



**7.1.1-Measures initiated by institution for promoting gender equity
Academic Year 2021-2022**

Sl No	CONTENTS	
1	Introduction-Measures, safety and security details	
2	Gender Audit Matrix	
3	Gender Sensitization Committee (WGSC)	Circulars
4	Women Empowerment Committee	Circulars
		Minutes of Meetings
		Activities conducted
5	Transgender Policies	
6	Equality Courses in the curriculum	
7	Safety and Security	Anti-Ragging Cell
		CCTV (closed-circuit television)
		Security Guard/Hi tech Surveillance system
8	Anti-Sexual harassment Committee	
9	Sanitary Pad Dispenser with Photographs	
10	Day Care center with photographs	



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

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:

a) Measures:

- 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.
- Maturity 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.

b) Safety and Security Measures

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 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 programs 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.
- 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.

Equal Opportunity for Transgender Person: According to Government Act -Transgender person Act,2019 (Protection of Rights) and rule 2020.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 with respect to Staff and Students forACY 2021-22

MALE	FEMALE	TOTAL INTAKE
112	99	211

Fig 1: Student Intake Details Based on Gender

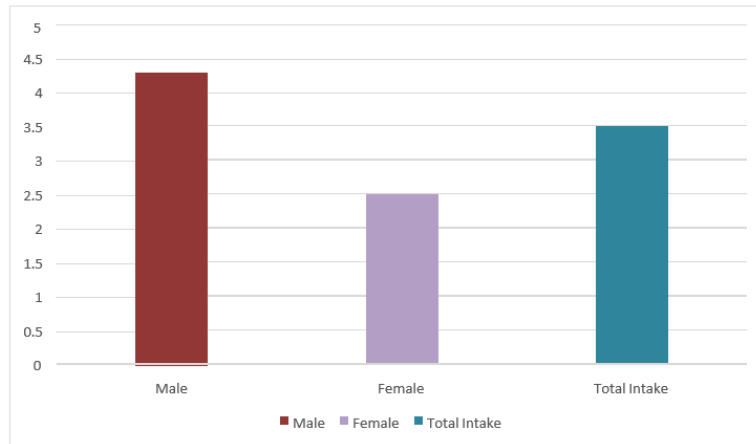


Fig 2: Student audit data based on Gender

Category	Intake 2021-2022
GM	49
OBC	313
SC/ST	63

Fig 3: Student Intake- Category Wise matrix for Boys

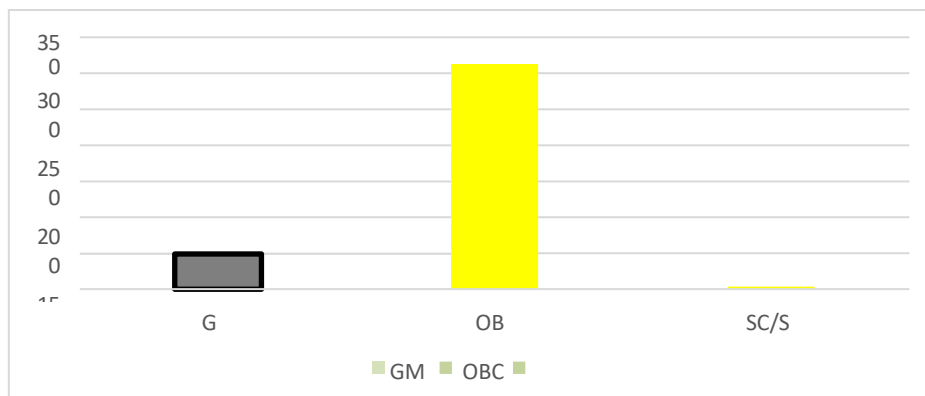


Fig 4: Student intake Audit data based on category for Boys



Category	Intake2021-2022
GM	78
OBC	284
SC/ST	61

Fig 5: Student Intake- Category Wise matrix for Girls

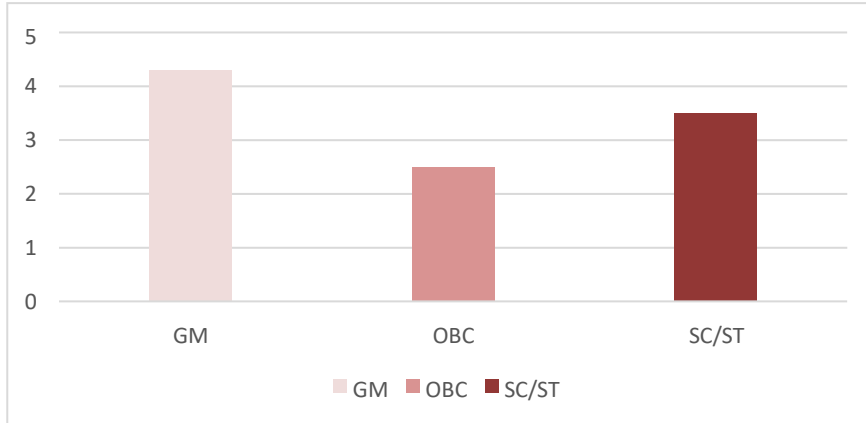


Fig 6: Student intake Audit data based on category for Girls

Faculty	2021-2022
Male	43
Female	44

Fig 7: Faculty Audit matrix

Faculty	2021-2022
Male	35
Female	31

Fig 9: Non-Teaching Staff Audit data matrix

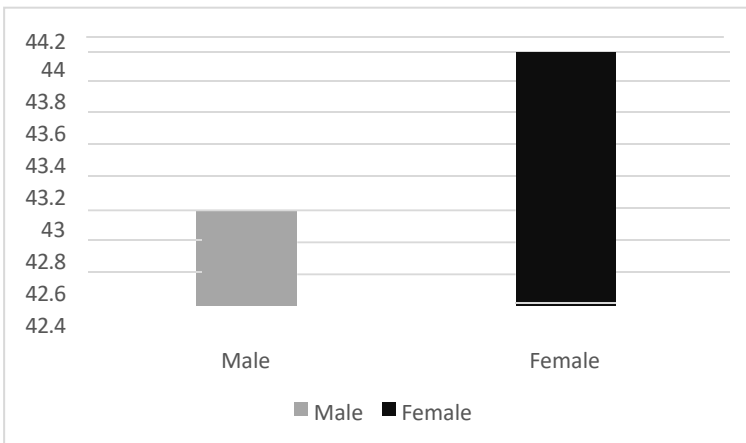


Fig 8: Faculty Audit data

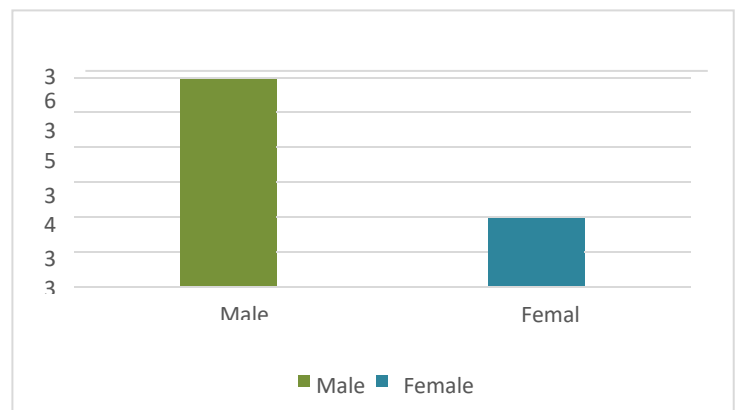


Fig 10: Non-Teaching Staff Audit data



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
- Policy Formulation and Implementation
- Monitor and Evaluate
- Awareness Campaigns

PRESENT COMMITTEE MEMBERS:

SI No	MEMBERS	DEPARTMENT	DESIGNATION
1	Dr. V S Ramamurthy	Principal	Chairman
2	Mr. Shiva Swamy	Admin Staff	Member Secretary
3	Ms. Vani G Pujar	Admin Staff	Member
4	Mr. Girish	CSE	Member
6	Ms. Shruthi Naik	ME	Member



GENDER SENSITIZATION COMMITTEE

Ref No: CEC/IQAC/GSC/ACY 2021-2022/OR/01

Date 05/08/2021

CIRCULAR

The First meeting of the Gender Sensitization Committee is scheduled on 05/08/2021 in the principal's office at 3.00 PM

Agenda

1. Review of Previous Outreach Initiatives
2. Assigning Roles and Responsibilities

The following Committee members are requested to attend the meeting.

Sl No	Name	Department	Post	Signature
1	Dr. V S Ramamurthy	Principal	Chairman	
2	Mr. Shiva Swamy	Admin Staff	Member Secretary	
3	Ms. Vani G Pujar	Admin Staff	Member	
4	Mr. Girish	CSE	Member	
6	Ms. Shruthi Naik	ME	Member	

CONVENER

PRINCIPAL

Copy to:

- 1) The IQAC
- 2) The Principal



ACTIVITIES CONDUCTED BY GSC COMMITTEE

BRIDGING THE GAP: ADVANCING GENDER EQUITY IN EDUCATION

Gender equity in education is a fundamental aspect of achieving social justice and economic development. In India, significant strides have been made toward improving gender parity in education. However, disparities remain in enrollment, retention and educational outcomes between genders, particularly in rural and disadvantaged areas.

Objectives

1. **Assess Enrollment and Access Disparities:** Evaluate current enrollment rates and access to education for boys and girls across different educational levels (primary, secondary and higher education) and identify regional and socio-economic disparities.
2. **Analyze Academic Achievement:** Examine gender differences in academic performance, focusing on achievement rates, dropout rates and subject-specific performance to understand how these differences affect educational outcomes.
3. **Identify Barriers to Gender Equity:** Identify and analyze key barriers preventing gender equity in education, including socio-economic, cultural and systemic factors that affect girls' educational opportunities and attainment.
4. **Evaluate Existing Initiatives:** Review the effectiveness of current government and non-governmental initiatives aimed at promoting gender equity in education, including scholarships, outreach programs and infrastructure improvements.
5. **Develop Recommendations:** Propose actionable recommendations for policymakers, educators, and stakeholders to address identified disparities and barriers and to enhance gender equity in the Indian education system.



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

PRESENT COMMITTEE MEMBERS:

Sl No	NAME	DEPARTMENT	DESIGNATION
1	Dr. V S Ramamurthy	Principal	Chairperson
2	Mr. Shiva Swamy	Admin Staff	Secretary
3	Ms. Vani G Pujar	Admin Staff	Member
4	Mr. Girish	CSE	Member
5	Ms. Shruthi Naik	ME	Member



CITY
ENGINEERING COLLEGE

WOMEN EMPOWERMENT COMMITTEE

RefNo: CEC/IQAC/WEC/ACY 2021-2022/OR/01

DATE: 05/07/2022

CIRCULAR

The Women Empowerment Committee meeting is scheduled on 05/07/2022 in principal's office at 3:15 PM.

Agenda

- Skill Development Workshops Planning.
- Mentorship Program Discussion.

The following members are requested to attend the meeting.

SL NO	NAME	DEPARTMENT	DESIGNATION	SIGNATURE
1	Dr. V S Ramamurthy	Principal	chairperson	
2	Mr. Shiva Swamy	Admin Staff	secretary	
3	Ms. Vani G Pujar	Admin Staff	Member	
4	Mr. Girish	CSE	Member	
5	Ms. Shruthi Naik	ME	Member	

CONVENER

PRINCIPAL

Copy to:

- 1) The IQAC
- 2) The Principal



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

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

- Recognition of Identity
- Non-discrimination
- Equal Opportunities

2. The National Education Policy (NEP), 2020:

- Inclusive Education
- Scholarships and Support

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

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.



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.



CITY
ENGINEERING COLLEGE

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	<i>Ramamurthy</i>
2	Dr Jyothi P	Vice Principal	Convener	<i>Jyothi</i>
3	Dr H N Thippeswamy	HOD Civil	Member Secretary	<i>Thippeswamy</i>
4	Dr. Rajashekar P	HOD Chemistry	Member	<i>RS</i>
5	Dr. Sujatha K	HOD Physics	Member	<i>SK</i>
6	Dr S Karunakara	HOD ME	Member	<i>SKarunakara</i>
7	Mr Vivek Vardhan Reddy	CSE	Member	<i>Vivek</i>
8	Mr Mallikarjun G S	ECE	Member	<i>Mallikarjun</i>
9	Dr Uma T R	ME	Member	<i>Uma</i>
10	Dr Sowmya Naik P T	HOD CSE	Member	<i>Sowmya</i>

Jyothi
CONVENER

Ramamurthy
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.



CITY
ENGINEERING COLLEGE

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

Tyath
CONVENER

Ramesh
PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



CITY
ENGINEERING COLLEGE

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



CCTV (CLOSED-CIRCUIT TELEVISION) SECURITY GUARD/HI TECH SURVEILLANCE SYSTEM

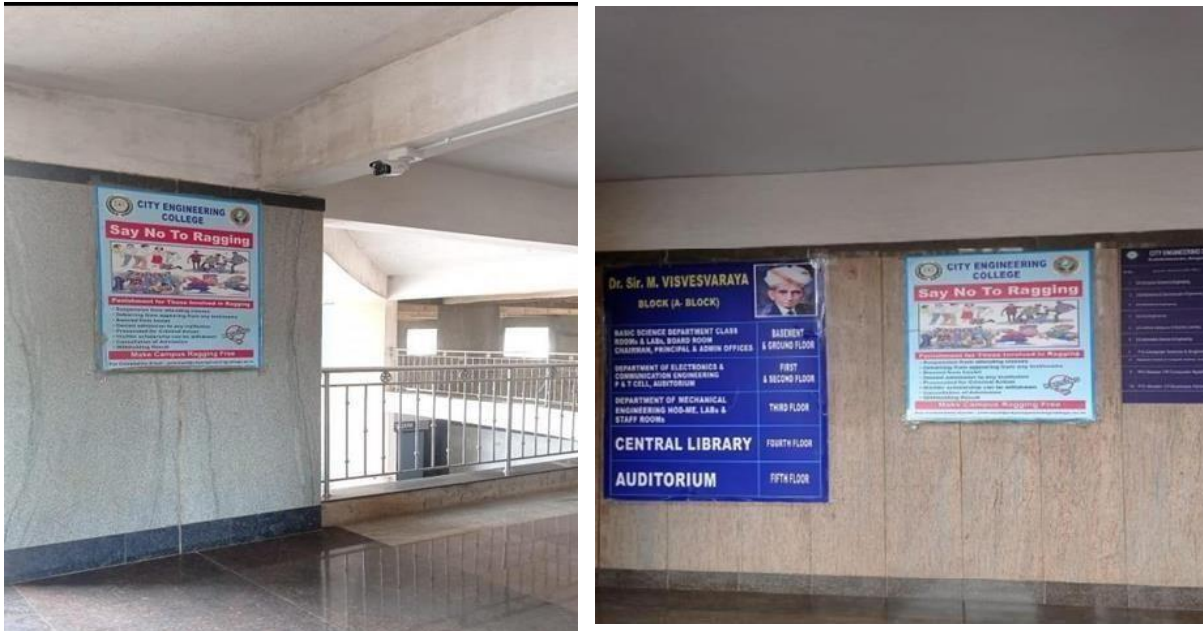


Fig 12: Display of Anti Ragging Policies



Fig 13: Security guard and CCTV within the campus



CITY
ENGINEERING COLLEGE

ANTI-SEXUAL HARASSMENT 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.



CITY
ENGINEERING COLLEGE

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

CONVENER

PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal



CITY
ENGINEERING COLLEGE

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.



CITY
ENGINEERING COLLEGE

- 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.

- The meeting was brought to a close with a vote of thanks.

Action Taken Report

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


CONVENER


PRINCIPAL

Copy to:

- 1) IQAC
- 2) Principal

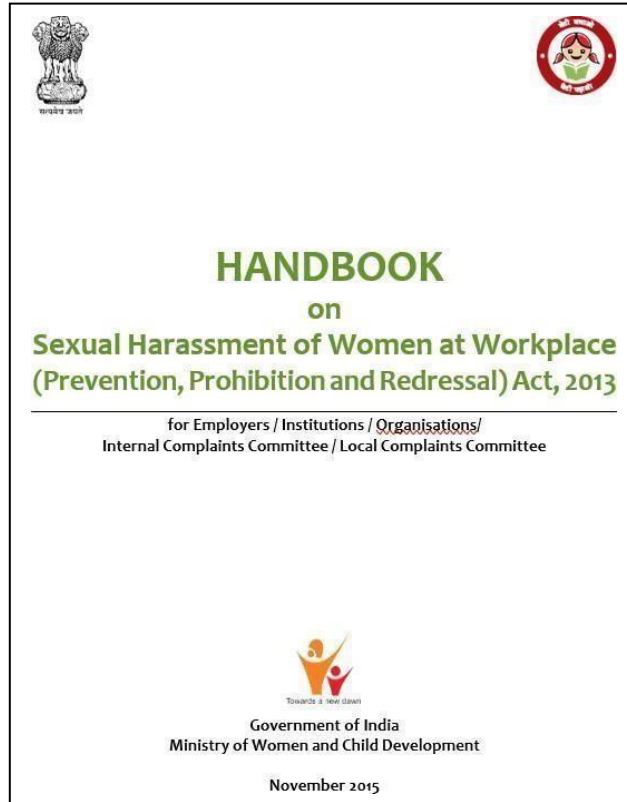


Fig 14: Handbook on Sexual harassment procedure followed in City Engineering college given by Govt of Karnataka

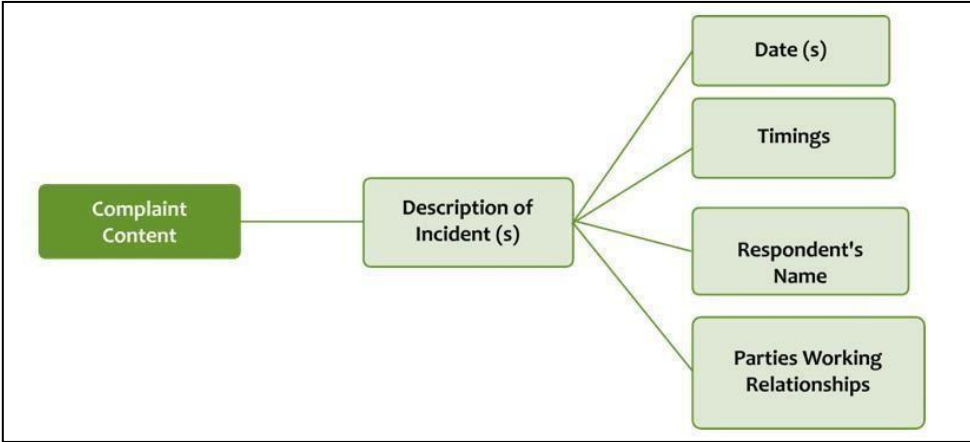


Fig 15: Key points to be noted during Complaint content

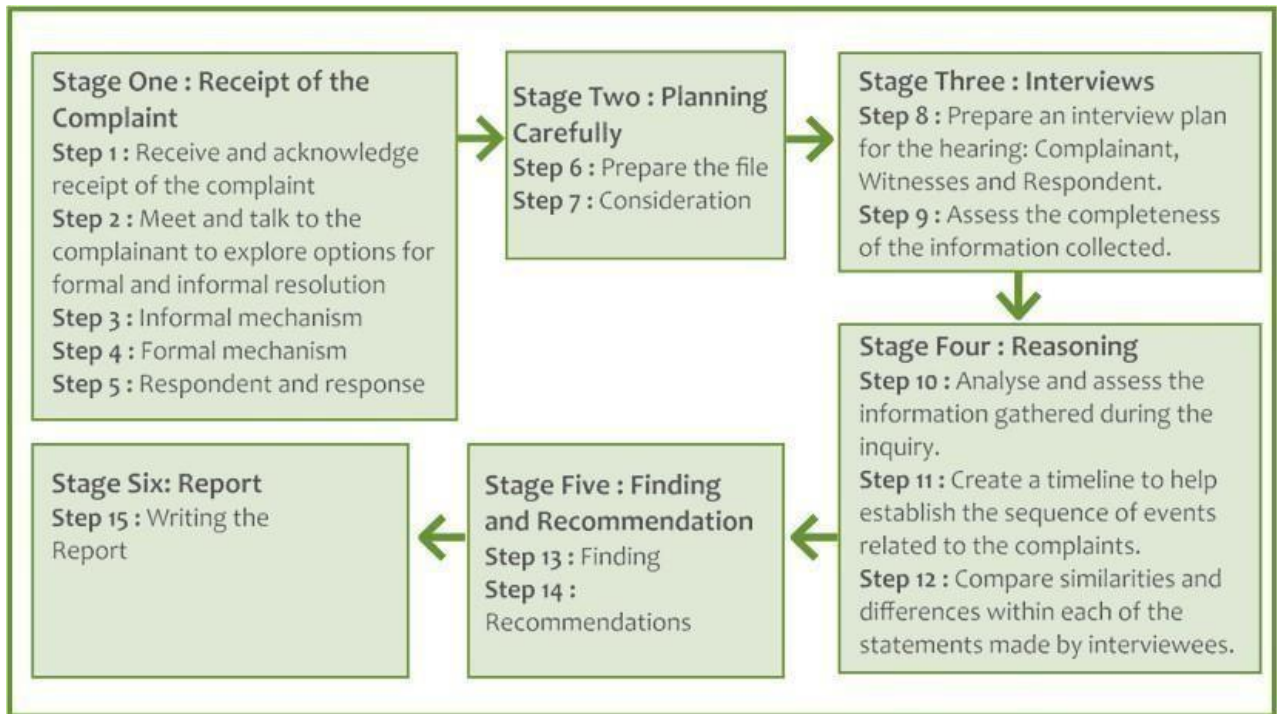


Fig 16: Sexual harassment Complaint Process



Fig 17: Elements of Behavior in Sexual Harassment Complaint Process



SANITARY PAD VENDING MACHINE AND DISPENSER



Fig 18: Sanitary Pad Dispenser and Vending Machine

DAY CARE CENTER AND FIRE SAFETY



Fig 19: Day Care Center in the college premise



Fig 20: Fire Extinguisher