicitation & interaction programme with Vinita Jain, 'Kaun Bonega Crorepati' winner in Season 10, alumna of the college on November 12, 2018. On December 15 & 16, 2018 the cell organized a Two-days' 'Capacity building programme for Women working group of Dibrugarh'. The cell took initiative in starting of 'Jeet Kune Martial Art Self- defence Training Centre' in the college campus on December 26, 2019. Further, the cell organized 'Menstrual Hygiene day', 'poetry writing competition', essay writing competition as well as awareness programme on 'Legal Rights of Women' on May 28, 2019; February 25, 2020, February 27, 2020 and March 13, 2021 respectively.

The cell organized a 'Free Eye Check-up & Blindness Eradicate Camp' on February 19, 2022. To mark the International Women's day, the cell organized a Special Women awareness camp on March 8, 2022. On March 10, 2022 the body organized a Poster making competition. On May 9, 2022 the cell organized an International lecture on Potentiality in Hospitality industry. A three days' Yoga workshop too was organized by the cell from June 21, 2022 to June 23, 2022. A programme on Library maintenance & Book donation' was also organized by the cell on June 24, 2022. A 'Free health Check-up camp' was organized by the cell as an 'Institutional Social Responsibility' programme on February 22, 2023. A project women equation exhibition by Rang NGO, Kolkata was organized by the cell in the college campus on February 27, 2023. Besides, the cell organized an essay competition among the students on March 9, 2023.

Girls' Common Room: There is a Girls Common Room with a sanitary pad vending machine and an incinerator. Besides, there is a separate water-cooler to be used by the girl students.

Women's Hostel: A 66 bed hostel is available at Khalihamari, just at a 1.3 km distance from the

college campus to provide a safe and spacious treatment for outstation girl students/female employees of the college with its own gymnasium along with other basic amenities available for a healthy living.

Installation of CCTV Cameras and Deployment of Female Cleaning Workers : For the safety of girl students as well as female teaching & non- teaching staff members in particular, CCTV cameras have been installed in reasonable locations. Further, only female cleaning workers have been deployed in the college.

Female Representative in the Students' Union: There is a post of Girls' Common Room Secretary in the Students' Union to take care of issues pertaining to girl students. Besides, other portfolios including Magazine Secretary, Cultural Secretary, class representatives are too seen occupied by the girl students.

Besides the **'Equal Opportunity Cell'(EOC)**, the **Anti-ragging Cell**, the **Day Care Centre**, **gymnasium**, the **sick room**, **separate reading section in the library for the girl students** etc. have also been playing vital roles in promotion of safety as well as gender equality measures in the institution.

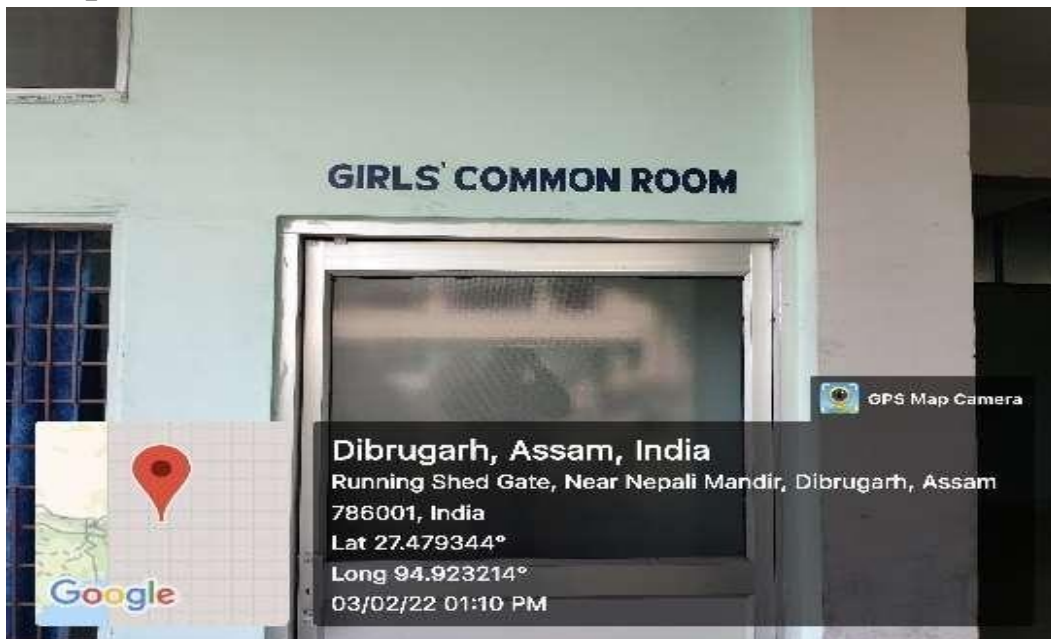
a:Photos of Specific Facilities and Safety Measures for Women

1. CCTV Cameras installed at different locations for Safety & Security





2. Separate Girls Common Room



3. Installation of Sanitary Pad Vending and incinerator Machine





Incinerator Machine

4. Equal Opportunity Cell



5. Designated Women's cell



6. Day care centre for children





7. Gender Neutral Gym facilities with CCTV



8. Women's Hostel



9. Separate reading section for girls



10. Sick Room



11. Water cooler for girl's common room



12. Well-lit Campus with Solar Light



13. Display of Penal Provisions for Ragging



14. Display of Penal Provisions for Sexual Harassment





15. Wall paints focusing Gender Equity





16. Self-Defense training for children



17. First Aid Box



18. Awareness on Legal Rights for women



19. Counselling for students





20. Encouraging to be Women Entrepreneur



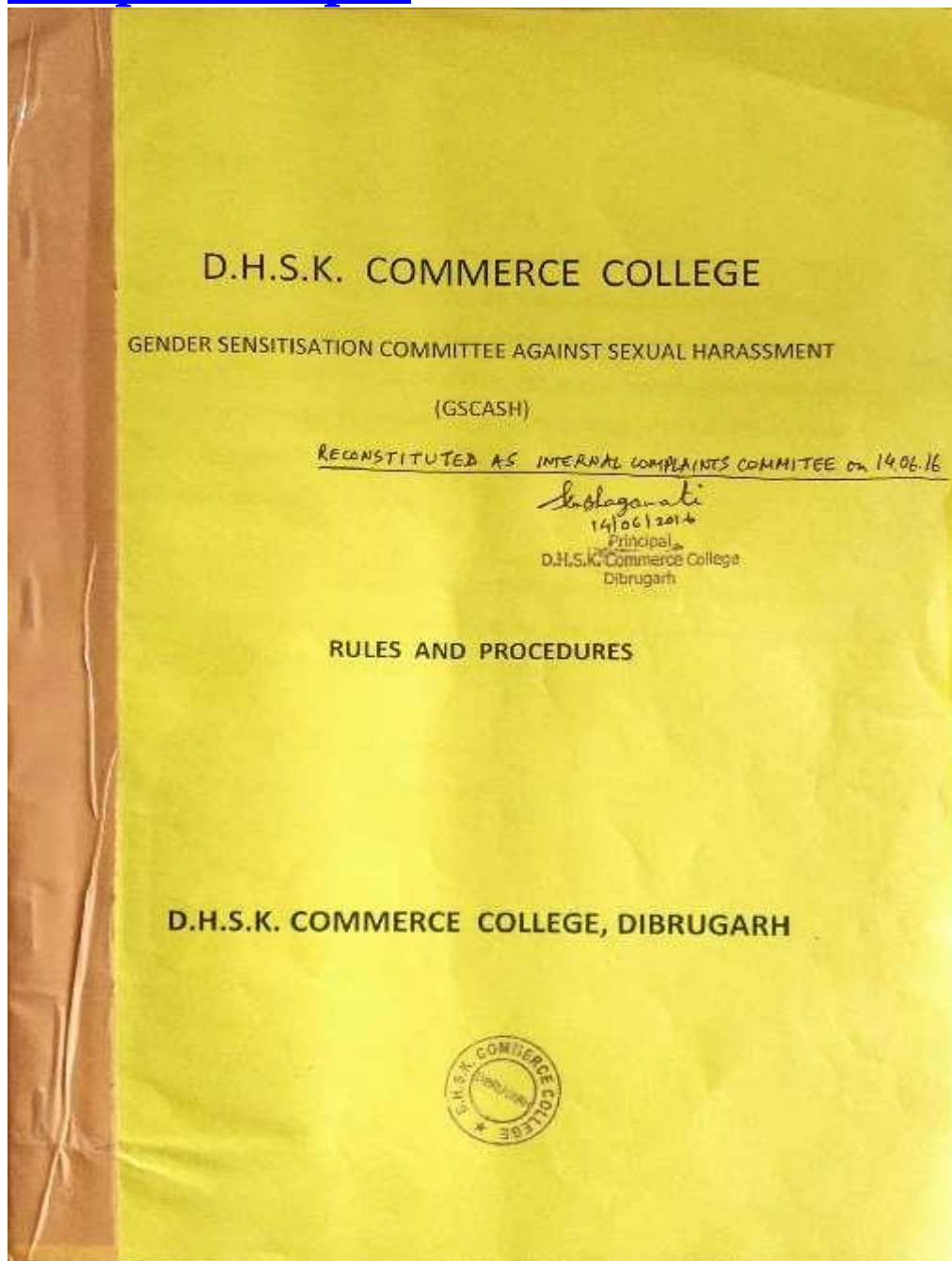


21. Suggestion and Complaint Box



7.1.1. b Policy On Prevention of Sexual Harassment Link:

https://static.mycc.in/uploads/2300/website_builder_files/1692429214_internal-complaint-committee-rules-and-procedure-dhsk-commerce-college-compressed.pdf



7.1.1. c Policy On Gender Champion Club

Link:

https://static.mycc.in/uploads/2300/website_builder_files/1692770282_gender-champion-club-policy-document-19082023.pdf



GENDER CHAMPION CLUB

DHSK COMMERCE COLLEGE

POLICY DOCUMENT

Name the Nodal Teacher:

DR. KASTURI SAIKIA

7.1.1. d Policy On Gender Champion ClubActivities

Link:

https://static.mycc.in/uploads/2300/website_builder_files/1692770312_gcc-activities-report-19082023.pdf

**REPORT
ON
GENDER CHAMPION CLUB ACTIVITIES**



DHSK COMMERCE COLLEGE

Submitted by

Dr. Kasturi Saikia

Nodal Teacher

Gender Champion Club

Authenticated
K. Saikia
Principal
D.H.S.K. Commerce College,
Dibrugarh

7.1.1. e Gender Audit

Link:

https://static.mycc.in/uploads/2300/website_builder_files/1692777476_gender-audit-to-be-uploaded-18082023.pdf

