

## **7.1.2 ANNUAL GENDER SENSITIZATION ACTION PLAN**

- **SPECIFIC FACILITIES PROVIDED FOR  
WOMEN**

- a. SAFETY AND SECURITY**
- b. COUNSELLING**
- c. COMMON ROOMS**
- d. DAY CARE CENTRE FOR  
YOUNG CHILDREN**

- **ANY OTHER RELEVANT INFORMATION**

## 7.1.2 Introduction

The Institute’s mission is to develop the professionals both men and women, with global standards. To provide highly centered academic excellence through innovative research and novel teaching with service extension to community orientation in a student – friendly learning environment. To provide advanced patient care and service to the rural populations to improve quality of life through state-of-the-art facilities with committed and motivated dental professionals, so that they can serve the Society face the global challenges.

Our future success is dependent on attracting and retaining the best people to support our vision that is To be known for innovative leadership in academic excellence with commitment to cultural diversity, discovery and transfer of scientific knowledge to the mankind with highest professional and ethical standards in dental health care.

The Institute’s performance in relation to gender equality in particular shows significant room for improvement towards women empowerment and representation in senior academic and executive ranks and in certain occupations and disciplines. Inclusive workplace cultures, where all employees are valued and included, result in a more engaged, motivated and productive workforce. Diverse and inclusive teams are also more innovative, able to draw upon a wider set of experiences, approaches and resources to produce creative solutions. It is evident that when an educational workforce mirrors the diversity of its students, it can more effectively understand and anticipate the needs of those students. In addition to these arguments, rapidly changing workforce demographics mean that organizations will increasingly be challenged in the search for staff and will need to draw from and retain candidates from diverse backgrounds. Also, the inclusion of gender equity promotion as an aim of the institution would support the efforts of government towards women empowerment and upliftment in regards to the staff, as well as, the students. Hence, LIDS takes a pledge to work towards providing an environment of overall growth and equality to all its members, and equity to the members of minority gender, which would in turn be of vital importance to LIDS performance and productivity.



# LENORA INSTITUTE OF DENTAL SCIENCES

(Recognised by GOI/ Dental Council of India & Affiliated to Dr. NTR UHS-BZA)

Accredited with NAAC "A" Grade

NH-16, Rajanagaram, Rajahmundry, East Godavari (Dt.), AP, India.

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## COMMITTEE COMPOSITION

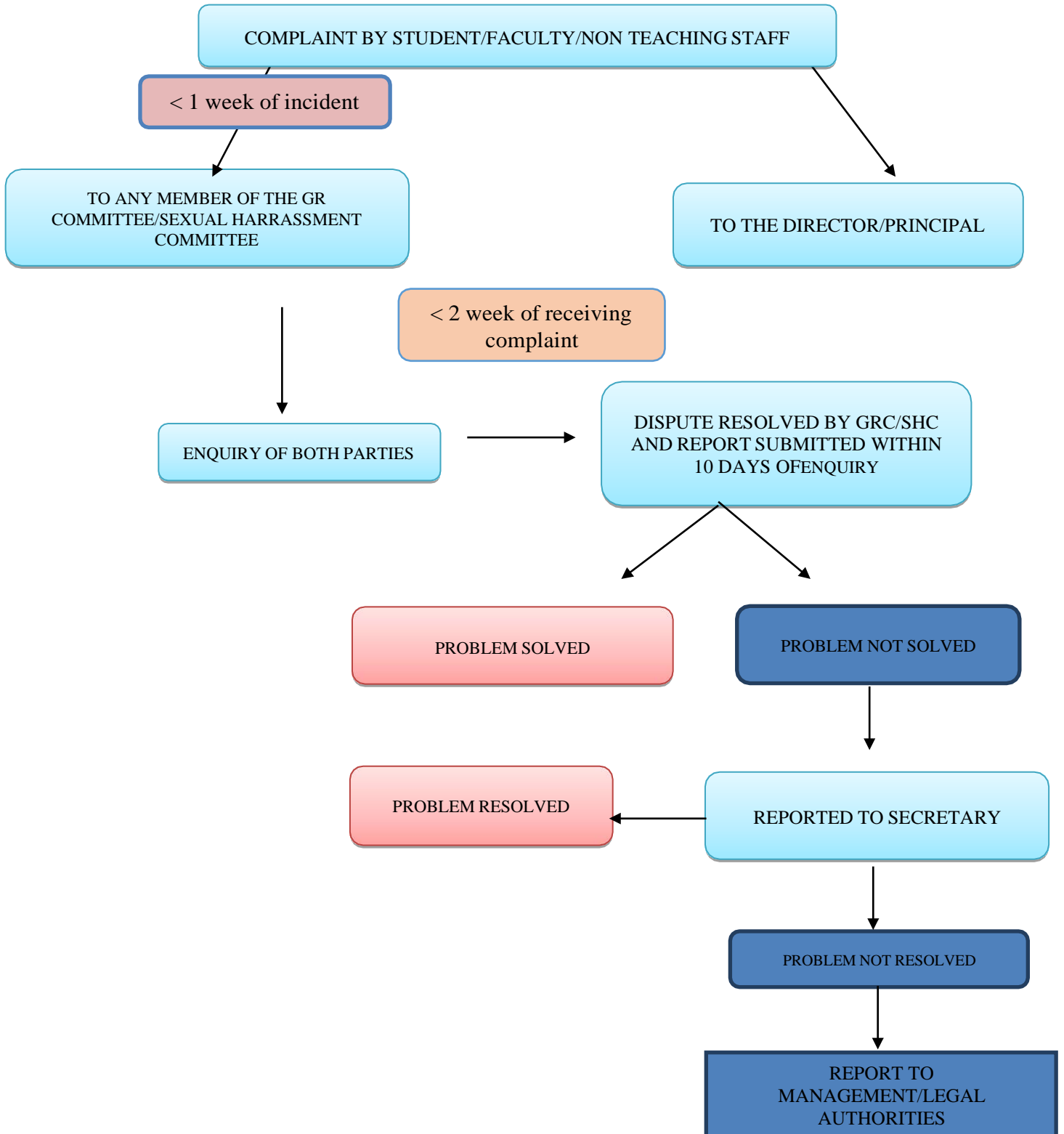
KLR educational institutions is headed by Smt.K.Nagamani, a women entrepreneur, educationist and lady legends lifetime achievement awardee. As a female headed institution, women equity is prioritized and gender harassment prevention is of prime concern.

In conforming to guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Grievance Redressal Committee, Cell for Sexual harassments) is reconstituted in KLR Lenora institute of dental sciences to provide effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse and to provide conducive atmosphere in the campus, to all the staff members, employees and students of KLR Lenora institute of dental sciences.

It functions to be proactive by developing a conducive atmosphere on the campus, where the women are respected and treated with dignity. The cell has been established to spread awareness on women centric issues. With this view in mind, this cell organize activities pertaining to women's issues emanating time to time, in society and the media, sensitizing gender consciousness. The students are earnestly exhorted to take an active part in the activities of the cell. The GRC handles issues related to women's welfare.

S.NO	DESIGNATION	ROLES AND RESPONSIBILITIES
1.	CHAIRMAN OF COMMITTEE	<ul style="list-style-type: none"> <li>• Heads the committee and plays a major role in implementing gender equity in the campus</li> <li>• Takes appropriate decision when a complaint is filed.</li> </ul>
2.	Presiding Officer	<ul style="list-style-type: none"> <li>• Incharge of arranging meetings. Documents the meetings and other programmes.</li> <li>• Checks regularly for complaints in the mail id Helps in organizing the guest lectures and sensitization programme</li> </ul>
3.	External Expert	<ul style="list-style-type: none"> <li>• Gives input on gender sensitization</li> <li>• Attends the monthly meetings and gives valuable suggestions to faculty and students against gender harassment</li> </ul>
4.	Member	<ul style="list-style-type: none"> <li>• Actively participates in meetings and lectures, workshops etc.</li> <li>• Communicates with students and other faculties.</li> <li>• Receives complaints if there are any gender harassment issues.</li> <li>• Reports any issues from teaching and non teaching faculty</li> </ul>
5.	Student Member	<ul style="list-style-type: none"> <li>• Student representee from all the batches and Complaint on behalf of other students would be reported by them.</li> <li>• They suggest any safety or needs required by other students of their class.</li> </ul>

## STANDARD OPERATING PROTOCOL



## ACTION PLAN OF GRIEVANCES REDRESSAL COMMITTEEN FOR THE ACADEMIC YEAR 2020-2021

It is proposed to conduct Orientation to the newly admitted students in the campus about existence of the grievances redressal Committee (GRC) and the members of the Committee- Oct 2020

It is proposed to conduct gender sensitization programs through out the year so that the students would be aware of gender inequalities in the society and would be able to identify the issues, protect themselves and also come forward to complain if they face such issues.

It is proposed to celebrate Women's day on 8 March.

It is intended to create awareness among students as well as faculties to fight against gender inequality by conducting meeting every month and documenting the same.

It is proposed to conduct programmes on women achievement and empowerment.

It is proposed to conduct talk by student/external expert on role of women changing the environment.

It is proposed to appreciate the female students /staff on their academic achievements.

A Complaint Box is placed outside the office. Telephone / Mobile numbers of the sexual harrasment complaints committee chairperson and members are made available on the Notice Board at office.Strict confidentiality is maintained by the committee to encourage the complainant to lodge complaint without fear.Counselling is provided to the complainants and the respondents independently by the committee.

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## SPECIFIC FACILITIES PROVIDED FOR WOMEN

### **(a.Safety and security; b.Counselling; c.Common rooms; d.Day care centre for young children)**

During the orientation programs for first year and third year students, there is a program on gender harassment and make the students aware of the committee and how they can complain. Student members are included in the committee to give their perspective and access to information of what steps are being taken to prevent gender harassment. The student members feel free to speak about their friends experience and students feel free to confide to their brethren. Non-teaching staffs are also included in the committee.

Charts are put up in the college at prominent places to make the students and staff how to approach and whom to approach in case of an unacceptable situation. Handbook is also released to help the staffs and students to avoid getting into trouble.

a. The safety and security of staffs and students are important. CCTV cameras are present in all classrooms, clinics, labs and corridors and also outside the college building. There are security guards inside the campus throughout the day and night. It is mandatory for the women students to take outing passes and signed letter from the principal. A register is maintained to record the in and out time and they need to sign in that register.

b. There is a counsellor in the medical college to counsel the staffs and students. The mentors also act as counsellors to counsel the students. Counselling is provided to the complainants and the respondents independently by the committee.

c. Common rooms are provided for girls and boys, and also for teaching and non-teaching staffs.

d. Day care centre for young children: Our institution provides supervision and care of infants and young children during the daytime, particularly so that the staff and non-teaching staff can hold their jobs.

Lenora Institute of dental sciences possesses a privileged right to ensure women empowerment through gender equity in education. To promote women education, college is doing consistent efforts. The college has taken several measures to enhance safety & security on campuses by constituting a sexual harassment Complaints Committee, grievances redressal committee, installing CCTV cameras & by providing round the clock security. The women security guards are also available at Girls hostels. Glass pane at eye level has been installed on the doors of faculty rooms & offices.

A Complaint Box is placed outside the office. Telephone / Mobile numbers of the sexual harassment complaints committee Chairperson and members are made available on the Notice Board at office. Strict confidentiality is maintained by the committee to encourage the complainant to lodge complaint without fear.

Women are encouraged to participate in academic and extracurricular activities at intra and intercollege meets on par with men. The overall safety and security is ensured and taken care by management.



# **AWARENESS BOARDS**



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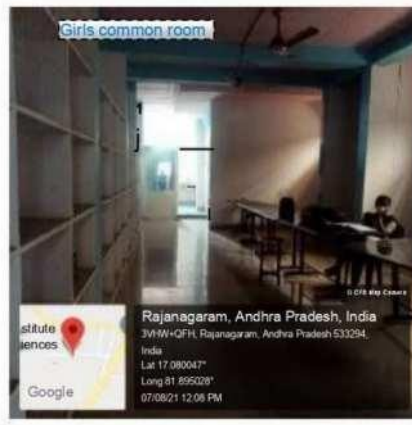


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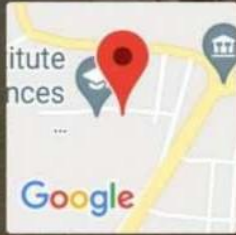
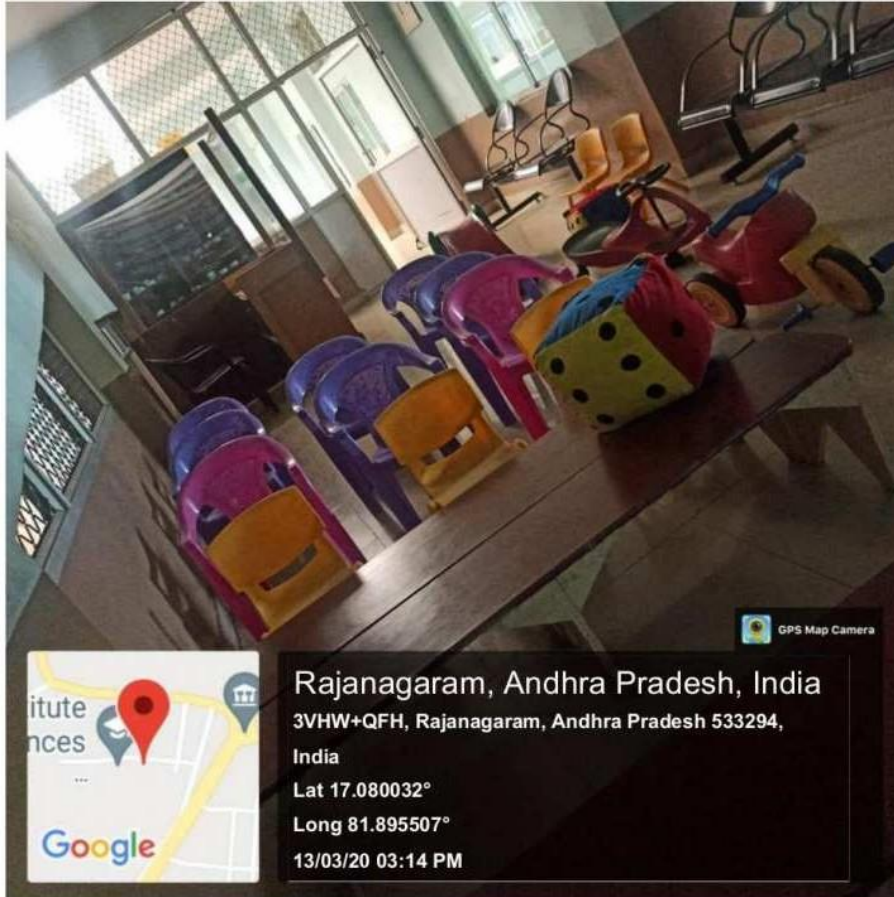
# **SAFETY AND SECURITY**



# **COMMON ROOMS**



**DAY CARE CENTER FOR  
YOUNG CHILDREN**



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Principal  
PRINCIPAL  
Lenora Institute of Dental Sciences  
RAJANAGARAM