

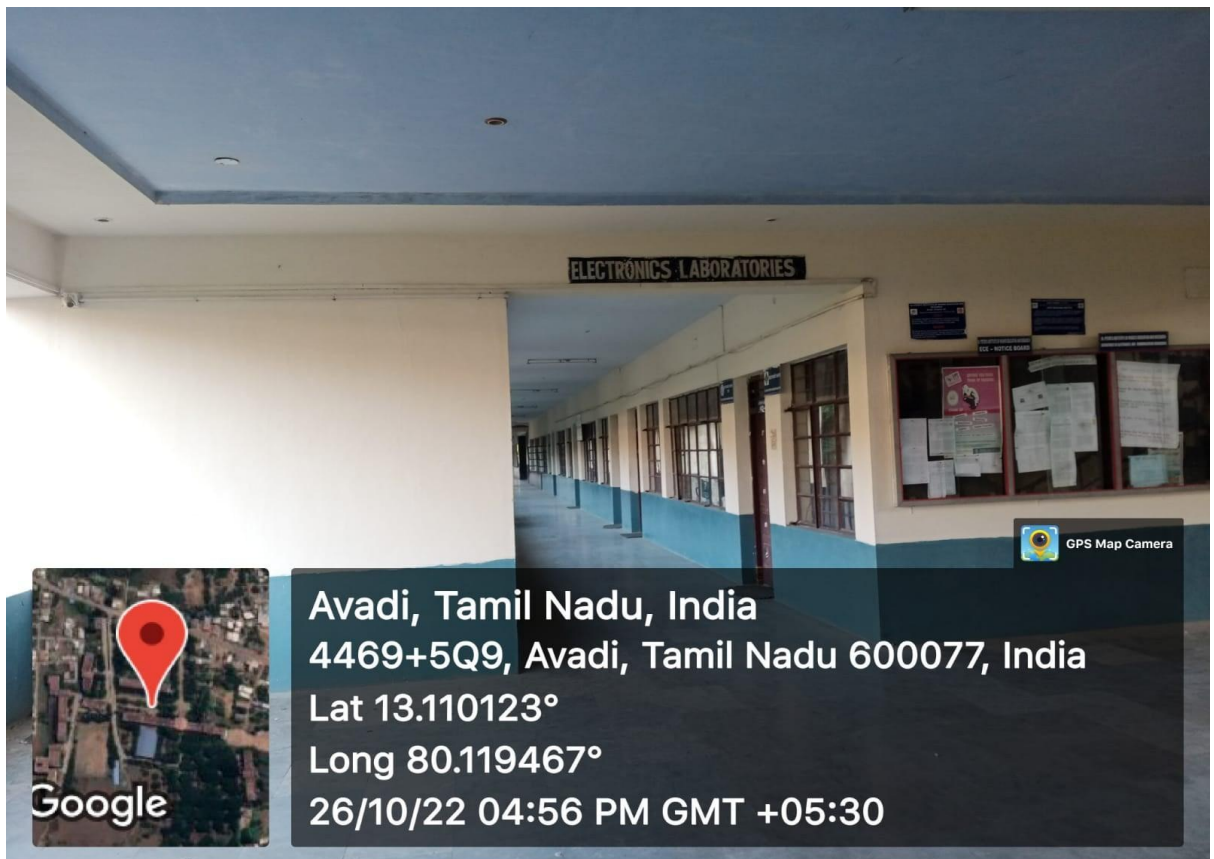


GENDER EQUITY

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

Safety and security

Safety is given paramount importance in SPIHER. The Institute has installed CCTV cameras in every corridor and in the area of importance. Security personnel are posted at various places around the campus to ensure safety. Rotational duty for the faculty at the gates and corridors is followed to ensure safety and avoid ragging. A register is maintained in the entrance for the vehicles and people. Visitors' passes are given for the people other than faculty and students visiting the campus.





Security Gate at the Entrance

Common Rooms

Separate Common rooms for girls and boys along with individual hostel facilities are available. Rest rooms are neatly maintained by an external agency. Sanitary vending machine is available on campus.



Counselling

Institute takes effort to maintain harmony among all sections of students and staff without any discrimination among caste, community and gender. Our institution has an Internal Complaints Committee (ICC) to ensure equality is maintained. Mentors help mentees to overcome any issues and to develop relationships across the organization, they identify individual skills and encourage the girl students to pursue their dreams. One Advisor and four Mentors have been allotted for a class of sixty, to help the students to sort out their problems. Anti-Ragging Committee, Grievance Redressal committee and Internal Complaints Committee (ICC) help in creating awareness about gender imbalance and educate students regarding safety and security.

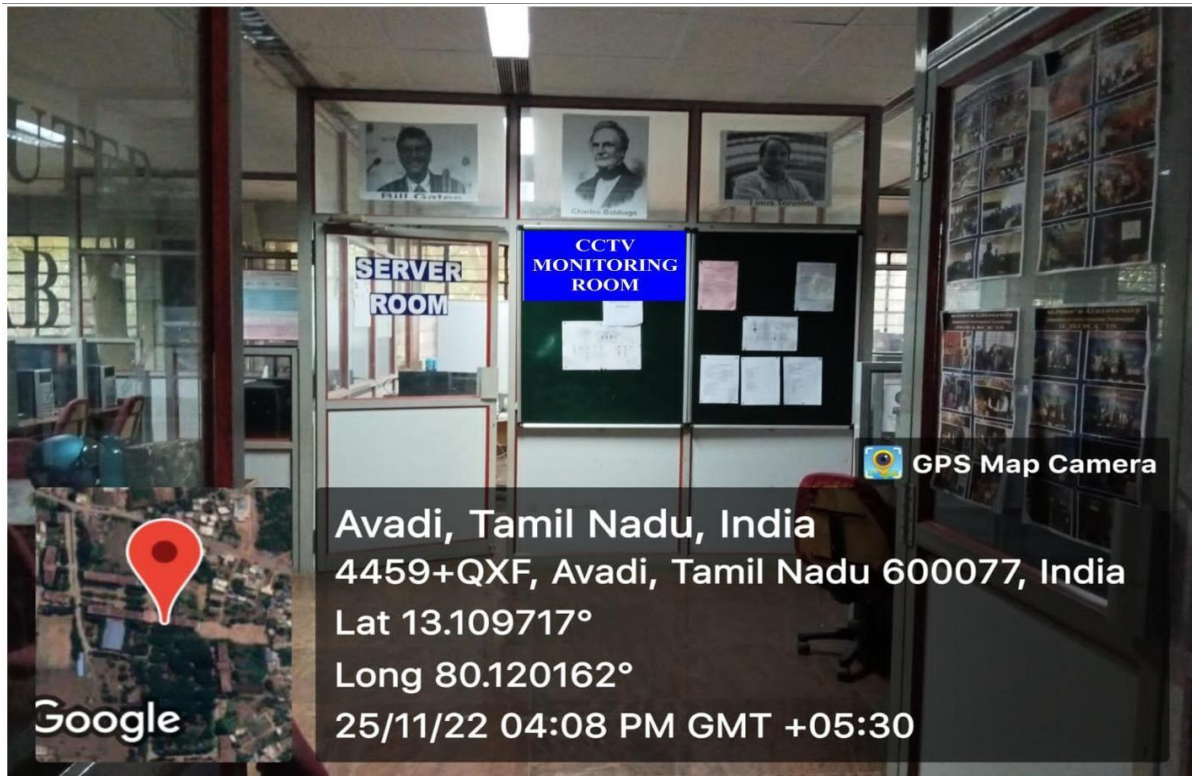
The overall development of the students is the main objective of SPIHER. The constant and consistent interaction between the students and faculty has developed an ambient environment that has enabled our students to pursue their dreams.



Counselling session for the girls students

Control Room for CCTV

The control room facility available in the registrar's office is vital for the organization to efficiently and effectively monitor the activities in the institution. Our institution has a full-fledged control room for monitoring the CCTV footages across the organization that caters to the needs of safety and security.



Day care Centre for Young Children

The institution has a day care centre within its campus for inculcating a balanced working environment for all the faculty. As an institution, we understand the challenges faced by our employees, hence integrated childcare support is provided within the campus. Needy parents can opt for childcare benefits that has enabled them to work in a hassle free environment.

