

7.1.2 Institution shows gender sensitivity in providing facilities such as

a) Safety and Security

b) Counseling

c) Common Room

DEI has a strong ethical work culture that is based on inclusivity. It observes highest ethical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to enrolment of 68% women students and 49% women staff.

Safety, security and well-being, along with gender equity and friendly working atmosphere are the issues of prime concern to DEI.

Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighbouring community, as is evident by the following facilities –

(a) Safety and Security

- Well-trained and vigilant women security guards stationed across the campus.
- Security checkpoints at all campus entries and exits.
- Extensive surveillance network with 24x7 monitored control rooms.
- Rotational duty by all faculty members for discipline and security.
- The Proctorial Committee includes male and female proctors at institute as well as faculty level.
- Night Patrols by local community including students and teachers.
- Summer Patrols by students.
- Strict implementation of Anti-Ragging, Anti-Smoking and Mobile Free Campus.
- Awareness campaigns on women safety and gender sensitivity through street plays (*Nukkad Natak*), rallies and camps by NSS and NCC student volunteers.
- Separate hostels for men and women with dedicated wardens.
- The Institute is the preferred destination of parents for education of their female wards as evidenced by the Stakeholder Feedback.
- Eco-friendly crèche for wards of institute staff with dedicated staff and faculty supervisors.

(b) Counseling

- Formal and informal avenues for counseling male and female students and staff for academic and other issues/problems.
- Class and Proctorial Committees are available for counseling of both males and females' students.
- Grievance Redressal Committees for staff and students
- Gender sensitization camps in slums and rural areas of Agra district that include the following aspects:

- Women's rights
- Human rights
- Child rights
- Gender justice
- Gender equality
- Gender sensitization workshops
- Specific courses dedicated to gender issues.
- Campaigns against female feticide.
- Business Advisory Clinic provides free counseling to various MSMEs.
- Faculty Placement Cells and Alumni Placement Assistance Cell
- Others – Entrance Exam Counseling, Matrimonial Counseling, Orientation Programmes for Teachers and Students.
- Medical Counseling, Moral Counseling, Career Counseling, Village Counseling, Vocation Counseling weekly through medical camps and LLLLE.

(c) Common Rooms:

- In most of the Departments, common rooms have been allocated for men and women, which also facilitate meetings and discussions.

(d) Other Measures

Other measures of Gender Sensitization include –

- Curriculum and Coursework.
- Co-curricular activities.
- Enrolment of 68% women students and 49% women staff

DEI has been successful in caring for its diverse students and staff population harmoniously in its efforts to steadily achieve its vision and mission. This is also evident from regular feedback from all its stakeholders.

Other Initiatives

Additional initiatives ensure active participation of students in co-curricular activities including sports as it is a compulsory core course in all UG programmes and also at intra-faculty, inter-faculty and inter-university levels. The Quantum Jugaad Centre for sale of products prepared under the various entrepreneurial programmes by students, is also a student-run initiative.

Agricultural Operations

Encourage students to work together in regular field work in DEI agricultural farms under faculty supervision.

Community outreach

The Life-Long Learning Education (LLLE) programme provides opportunity to women from all walks of life to get trained in entrepreneurship and self-employable skills.

As part of NSS activities, free multi-specialty medical camps are organized fortnightly in neighboring villages, which help transform rural women in building awareness about health,

hygiene, importance of child education and provide a launching pad to induct them into vocational skilling.

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Links

DEI Surveillance System

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/DEI%20Security%20Surveillance%20System%207.1.2.pdf>

Student Grievance Cells:

https://www.dei.ac.in/dei/index.php?option=com_content&view=category&layout=blog&id=56&Itemid=340

DEI Girls Hostel Report

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/DEI%20Girls%20Hostel%20Report%207.1.2.pdf>

Psychological Counselling

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/psychological%20counselling%207.1.2.pdf>

Women Harassment Cell

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/Women%20Counselling%20Cell%207.1.2.JPG>

Proctorial Committee

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/Proctorial%20Committee%207.1.2.JPG>

Contribution to Local Community:

<https://www.dei.ac.in/dei/files/NAAC/7.1.1%20Contribution%20to%20local%20Community.pdf>

Syllabus – Women Studies

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/Syllabus%20-%20Women%20Studies%207.1.2.jpg>