

Bhilai Institute of Technology, Durg (CG)
Annual Gender Sensitisation Action Plan

Bhilai Institute of Engineering & Technology, Durg (BITD) ensure equal concern for girls and boys in the institution in all curricular, co-curricular and extracurricular activities .BITD , through its proactive faculty, staff and student programs, will look into the following:

Sl. No.	Action	Responsibility /Action By	Time line
1	Provide advice or counseling for students	HoDs- through Mentors	Continuous process
2	Have regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	Chair person of the committees	Minimum Two Meeting per Semester
3	Organize seminars and workshops for students on gender equality	Coordinator- Woman grievances cell	Once a semester for all courses
4	Organize trainings about gender equality, preventing all forms of violence for the stakeholders in the institution.	Coordinator Woman grievances Redressal cell	Once a semester
5	The development and implementation of all institutional policies (programs and strategies) include a segment of gender equality.	Principal	Yearly
6	Celebrate the International Women's Day – the 8th of March	Women Security Cell	8 th March
7	Organize a public awareness campaign through NSS units of BITD about anti-discrimination statute and mechanisms of protection against gender-based discrimination	NSS Programme Officers	Yearly
8	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Management	–
9	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	Management	–
10	Increased information and awareness of the staff members about the occurrence and consequences of gender-based violence	Principal/WSC	Once a year

Gender Sensitization Policy

“BIT Durg believes in offering equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and benefits or in access to educational services”

Gender sensitization promotes equality for men and women by allowing men and women to view what is stereotypical of and reasonable for their gender. Need of gender sensitization is to create awareness among the students and staff about the importance of gender sensitivity in an organization. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. Therefore, teachers are in a position to teach children about gender sensitization through how they conduct their classroom and interact with their students.

The need of the hour is to bring the women into the mainstream for the development of the society as a whole. Bhilai Institute of Technology, Durg (CG) has recognized the importance of women empowerment and established the Women Cell in the campus. The Women Cell consists of a Professor I/C and five Members out of which three will be external members, one a gynecologist and other Warden of the Girls Hostel.

The Gender Sensitization Policy of BIT Durg has been drafted in view of the National Policy for the Empowerment of Women (2001) and the 2030 Agenda for Sustainable Development formulated in the year 2015 adopted by all the United Nation Member States. The policy of our institute aims in developing a sustainable and inclusive environment by empowering the women and girls so that they can contribute to the development of the community. The Gender Equity Policy has been developed so that no students in the campus are disadvantaged on the basis of gender.

The Gender Sensitization Policy of BIT-Durg states:

- (1) Fostering gender equality in all aspects of college life and throughout the college community for which Equal Opportunity has been ensured in all activities of the college.
- (2) Empowering women with skills and self-confidence necessary for the participation in the development process of the nation.
- (3) Developing and enhancing the leadership skills and organizational capabilities of female students and faculties.
- (4) Promoting gender balance in various decision-making capacities.
- (5) Building a conducive environment to ensure equal opportunities for women to take up leadership positions in both Academic and Administrative arenas.
- (6) Raising awareness towards women's role in socio-economic development of the society and country as a whole.
- (7) Creating consciousness and motivation towards gender equality in different sections of the society by organizing seminar/ workshops and special lectures.
- (8) Providing counseling, guidance and life skill education to girl students
- (9) Maintaining a favorable and dignified atmosphere for women staff and girl students in the college by disallowing any act of harassment or exploitation. For this a Grievance addressee committee has been established.