



SHRI SAI SHIKSHAN SANSTHA'S



## NIT GRADUATE SCHOOL OF MANAGEMENT

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to RTM Nagpur

### SPECIFIC FACILITIES PROVIDED FOR WOMEN IN TERMS OF A. SAFETY AND SECURITY B. COUNSELLING C. COMMON ROOMS D. DAY CARE CENTER FOR YOUNG CHILDREN E. ANY OTHER RELEVANT INFORMATION

The Institute is very keen on the desires, aspirations, abilities and professional skills of human resources, without any discrimination about their gender. Further extensive efforts are taken into account for the communal and artistic factors involved in gender-based exclusion and prejudice in the most diverse spheres of community and personal life. The Institute shows gender sensitivity in providing facilities such as:

- (a) Safety and Security
- (b) Counseling
- (c) Common Room Facility

**(a) Safety and Security:** To ensure safety and security in Girls' hostel, a full time Warden is appointed and three lady guards are also provided in shift-wise at entry point to the hostel. Following facilities are also available:

**CCTV Monitoring:** CCTV cameras are installed in strategic locations of the campus which provide 24 hrs surveillance in order to observe the ongoing activities.

**Complain Box:** A Complain box is placed at reception area, intended to collect any suggestions or any complaint from female staff and girl students of the campus concerning any abuse or harassment. **Grievance Redressal & Sexual Harassment Committee:** The Institute has several committees like Anti-ragging Committee, Internal Complaint Committee (ICC) and Grievance Redressal & Sexual Harassment Committee to monitor and address safety, security and social issues.

**Fire Safety Equipments:** Fire extinguishers are installed in hostels and other places in the Institute and Mock Drills are conducted on regular basis to take precautionary measures during fire

**Fencing Wall Campus:** The Institute is surrounded fencing wall signifies campus security.

**Awareness Programmes and Guest Sessions:** The Institute organizes awareness programmes and guest sessions on a regular basis in order to endorse social values such as gender equality, gender sensitivity and highlights social problems such as women safety and cyber security. Every year a group of students played Nukkad Natak as awareness programmes on various societal issues

**CAMPUS** : Survey No. 13/2, Mahurzari, Katol Road, Nagpur-441 501

**CORP. OFF** : 2<sup>nd</sup> Floor, Midas Heights, Central Bazar Road, Ramdaspath, Nagpur-440 010

**Phone** : 9545571000, 8007722825 | **E-mail** : ao@nitmba.edu.in | **Website** : www.nitmba.edu.in



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pertaining to women safety and security. Institute also organizes various sessions on Stress Management, Yoga and Meditation Training during Orientation Programme, and International Women's Day, etc.

**(b) Counseling:** The Institute provides academic, stress-related personal counseling and guidance to male and female students in mentor-mentee meetings regularly monitored by the mentors appointed to students (mentees). The mentor interacts and supports the assigned mentees in resolving all their academic, personal and stress-related problems and issues. The Institute has also constituted a separate Counseling committee to discuss issues beyond mentor-mentee meeting and admission committee to counsel the students at the time of admission.

**(c) Common Rooms:** The Institute provides separate common room in boys and girls hostel. Each common room is equipped with facilities like, Television, Mini Library maintained by the library committee and other necessary things.



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## Annual gender sensitization action plan

Women's empowerment and gender equality are one of the primary concerns at NIT Graduate School of Management. We practice to bring a positive change in the attitude and support equity among genders within the institute and in our outreach.

### *Annual gender sensitization plan is as follows:*

**Objective:** To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff.

- Conduct activities like Blood donation camp, Aids awareness, female foeticide, dealing with COVID-19 pandemic, etc in order to give back to the society
- Promoting activities related to health, nutrition, self-defense and entrepreneurship among the female students.
- Conduct workshops related to cyber crime, safety and security in hotels and career enhancement for female students.
- Provide professional counseling to the students.
- Guidance regarding the financial investment for students and staff.
- Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- Mentorship in college to be provided where faculty and students can approach in matters of gender-related issues.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- Balanced gender quota while recruitment.
- Student's code of conduct that promotes gender parity at the governance level.



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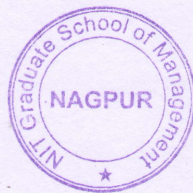
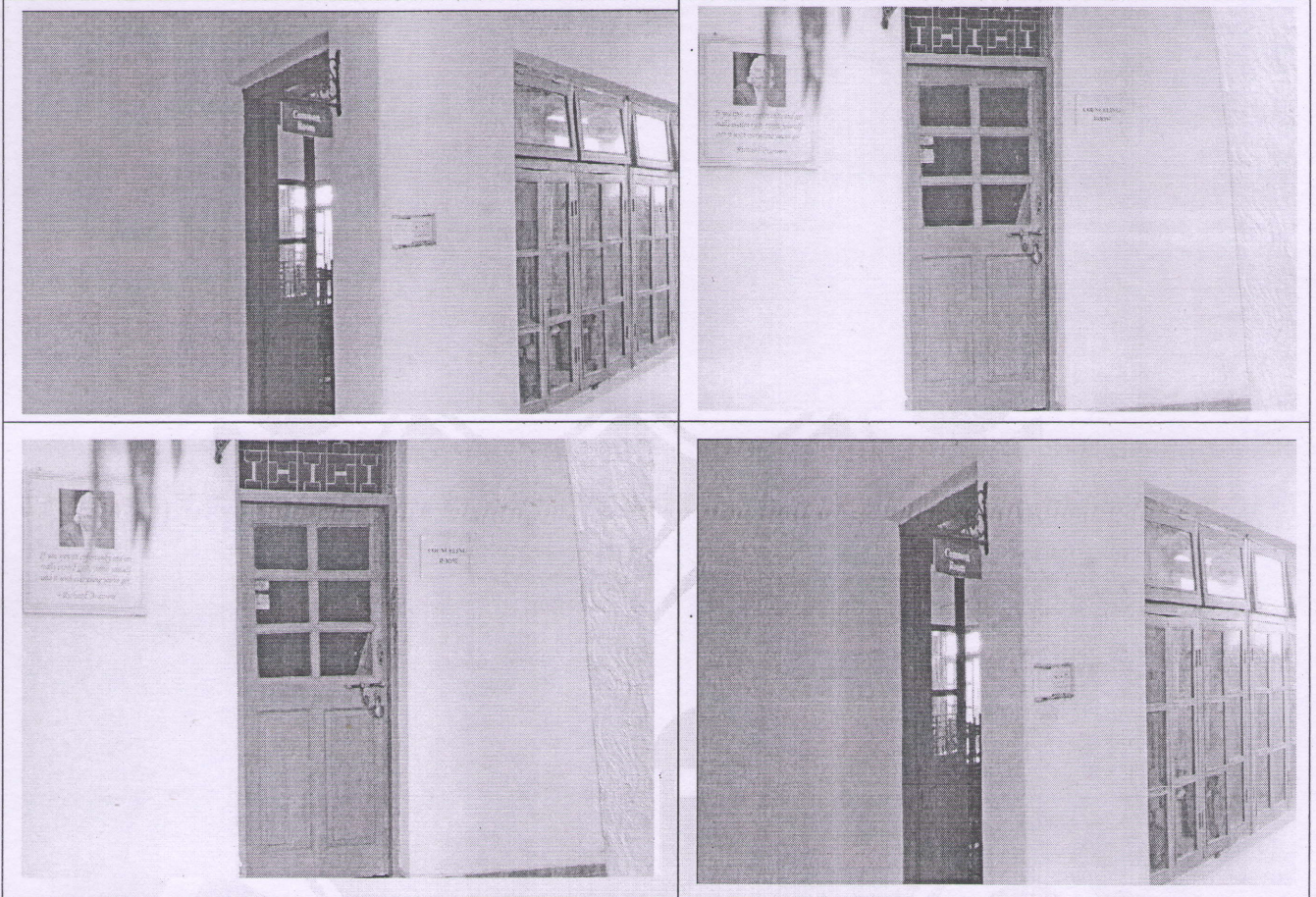
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## 7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year.



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