

7.1.1

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

International Women's Day

Kanpur Institute of Technology and Pharmacy celebrated International Women's Day with interactive sessions and games. The event served as the tribute to millions of hardworking and ambitious women of the world.

We were joined by our chief guest Ms. Pooja Gupta ma'am, Founder and owner of Amiraah and iDesign Studios, members of YOUNG INDIANS.

An interactive session was conducted where our chief guest answered some unique and informative questions.

Fun filled games were conducted such as guess the famous women of India, dumb charades, catch the ball, and many more, and prizes were Distributed to the respective winners. All program processed by Sonali Singh from B.Pharm Final Year.

Faculty and staff winners:-

Dr. Nidhi Tyagi

Ms. Pooja Yadav

Ms. Hina Siraj

Mrs. Priya Knaujjiya





Guest Lecture on 'Prevention of Sexual Harassment'

On 11th March 2024, Women's Cell of Kanpur Institute of Technology and Pharmacy organized a guest lecture for its students on the topic 'Prevention of Sexual Harassment'.

In this interactive session by the guest speaker, Member Secretary – POSH and former Senior AGM – Air India Ms. Preeti Jain interacted with the students and shared knowledge on how to stop and fight sexual harassment at workplace. Guest of honour Ms. Darshan Jain, Management Member(s) Mr. Vipul Jain, Ms. Ruchi Jain, Mr. Vatsal Jain, Director – Dr. Prashant Kumar Katiyar, Dean, HOD and faculties were present during the session.





Session on Gender Equality titled 'We Are Equal'

Department of Student Welfare and T&P Cell of Kanpur Institute of Technology and Pharmacy in association with Inner Wheel Club and FICCI FLO organised an interactive session on gender equality on 28th February 2024, titled '*We Are Equal*', which was conducted to mark the 115th anniversary of the founding Women's Day and to commemorate the Viksit Bharat Sankalp Yatra under the Viksit Bharat @47 scheme.

The event started with a speech contest among 6 finalists, who were shortlisted from a pool of more than 70 initial participants. The students spoke on various important issues prevalent in the society, such as Gender Stereotypes, Gender Division of Labour and Social Construct of Gender. The motive of the competition was to spread awareness regarding gender discrimination, which is still prevalent in the society and guide the students to shape a better future for women with equal rights for paving a way towards Viksit Bharat by 2047.

Secretary - Innerwheel Club – Smt. Neelam Dhawan, Treasurer – Innerwheel Club – Smt. Savita Chawla, Chairperson – FICCI FLO Kanpur Chapter - Smt. Sneha Gupta, Past Chair – FICCI FLO Kanpur - Dr. Anuradha Varshney, Ex Principal– DG PG College - Dr. Sadhana Singh, Dr.Nidhi Tyagi Head of Department were present during the event.







Guest lecture on "Women Empowerment and Women Health"

Women empowerment is crucial for fostering gender equality and societal progress. Providing women with education, equal opportunities, and a supportive environment empowers them to contribute actively to various fields. In the context of women's health, access to quality healthcare, reproductive rights, and awareness programs are essential components. By addressing both empowerment and health, societies can ensure the well-being and active participation of women in all facets of life."

Student Welfare Cell of KANPUR INSTITUTE OF TECHNOLOGY AND PHARMACY organized a guest lecture on "**Women Empowerment and Women Health**" on 7th December 2023 by Dr. Nidhi Singhvi (Consultant/Obstetrics and Gynaecologist) Regency Hospital, Kanpur.

In the session she talked about the different dynamics of women empowerment and the role of education in empowerment. She delved into the topics such as health related problems, sexual assaults, the change in the society about a girl child, etc. especially she talked about the different kinds of vaccines that are critical for someone's health.

Her words provided a pivotal platform for addressing critical issues related to women's well-being. All the participants were delighted in her session and gained valuable insights for the future.







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Seminar on ‘Digital and Financial Literacy Program for Women’

Training & Placement Cell, Kanpur Institute of Technology and Pharmacy in association with FICCI FLO, Kanpur; organised a seminar on the topic ‘Digital and Financial Literacy Program for Women’ for the female students of KITP on 30th January 2024, for creating awareness on various digital and financial aspects and encouraging the female students to be financially independent and empowered.

Guest speaker and Secretary TIE UP Dr. Rao Vikram Singh addressed the students on the topic and explained the prospects of being financially stable and independent to the female students. The students learnt the importance of decision making in important financial situations and vowed to be strong women leaders of the future.



 **KIT** ESTD 2004
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in association with  **FICCI Shro**
The Power to Empower

Welcomes you to

Financial and Digital Literacy Program for Female Students

 *by*
Dr. Rao Vikram Singh

on 11th December 2022



Facilities for Women on Campus

Safety and Security

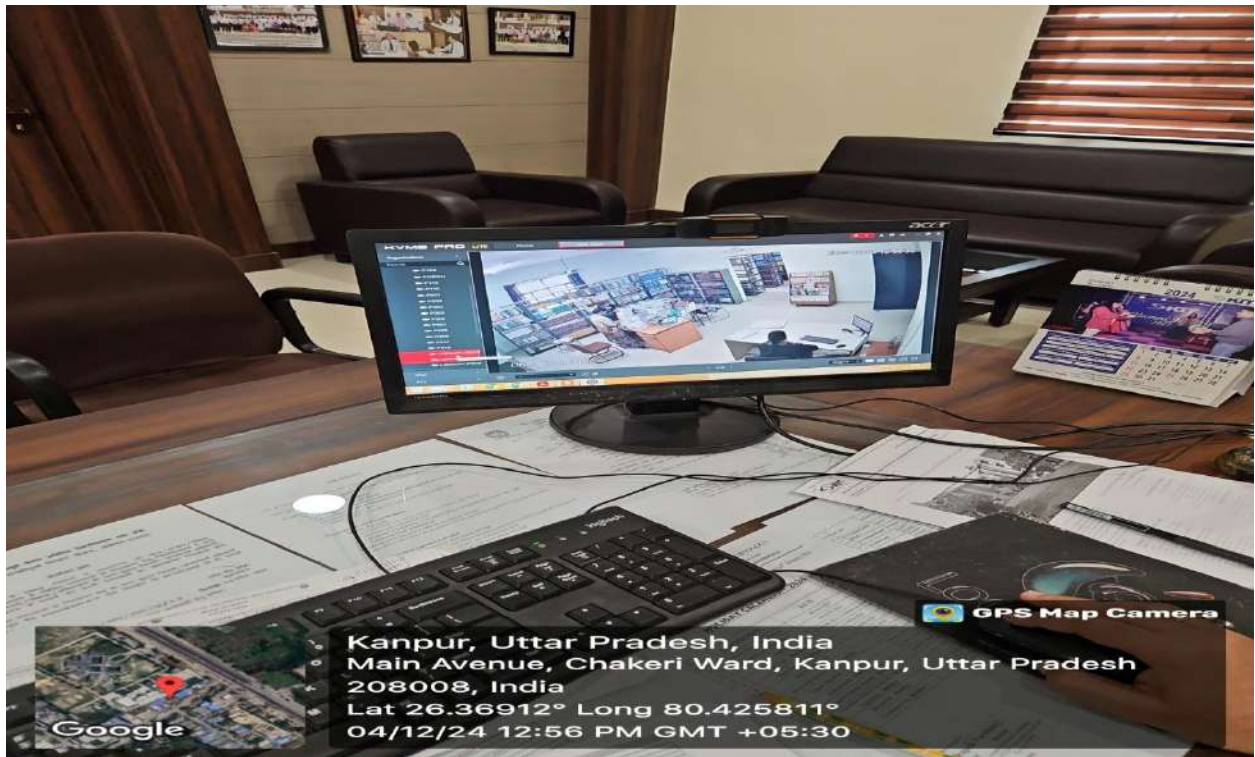


CCTV Camera at Main Gate

CCTV Cameras at Different Places in the Campus





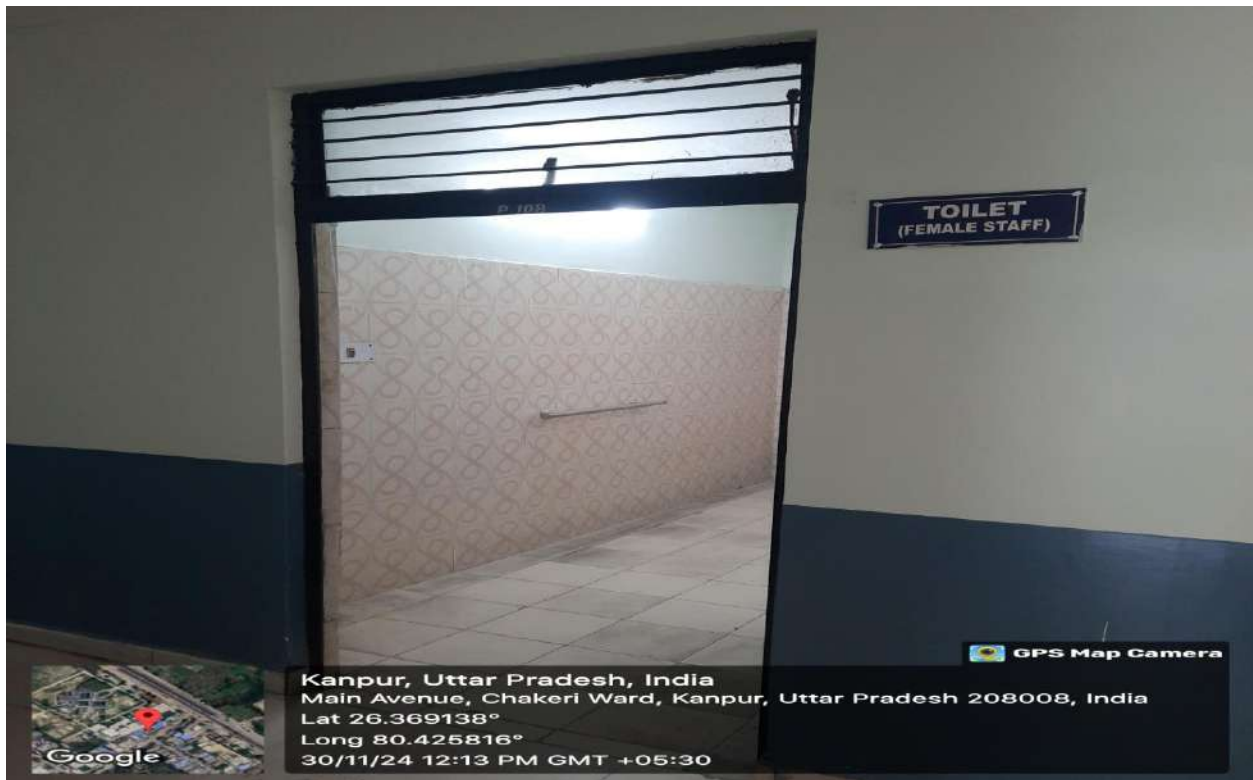


Common Rooms





Separate Washrooms for Male & Female Faculty & Students



Sanitary Napkins Wending Machine





KANPUR INSTITUTE OF TECHNOLOGY AND PHARMACY

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WOMEN'S CELL

Guidelines for Women's safety —

The pursuance of the women harassment at the institute hereby adopts the following procedure for determining complaints. The procedure complies with the basic principles of natural justice and fair play and has to be adhered in all the complaints-

1. Any aggrieved female (student/staff/faculty) may make a complaint (with/without writing) of any kind of harassment immediately or within one week from the date of incident and in case of series of incidents, within 1 month from the date of incident.
2. Any complaint received by the members should be immediately forwarded to the committee in charge and a meeting can be called for discussing the matter.
3. The committee shall discuss and decide on its jurisdiction to deal with the case and reject the complaint at primary level and no action is required to be taken. The committee will provide assistance throughout.
4. The committee may call any person to appear as a witness.
5. If the committee finds no merit in the allegations, and committee arrives at the conclusion that the allegation against the respondent is malicious or the complaint knowing to be false, it may recommend to the institute to take action against such falsification.
6. The committee ensures that all the complaints will be handled as confidentially as possible.

To prevent oneself enter into such kinds of harassment actions, there should be some important steps need to be followed –

1. Always be aware and conscious while engaging with others.
2. Be sensitive to individuals who may be offended by the verbal and non- verbal behaviour of others.
3. Pay attention to the response of others in order to avoid unintentional offense.

4. Ask yourself first if your verbal or non- verbal behaviours might have a negative impact on other co-workers.
5. If you think you are being harassed by an individual or a group, do not accept it as a joke.

As per the guidelines of AICTE, a committee has been constituted for ensuring the safety of women in the institute for the academic session 2023-24. The committee comprise of the following persons –

1. Dr. Nidhi Tyagi (Head Of Department), Chairperson
2. Ms. Priya Kannaujiya (Assistant Professor) Member
3. Ms. Sonam Singh Parmar (Assistant Professor) Member
4. Ms. Komal Manwani (Assistant Professor) Member



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Ref: KITP/Director Office/2023/014

Date: 10/08/2023

OFFICE ORDER

It has been decided to constitute the **WOMEN HARASSMENT CELL**. The details of members are as follow:

| Sr. No. | Name Of Faculty | Role | E-Mail -ID |
|---------|---|-------------|--|
| 1. | Dr. Nidhi Tyagi (Asso. Prof.) | Coordinator | nidhi.tyagi@kit.ac.in |
| 2. | Ms. Priya Kannaujiya (Assi. Prof.) | Member | priya.kannaujiya@kit.ac.in |
| 3. | Ms. Sonam singh Parmar (Assi. Prof.) | Member | sonam.parmar@kit.ac.in |
| 4. | Ms. Komal Manwani (Assi. Prof.) | Member | komal.manwani@kit.ac.in |

All the members are requested to address all the issues related to female students/staff & faculty members.

(Dr. Prashant Kumar Katiyar)

Director of Technology And Pharmacy
A-1, UPSIDC Industries Area, Rooma
Kanpur-208001

CC;

- 1) The Management
- 2) All Faculty Members
- 3) All Staff Members
- 4) All Students



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Date: 10/01/2024

Minutes of Meeting

A meeting of Women Harassment cell was held on 10th January 2024 at 04:25 PM in conference room. The following members were present in the meeting-

| | |
|--|-------------|
| 1. Dr. Nidhi Tyagi (Associate Professor) | Coordinator |
| 2. Ms. Priya Kannaujiya (Assistant Professor) | Member |
| 3. Ms. Sonam Singh Parmar (Assistant Professor) | Member |
| 4. Ms. Komal Manwani (Assistant Professor) | Member |

Following points were discussed:

The head of committee Dr. Nidhi Tyagi welcomed the members for participating in the meeting.

- 1.) The head of committee started meeting with the introduction about committee and Committee members.
- 2.) It was informed regarding guidelines of the woman safety (female students/staff & faculty members) in institute campus and plans to implements the same.
- 3.) No any related cases were found.
- 4.) The meeting was end with cup of tea.

Meeting ended with at 4:55 PM with thanks to the chair.

Dr. Prashant Kumar Katiyar

Director
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