



**7.1.1-Measures initiated by institution for promoting gender equity
Academic Year 2020-2021**

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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:

- 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.
- 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 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 programmes and empower them to take on administrative and leadership roles .



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- Forming a Team of Counsellors for Women Safety under the auspices of the Women Empowerment Committee to address problems faced by women staff and students being an institutional member of e-WIT (Empowering of Women in IT), which works in collaboration with the Women Empowerment Cell to organise or participate in growth and contributions of women in the IT and ITES sectors of industry Organizing bus facilities to and from the college exclusively for female students .Having an active participation of girls in NSS and Sports.
- 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 .
- 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.

Equal Opportunity for Transgender Person: According to Government Act -Transgender person Act,2019 (Protection of Rights) .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 for ACY 2020-2021 with respect to Staff and Students.

| Gender Audit of Students ACY 2020-2021 | | | |
|--|--------------|------|--------|
| Year | Total Intake | Male | Female |
| 20-21 | 109 | 59 | 50 |

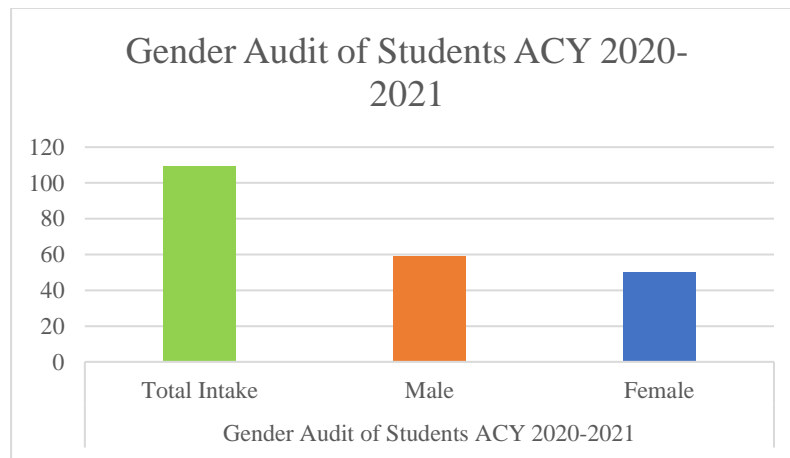


Fig 1: Student Intake details Based on Gender

| Number of students admitted for each category | | | | | | |
|---|--------------|----|----|-----|-----|--------|
| YEAR | Total Intake | SC | ST | OBC | Gen | Others |
| 2020-21 | 109 | 20 | 10 | 20 | 59 | 20 |

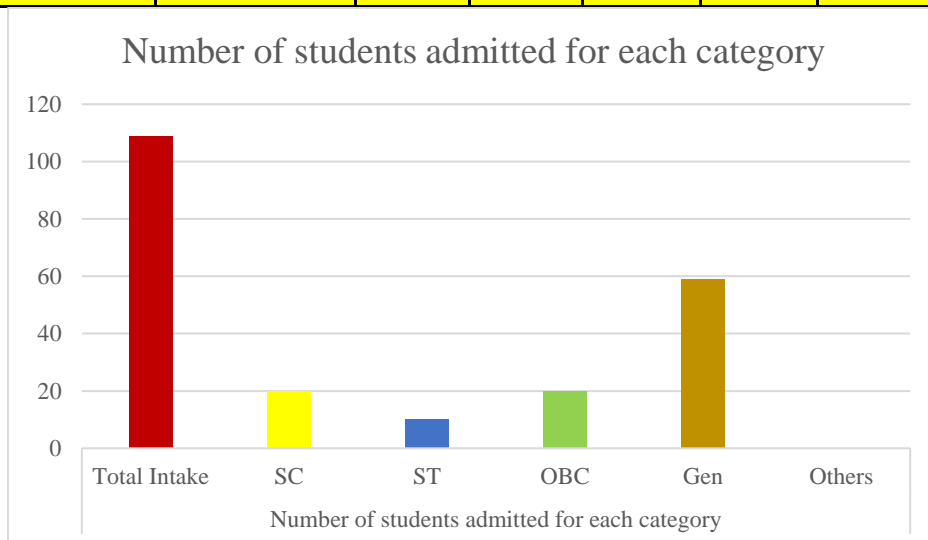


Fig 2: Student audit data based on Gender



| Student Intake- Category Wise matrix for Boys | | | | | |
|---|----|----|-----|-----|--------|
| YEAR | SC | ST | OBC | Gen | Others |
| 2020-21 | 15 | 5 | 14 | 25 | 0 |

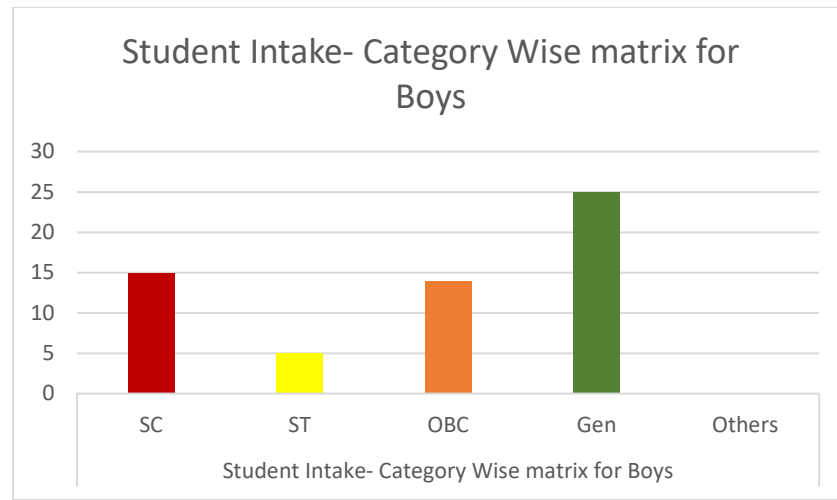


Fig 3: Student Intake- Category Wise matrix for Boys

| Student Intake- Category Wise matrix for Girls | | | | | |
|--|----|----|-----|-----|--------|
| YEAR | SC | ST | OBC | Gen | Others |
| 2020-21 | 5 | 5 | 6 | 34 | 0 |

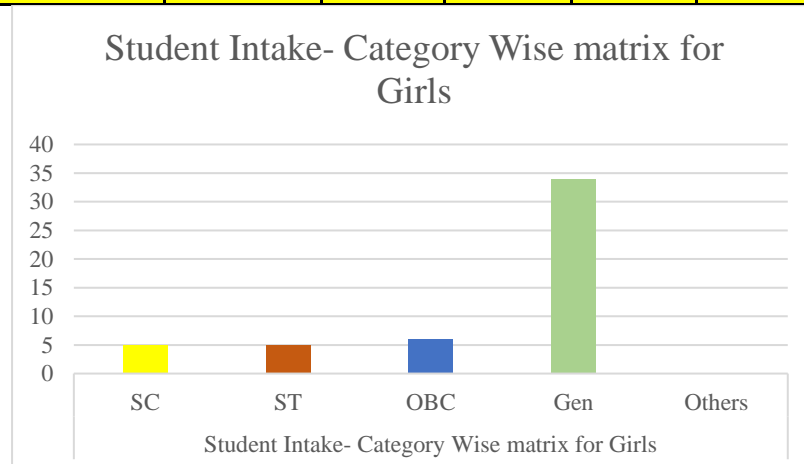


Fig 4: Student Intake- Category Wise matrix for Girls



| Teaching Faculty Audit matrix for ACY 2020-2021 | |
|---|-----------|
| Total No. of Male staffs: | 45 |
| Total No. of Female staffs: | 42 |
| Total Staffs: | 87 |

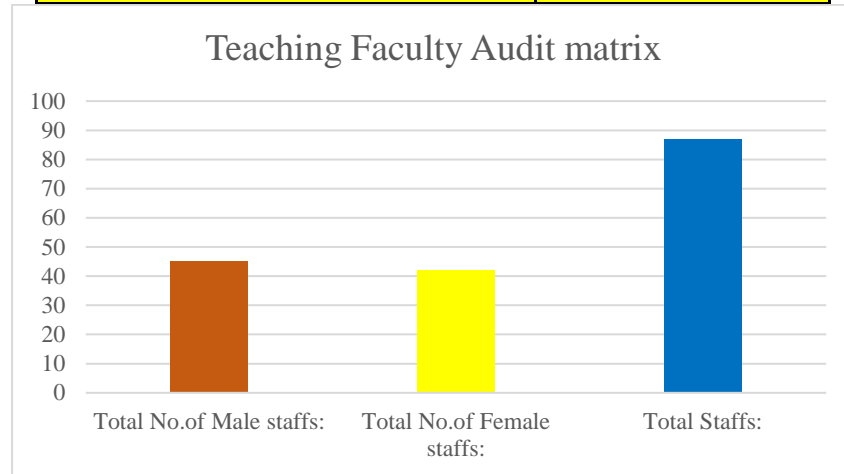


Fig 5: Teaching Faculty Audit matrix

| Non -Teaching Faculty Audit matrix for ACY 2020-2021 | |
|--|-----------|
| Total No.of Male staffs: | 34 |
| Total No.of Female staffs: | 31 |
| Total Staffs: | 65 |

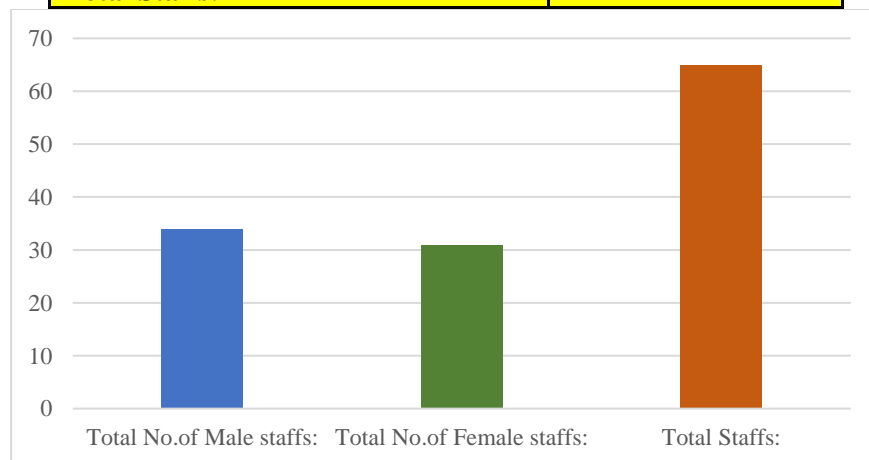


Fig 6: Non-Teaching Staff Audit matrix



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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
- Support and Counselling
- Monitor and Evaluate
- Promote Inclusive Practices
- Awareness Campaigns
- Collaboration
- Documentation and Reporting



COMMITTEE MEMBERS:

| SI NO | NAME | DEPARTMENT | DESIGATION | SIGNATURE |
|-------|-----------------------|-------------|------------------|-----------|
| 1 | Dr. V S Ramamurthy | Principal | Chairman | |
| 2 | Mr. Shiva Swamy | Admin Staff | Member Secretary | |
| 3 | Ms. Vani | Admin Staff | Convener | |
| 4 | Mr. Girish G A | CSE | Member | |
| 5 | Ms. Shruthi Naik | Mechanical | Member | |
| 6 | Mr. Hari Prasad | Student | Member | |
| 7 | Ms. Varshini Thanmaya | Student | Member | |
| 8 | Ms. Vishrutha | Student | Member | |
| 9 | Mr. Arun | Student | Member | |
| 10 | Ms. Kavya | Student | Member | |



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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



COMMITTEE MEMBERS:

| SI NO | NAME | DEPARTMENT | DESIGATION | SIGNATURE |
|-------|-----------------------|-------------|------------------|-----------|
| 1 | Dr. V S Ramamurthy | Principal | Chairman | |
| 2 | Mr. Shiva Swamy | Admin Staff | Member Secretary | |
| 3 | Ms. Vani | Admin Staff | Convener | |
| 3 | Ms. Shruthi Naik | ME | Member | |
| 4 | Mr. Girish G A | CSE | Member | |
| 6 | Ms. Shreyas B S Gowda | Student | Member | |
| 7 | Ms. Shewtha C | Student | Member | |
| 8 | Ms. Jhanavi H V | Student | Member | |
| 9 | Ms. Chimayi R | Student | Member | |



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CEC/TQAC/C5.1/ACY2020-2021/OR/01

CIRCULAR

Date:05.03.2020

Subject: Regarding Women's Day Celebration.

This is to inform you all the students, teaching and non- teaching staff that Department of Women Empowerment Cell will be organizing "women's Day" on 07.03.2020 at 10:30 A.M at CEC Auditorium. Cultural programs are arranged after the program.

All are cordially invited

Principal



Report on Women's Day report–2020

CITY ENGINEERING COLLEGE women celebrated women's day on March 7th 2020. The theme of women's day 2020 is 'Each for Equal'. Ms. Sowmya Reddy, member of legislative assembly, Karnataka, graced the Dias as chief guest. Dr. K R Paramahamsa, Chairman, Smt. Geetha Paramahamsa, Vice- Chairperson, Mr. Rahul Kalluri, Executive Vice President and Ms. Monika, Vice-President, AMC-CITY Group attended the function and graced the Dias.



Program started at 12:00 PM with lighting lamp and invocation and continued with welcoming and introducing the guests. Chief Guest gave a speech on woman empowerment and wished all women whole heartedly. The Chief Guest was felicitated with garland and fruit basket. The function continued with felicitation of women staff, both teaching and non-teaching who served more than 10 years in CITY ENGINEERING COLLEGE. Dr. K R Paramahamsa gave the motivational speech to the women gathering. Ms. Monica addressed the gathering and wished each and every woman by giving plant sampling. The program ended with vote of thanks. After lunch, cultural programs were organized. The staff members participated with enthusiasm and enjoyed the day.



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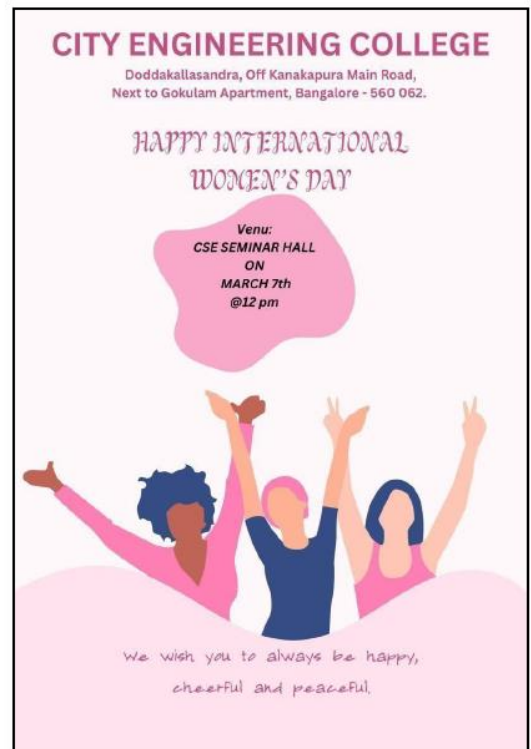


Fig 6: Women's Day Celebration

Rameshwaraj

Principal



Anti Sexual Haressment Committee

Ref No: CEC/IQAC/ASHC/ACY 2020-2021/OR/01

CIRCULAR

DATE: 07/10/2020

The meeting of the Anti-Sexual Harassment Committee is scheduled on 08/10/2020 in the principal's office at 3.30 PM.

Agenda:

- 1) Work and educational environment free from harassment
- 2) Discuss the Roles and responsibilities of the committee members by creating awareness

The following members are nominated as committee members for the Anti-Sexual Harassment Committee

| Sl No | Name | Department | Designation | Signature |
|-------|---------------------|---------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Ms. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



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

Subject: Anti-Sexual Harassment Committee Meeting

| | | | | |
|---------------|---|---|------|---------|
| Meeting No. | Ref No: CEC/IQAC/ASHC/ACY 2020-2021/OR/01 | Date: 08-10-2020 | Time | 3.30 PM |
| Agenda Points | 1. | Work and educational environment free from harassment | | |
| | 2. | Discuss the Roles and responsibilities of the committee members by creating awareness | | |

Members Present

| Sl No | Name | Department | Designation | Signature |
|-------|--------------------|------------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Ms Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

Minute of Meeting

- Dr. V. S. Ramamurthy, Chairman of the Committee, extended a warm welcome to all the committee members.
- The committee engaged in a comprehensive discussion on maintaining a work and educational environment free from sexual harassment. They deliberated on implementing both active and preventive measures to avert any instances of harassment.
- The Principal emphasized the importance of vigilance among members and stressed the need to foster awareness and maintain open communication with students to prevent any harassment issues on campus.
- Since there were no complaints from either students or staff, the committee decided to conclude the meeting.
- The meeting was brought to a close with a vote of thanks.



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Action Taken Report

| SI No | Description | Action Taken |
|-------|---|---------------------------------------|
| 1. | Discuss the Roles and responsibilities of the committee members by creating awareness | Explained and continued with the same |

A handwritten signature in black ink, appearing to read 'S. Prasad'.

CONVENER

A handwritten signature in black ink, appearing to read 'Ramesh'.

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



Anti Sexual Harassment Committee

Ref No: CEC/IQAC/ASHC/ACY 2020-2021/OR/02

CIRCULAR

DATE: 15/01/2021

The meeting of the Anti-Sexual Harassment Committee is scheduled on 16/01/2021 in the principal's office at 3.30 PM.

Agenda

- 1) Women's day celebration
- 2) Any complaints if received

The following members are requested to attend the meeting

| Sl No | Name | Department | Designation | Signature |
|-------|---------------------|---------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Ms. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



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

Subject: Anti-Sexual Harassment Committee Meeting

| Meeting No. | Ref No: CEC/IQAC/ASHC/ACY 2020-2021/OR/02 | Date: 16-01-2021 | Time | 3.30 PM |
|-------------|---|----------------------------|------|---------|
| | 1. | Women's day celebration | | |
| | 2. | Any complaints if received | | |

Members Present

| Sl No | Name | Department | Designation | Signature |
|-------|---------------------|---------------|------------------|-----------|
| 1. | Dr. Ramamurthy V S | Principal | Chairman | |
| 2 | Ms. Shalini Prasad | Professor ECE | Convener | |
| 3 | Ms. Sowmya Naik P T | EO | Member Secretary | |
| 4 | Dr. Sujatha K | HOD / Physics | Member | |
| 5 | Dr. Uma T R | ME | Member | |
| 6 | Ms. Shylaja K | ECE | Member | |
| 7 | Ms. Shruthi Naik | ME | Member | |
| 8 | Ms. Ambika P R | CSE | Member | |

Minute of Meeting

- Dr. V. S. Ramamurthy, Chairman of the Committee, extended a warm welcome to all the committee members.
- The Principal encouraged all members to identify and support the strengths of female students and to provide counselling aimed at enhancing their talents.
- The committee discussed plans for Women's Day 2020, tentatively scheduling the event for 7th march and considering Sowmya Reddy, MLA, Jayanagar as a potential guest speaker.
- The organization of cultural programs was also recommended.



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- The Principal requested that members report any instances of harassment found on campus.
- Additionally, the Principal emphasized the importance of educating female students about protecting themselves from sexual harassment.

Action Taken Report

| Si No | Grievance | Action Taken |
|-------|-------------------------|---|
| 1 | Women's day celebration | Tentatively to organise on 7 th march 2020 |

S. Prasad.
CONVENER

Ramesh
PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



ANTI RAGGING COMMITTEE

Ref No: CEC/IQAC/ARC/ACY 2020-2021/OR/01

CIRCULAR

DATE: 21/11/2020

Anti-Ragging committee meeting is scheduled on 22/11/2020 at 3.30 PM in the Principal's office.

AGENDA:

1. Review any modifications or updates to the university's anti-ragging policies.
2. Discuss the responses and actions implemented by the committee.

The following members are requested to attend the scheduled meeting

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Dr H N Thippeswamy | HOD Civil | Member Secretary | |
| 4 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 5 | Dr. Sujatha K | HOD Physics | Member | |
| 6 | Dr S Karunakara | HOD ME | Member | |
| 7 | Mr Vivek Vardhan Reddy | CSE | Member | |
| 8 | Mr Mallikarjun G S | ECE | Member | |
| 9 | Dr Uma T R | ME | Member | |
| 10 | Dr Sowmya Naik P T | HOD CSE | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC



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

Subject: Anti-Ragging Committee Meeting

| | | | | |
|---------------|--|--|------|---------|
| Meeting No. | Ref No: CEC/IQAC/ARC/ACY 2020-2021/OR/01 | Date: 22/11/2020 | Time | 3.30 PM |
| Agenda Points | 1. | Review any modifications or updates to the university's anti-ragging policies. | | |
| | 2. | Discuss the responses and actions implemented by the committee. | | |

Members Present

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Dr H N Thippeswamy | HOD Civil | Member Secretary | |
| 4 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 5 | Dr. Sujatha K | HOD Physics | Member | |
| 6 | Dr S Karunakara | HOD ME | Member | |
| 7 | Mr Vivek Vardhan Reddy | CSE | Member | |
| 8 | Mr Mallikarjun G S | ECE | Member | |
| 9 | Dr Uma T R | ME | Member | |
| 10 | Dr Sowmya Naik P T | HOD CSE | Member | |

Minute of Meeting

1. The Chairman welcomed the members and emphasized the importance of raising awareness among students.



2. The convener outlined the roles and responsibilities of the committee members and encouraged them to conduct surprise rounds.
3. The committee evaluated recent modifications to the university's anti-ragging policies.
4. The convener reported that no complaints had been filed.
5. The meeting concluded with expressions of gratitude to all members.

Action Taken Report

| SI No | Description | Action Taken |
|-------|------------------|--|
| 1. | Grievance if any | There were no complaints received since it was a pandemic year |


CONVENER


PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



Anti Ragging Committee

Ref No: CEC/IQAC/ARC/ACY 2020-2021/OR/02

CIRCULAR

DATE: 22/02/2021

Anti-Ragging committee meeting is scheduled on 23/02/2021 at 3.30 PM in the Principal's office.

AGENDA:

1. Review and enhance the existing anti-ragging policies to ensure their effectiveness.
2. Establish a schedule and assign responsibilities for conducting regular vigilance rounds to monitor and prevent ragging incidents on campus.

The following members are requested to attend the scheduled meeting

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Dr H N Thippeswamy | HOD Civil | Member Secretary | |
| 4 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 5 | Dr. Sujatha K | HOD Physics | Member | |
| 6 | Dr S Karunakara | HOD ME | Member | |
| 7 | Mr Vivek Vardhan Reddy | CSE | Member | |
| 8 | Mr Mallikarjun G S | ECE | Member | |
| 9 | Dr Uma T R | ME | Member | |
| 10 | Dr Sowmya Naik P T | HOD CSE | Member | |

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



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

Subject: Anti-Ragging Committee Meeting

| Meeting No. | Ref No: CEC/IQAC/ARC/ACY 2020-2021/OR/02 | Date:04/02/2021 | Time | 3.30 PM |
|---------------|--|--|------|---------|
| Agenda Points | 1. | Review and enhance the existing anti-ragging policies to ensure their effectiveness. | | |
| | 2. | Establish a schedule and assign responsibilities for conducting regular vigilance rounds to monitor and prevent ragging incidents on campus. | | |

Members Present

| SL NO | NAME | DEPARTMENT | DESIGNATION | SIGNATURE |
|-------|------------------------|----------------|------------------|-----------|
| 1 | Dr V S Ramamurthy | Principal | Chairman | |
| 2 | Dr Jyothi P | Vice Principal | Convener | |
| 3 | Dr H N Thippeswamy | HOD Civil | Member Secretary | |
| 4 | Dr. Rajashekar P | HOD Chemistry | Member | |
| 5 | Dr. Sujatha K | HOD Physics | Member | |
| 6 | Dr S Karunakara | HOD ME | Member | |
| 7 | Mr Vivek Vardhan Reddy | CSE | Member | |
| 8 | Mr Mallikarjun G S | ECE | Member | |
| 9 | Dr Uma T R | ME | Member | |
| 10 | Dr Sowmya Naik P T | HOD CSE | Member | |

Minute of Meeting

1. The Chairman welcomed the members and emphasized the importance of raising awareness among students.



2. The convener addressed the refinement of policies, including:
 - a) Ragging in any form is strictly forbidden and will not be accepted under any circumstances; immediate disciplinary action will be taken against anyone found guilty of ragging.
 - b) Establish a confidential and accessible reporting system for students to report incidents of ragging, ensuring anonymity and protection for the complainant.
3. Organize interactive orientation sessions during the induction week to inform new students about the available anti-ragging policies, reporting mechanisms, and support systems.
4. The convener noted that no complaints had been registered.
5. The meeting concluded with expressions of gratitude to all members.

Action Taken Report

| Sl No | Description | Link |
|-------|-------------|---------------------------------|
| 1. | | No other complaint was reported |

Jyoti
CONVENER

Ramesh
PRINCIPAL

Copy To:

- 1) IQAC
- 2) File



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

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

- Recognition of Identity
- Non-discrimination
- Equal Opportunities

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



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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.



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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 programmes 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.



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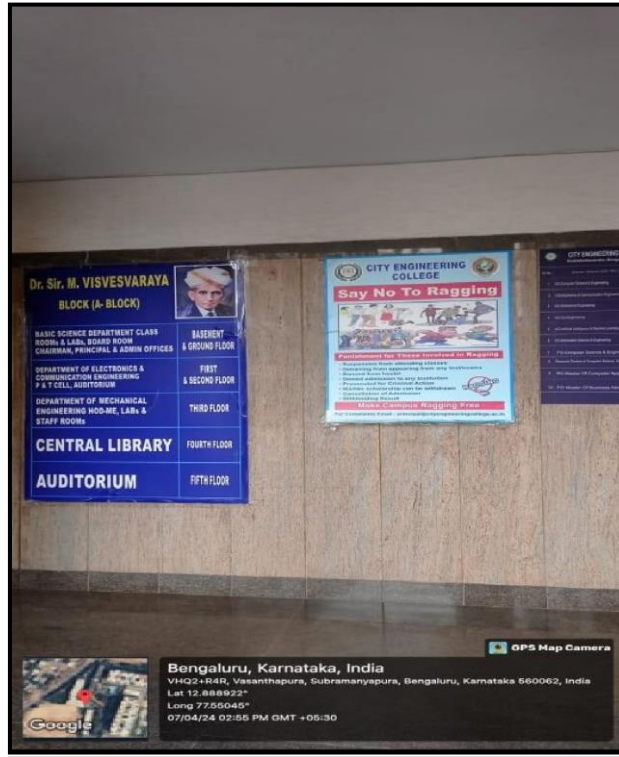


FIG 7: Awareness of Anti-ragging display poster in Main Block and CSE department



FIG 8: Awareness of Anti-ragging display poster near library and mechanical block

SANITARY PAD VENDING MACHINE AND DISPENSER



Fig 09: Sanitary Pad vending machine



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COUNSELLING CELL & COMMON ROOMS FOR LADIES



Fig 10: Common room for Ladies