SDG 5 Gender Equality

Annual Report 2018-19

5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

GOAL 5: Gender Equality…

"Social Development" & "Respect for All" are two of the core values of Vellore Institute of Technology. As a measure of translating these core values into concrete action plans, the Institution had taken several measures on the promotion of gender equity.

In all its activities, the Institution ensures the participation of women. For instance, the STARS program which provides free education for the top ranking students from all districts of Tamil Nadu, ensures free education to one top ranking male and female student of every district.

As part of the curriculum, courses on Gender, Culture & Technology, Ethics & Values, Right to Education - Women, Minority, Equality & Environment and Gender, Caste & Law address issues related to gender. As part of these courses, students learn the issues related to women empowerment, female feticide prevention, child abuse, responsible living and others.

Some of the specific measures initiated by the institution to ensure female students participation in all academic, co-curricular and extra-curricular activities are

- ❖ Special drive to admit female students in diverse programs of study
- ❖ Providing for adequate and safe hostel space for female students
- ❖ Special security and transportation, during night hours, for female students to engage in various activities like studying in library, attending group activities and extracurricular & co-curricular activities
- ❖ In night hours, women security guards to accompany female students during their transit
- ❖ 24X7, Availability of lady Doctor in the campus hospital and lady nurse in every hostel block cluster
- ❖ A gynecologist visits the campus hospital every week to cater the needs of female students and staff
- ❖ Gender sensitization programs for all students, faculty & staff members

- ❖ Special self-defense workshop for female students in their hostels
- ❖ Special sports promotion programs for female students – for instance VIT has a female football and cricket teams that takes part in inter University Competitions
- ❖ Exclusive swimming pool and gymnasium for female students
- ❖ Exclusive professional counselors for female students
- ❖ Common room for female students in all academic blocks
- ❖ Motivating to take up core and dream offers in top ranking industries
- ❖ Exclusive placement drive for female students by inviting companies like IBM, Capgemini, Vestas-Preference, CGI-Thought works, Amazon, Cisco, Ingersoll Rand, Saint-Gobain and Hero Motors
- ❖ A mandatory workshop on Prevention of Sexual Harassment in workplaces was organized for all faculty members to create and maintain an environment free of sexual violence, harassment, exploitation and intimidation
- ❖ A daycare center to cater to the needs of young kids of faculty and staff members
- ❖ The entire campus is covered with 3,016 CCTV cameras to provide a sense of security to inhabitants particularly women
- ❖ The institution employs 48-women security guards

The Institution also conducts many awareness programs for female students. Some of the programs organized include

- ❖ Celebration of International Women's day every year
- ❖ Early stage entrepreneurship development programme organized by Climate Collective
- ❖ Workshop on economic empowerment of women

Thus the Institution ensures a gender sensitive ambience, gender sensitive people and special drives for women empowerment.

Specific facilities provided for women in terms of:

a. **Safety and security**

b. **Counselling**

a) **Safety and Security**

In VIT, safety and security are kept as a top priority. Following measures are taken to ensure that VIT indeed remains "a home away from home".

VIT has **525 Security Guards** to monitor the whole campus and its boundaries round the clock (24 x 7 basis). Chief Security Officer (Retired Additional SP of Police) with 3 Assistants (for 3 shifts) direct the team of 525 Security personnel. Assistants were in the rank of Inspector of Police and retired Army officer.

Security Guards

Electronic surveillance is being carried out through **3016 CCTV cameras**, **310 Biometric devices** and **48 Turn style devices** which cover all the strategic locations of the campus. The surveillance involves monitoring the timings for entry and exit into the campus and the hostels. This stringent surveillance that covers the entire campus also gives immense emphasis on maintaining a ragging-free campus.

Biometric entry and CCTV control room

Details of helpline have been displayed throughout the campus to meet with any emergency. An efficient **ambulance service** is available within the campus 24x7. The campus also houses a round-the-clock functional Health Centre with full time doctors and nursing assistants to offer medical care. During Emergency, the Ambulance is made available for students, to take them to the Health Center and if necessary, to any Multi-Speciality hospital, to ensure the required care. Information will be sent to the parents and the local guardian immediately.

b)   <u>**Proctoring & Counselling**</u>

The Director, Student Welfare (DSW) has established a Student Mentorship Initiative Programme to create an interactive and target-oriented counselling programme involving students, faculty and parents to address common student concerns such as

anxiety, stress, fear of change and failure, homesickness and other academic concerns. The purpose of this programme is to mentor and monitor the academic and behavioral patterns of the students through faculty mentorship or Proctor Scheme. Accordingly, each faculty member (Proctor) is allotted 20 students. Proctor – Proctee meeting is conducted min 3 times in a sem. and the discussions are documented online. F**irst Wednesday** of every month between **11.00 a.m. and 1.00 p.m.** is kept as Proctor Hour in which Proctor-Proctee meeting will be conducted. No other meetings and classes are conducted that time. The Proctor is expected not only to interact with the students (Proctees) but they are also expected to be in touch with the parents and discuss about the academic progress/status of the respective Wards. In case of slow learners and differently-abled students, close monitoring is made by the Proctor in consultation with the respective subject faculty.

Meeting with Proctor

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Preamble

Targets:

a) End all forms of discrimination against women and girls

b) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making

c) Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

Policies / Major decisions taken regarding the SDG

VIT strives to offer free undergraduate education to underprivileged girls of the society as a means to empower and make them self-reliant. Ms Dhevayani, a tribal student from Madurai, who topped the class 12 board exams, was promised full free education in a course of her choice, B. Com/BBA by VIT.

The leadership at VIT boasts about equal representation of women in positions like Executive Director (Dr Sandhya Pentareddy), ProVC VIT Chennai (Dr V. S. Kanchana Bhaaskaran), deans and directors of various schools of the institute (one third being women). The Institute offers equal opportunities to women faculty, who constitute 44% of the teaching faculty and 26% of the supporting staff.

Academic Details pertaining to the SDG

VIT School of Law (VITSOL) offers courses LAW4062 (Women and Criminal Law) and LAW3102 (Law of Crimes-I) under B.A., LL. B (HONS) which stress on the need of gender equality and make one aware of the offences against women.

Major events organised:

A marathon was organised by School of Computer Science and Engineering (SCSE) on 'Girls in ICT Day', 25th April 2019, as a mark to promote technology as a career for women in the world's fastest growing ICT sector.

Lectures organised to enhance students awareness

S. No	Name of Faculty	Title of Lecture	Date
1.	Anandha Krishna Raj S	Gender, Caste and Law	13-2-2019
2.	Anandha Krishna Raj S	Gender, Caste and Law	28-2-2019
3.	Sivakami B	Challenges Women Face on Social Media and How to Manage it	14-3-2019
4.	Umamaheswari E	Girls in ICT Day	25-04-2019

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