

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

**Any additional information**




**PRIYADARSHINI DENTAL COLLEGE AND HOSPITAL  
WOMEN EMPOWERMENT POLICY**

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**MEASURES INITIATED BY THE INSTITUTION FOR THE PROMOTION OF GENDER EQUITY**

PDCH ever since its inception aims at providing the provision of fairness and justice in the distribution of benefits and responsibilities between women and men. Our college recognizes and follows that gender should not be a determining factor in deciding a person's rights, privileges, or opportunities. To monitor and execute gender equity, the **Gender Sensitisation Committee** was established in the year 2012 and it was renamed as **Internal Complaint Committee (ICC)** in 2016.

The motive of ICC is to address inequalities and create a society and institution, more inclusive and non-discriminative.

**Measures:**

1. Action plan is periodically prepared and appropriate actions are taken.
2. Policies and initiatives aimed at creating equal opportunities such as pay for equal work, encouraging an increasing number of women appointments women's representation in leadership positions supporting work-life balance, and combating gender-based violence and harassment.
3. Established collaborations with external organizations, Non-profits, or govt. agencies that specialize in gender equity and diversity that provide additional resources, expertise, and support.
4. Organised various programs that specifically targeted the development and advancement of women and underrepresented genders in leadership roles to support career growth.
5. Organised various workshops, training sessions, and self-defense awareness programs to sensitize employees and students about gender issues, biases, and stereotypes.
6. Adopted policies that promote gender inclusivity and non-discrimination. This includes developing and enforcing anti-harassment policies, providing maternal/paternal leave,

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- offering flexible work arrangements/timing to accommodate diverse needs like common rooms for both staff and students and a daycare center.
7. Women are offered and ensured equal opportunities along with appropriate promotion processes in PDCH.
  8. Various measures to enhance safety and security within the campus were taken such as reconstituting the ICC periodically, installing CCTV cameras, 24/7 security personnels, and women counsellors.
  9. Conducted orientation programs for the newly admitted students and staff with “gender equity and sensitization” as one of the agendas.
  10. Display posters and circulars from the government providing information about various measures promoting gender equity and women empowerment. One such initiative is assigning gender champions in our college, effort by UGC to promote gender equity guaranteed by article 15. Similarly, Organised programmes for faculty, students and functionaries as indicated in SAKSHAM report to ensure knowledge & awareness of the rights.
  11. Displayed penalty and consequences of sexual/any sort of harassment notice boards and made all sections of the institutional community aware of information for redressal of complaints pertaining to sexual or any form of harassment
  12. Informed students and employees of resource available to them if they are victims of any sort of harassment and given assurance of dealing it with confidentiality.
  13. Allocated a budget for providing support services to promote gender equity within the institution. The budget allocation also included resources for employees and students facing gender-based challenges, gender inclusive infrastructure and facilities.

*Principal*  
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