

### 7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

L.T.K. College maintains a strong ethical work culture that is observed through highest ethical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, colour, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. The unique work culture, healthy traditions and ethos of the college have led to appointment of the employees as per the govt. roster. Safety, security and well-being, along with gender equity and friendly working atmosphere are the spheres of vital importance of the college. Gender sensitivity is an essential value in the cultural ethos of the college and its neighbouring community, as is evident by the following facilities –

The college has very strong sense of obligation on identifying the expectation and aspirations of youths of the present generation and to undertake goal-oriented measures to enrich the abilities and holistic skills of both boys and girls without any discrimination. The college at the same time, guides its students on a right direction by sensitizing them on issues like gender issues, social harmony and tolerance.

- a) **Safety and Social Security:** As initiatives for the promotion of gender equity, the college undertakes several steps from time to time. Since its inception the college accords utmost priority to the safety and security of students and staff. The college ensures a well protected vigilant system so that every student, especially girl students, can feel well secured and protected in and around the college campus to pursue their educational endeavours securely. In this regard, the college has undertaken innumerable initiatives to foster gender equality and gender sensitization programmes, thereby to ensure safety and security of girl students. As a part of such initiatives the college has installed CC (Close Circuit) Cameras at key places in and around the campus and also in some of the class rooms for a round the clock vigilance. The authority has constituted different committees to ensure safety and security such as Anti – Ragging Committee, Students Grievance Committee and Discipline Committee which are on heels to provide quick redressal to the students. The Gender Equity Cell of the college, organises several talks, programmes etc. at regular intervals by inviting advocates and personnel from police department to create awareness among students on various crimes and the defence mechanisms against those crimes. Besides, the college also create environment to provide emotional security along with physical security. In this regard, the college provides counselling through mentoring to the students who are prone to depression and helps them to overcome such problems.
- b) **Counselling:** The college acknowledged that counselling can make a profound impact on the psyche of the students which will help them to overcome difficult life situations. Keep in view the importance of counselling, the college adopted ‘Mentor – Mentee’ system which is carried out at Departmental level. It is the first step of the college towards confidence building among the students. At the beginning of each session all the HoDs divides the students of the department and accordingly each faculty member is assigned with specific number of students to cater to their psychological, financial, academic and emotional needs. The college has also established a Career Guidance and Counselling Cell consisting woman faculty members for providing counselling to students. On one hand, Counselling provides an opportunity to the teachers to measure student’s attitudes, weakness and challenges, and on the other hand it also provides the

tools and insights to manage depression, distress and complications. Besides, providing personal counselling to the students regarding their problems, the Career Guidance and Counselling Cell organizes Personality Development classes, workshops, popular talks etc. from time to time for all the students in general. All the Departments of the college annually organize Parent/Guardian Meet wherein feedback from the parents/guardian is received and at the same time they are acquainted about the progress of their ward.

- c) **Separate Common Room:** A separate common room with an attached wash room and other basic facilities is the primary requirement for the girl students so that they can meet their basic personal needs. As such the college has provided a spacious and separate Common Room for the girl students with adequate seating facility, attached wash room and other basic facilities. Indoor games facilities such as carrom, chess, etc. are made available to the girls in the common room.