

## MEERUT INSTITUTE OF TECHNOLOGY

### Gender Sensitization Action Plan

Meerut Institute of Technology, through its proactive faculty, staff and student programs, will annually look into the following for creating a centre for women's empowerment and gender equality:

- Promoting communication with respect for human dignity and social responsibility.
- Allow the recognition of multidimensional representations of women and men.
- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- A senior role in every campus that faculty and students can reach out in matters of need related to gender-related communication.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours and at hostels.
- A network of gender equality advisers facilitated for Women Empowerment and Gender Equality.
- Balanced gender quota in hiring committees
- Our student code of conduct promotes gender parity at the governance level.



## REPORT ON GENDER SENSITIZATION ACTION PLAN

Title of the Programme	Date and Duration	Number of participants
Webinar on Women Health Awareness	28 Dec 2020	65
Awareness Program On " Women Hygiene and Sanitation"	23 Dec 2020	40
Extempore Competition On "Women Empowerment"	06 Mar 2020	40
Women Empowerment Rally	08 March 2019	93
Safety and Security of Women	10 Apr 2019	50
Essay Writing Competition On "Save Girl Child"	14 Oct 2019	30(Male), 40(Female)
Debate On "Implementation Of Policies And Programs For Women Friendly Work And Study Environment"	08 Nov 2018	30
Poster Making Competition On "Awareness On Women Safety"	08 March 2018	40
Aids Awareness campaign	24 Feb 2017	40
Lecture on sexual harassment and eve-teasing of Women at Workplace	12 Aug 2017	50
Nari Suraksha and Empowerment Rally	08 March 2016	77
International Women's day celebration	07 March 2015	50
Poster competition on women empowerment	20 Oct 2015	30



# A Report of Webinar *on* Women Health Awareness (Breast/Ovarian/Cervical cancer)

A Women's Health Awareness Webinar was held on the 28th of December, 2020 at Department of Pharmacy Meerut Institute of Technology, Meerut with the association of Pharmaceutical Science Society & Women Cell MIT, Meerut with the following objectives- (1). Inform and empower women to take responsibility for their health, (2). Encourage women to understand their health options. The webinar was co-ordinated and facilitated by Ms. Sheetal, Assistant professor DPMIT, Mr. Jonee Panwar, Assistant Professor DPMIT, Ms. Manjari Verma, Assistant Professor DPMIT, Mr. Ayush Singhal, Assistant Professor B.Tech (CS) & student's co-ordinators. Dr. N.K. Sharma, Principal DPMIT was also present during whole seminar.



**PHARMACEUTICAL SCIENCE SOCIETY**

**M** EERUT  
**I** NSTITUTE OF  
**T** ECHNOLOGY

**LIVE WEBINAR**

**Women Health Awareness**  
(Breast/Ovarian/Cervical Cancer)

**28<sup>th</sup> December, 2020 at 02:30 PM to 03:30 PM**

**Speaker:**  **DR. NEETA KUMAR,**  
MD Scientist, E-Division of Child Health (Reproductive Health and Nutrition) & Innovation & Translation Research

**Mode:** **Google! Online (Meet)**

**Joining Link:** <https://meet.google.com/skw-pvbr-nog>

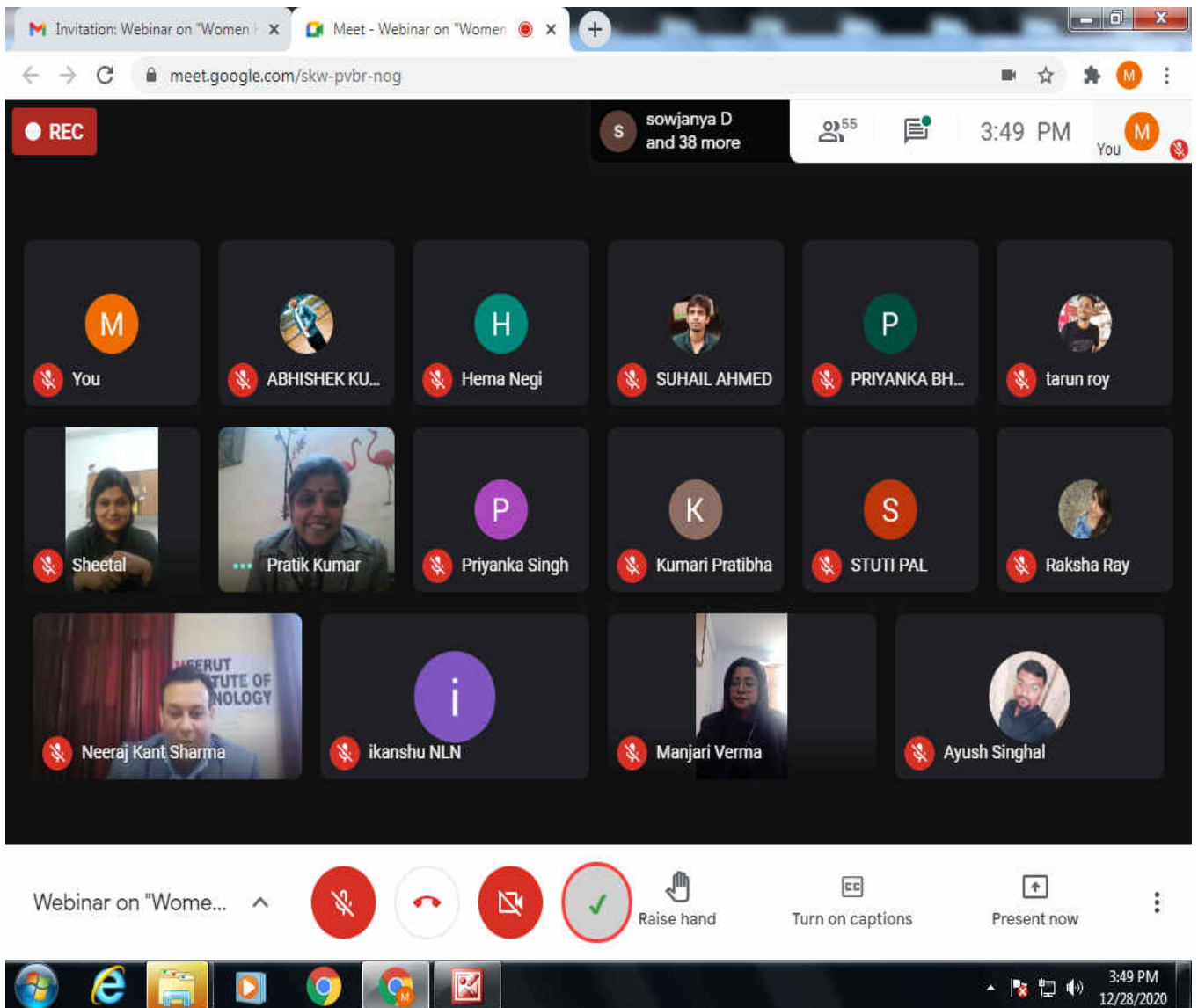
**Registrations:** <https://forms.gle/AhKQ93cf15qmDpd7>

**Organized By:**  
**DEPARTMENT OF PHARMACY, MIT, Meerut**  
**WOMEN CELL MIT MEERUT**

As women, she take care of everyone — her spouses, children, parents, other family members, and even friends. However, they tend to neglect themselves, especially when it concerns their health. Elder and long-term care issues affect women more often because they live longer; have higher rates of disability and chronic health problems, which puts them at greater need for state and community resources to aware them towards their health and related disorders. It is the responsibility of society to raise awareness about cancer.

Dr. Neeta Kumar, MD Scientist-“E”, Division of Child Health (Reproductive Health & Nutrition) & Innovation and Translation, Research (AIIMS Delhi) was the key Speaker for the webinar. Dr. Kumar discussed various aspects of women health relating to the cervical cancer, breast cancer & ovarian cancer. She said that- “Every step taken in the direction of raising awareness against cancer will lead to a major change in society”. She also discussed about the diet management and the Berating techniques to manage these types of cancer.

Participants discussed their end-to-end queries with Dr. Kumar



**REPORT OF AWARENESS PROGRAM ON**  
**“WOMEN HYGIENE AND SANITATION”**

Women hygiene is one of the most important, yet neglected, health issues in the developing world. In India, approximately 70% of all reproductive diseases are caused by poor menstrual hygiene.

Women and girls in India do not have access to safe menstrual hygiene products, endangering their health; curtailing their education and putting their livelihoods at risk. Women groups are educated on the proper usage and disposal of sanitary pads as well. In these awareness camps, there is also a free distribution of sanitary pads to encourage usage.

It is a taboo subject, surrounded by silence and shame that also restricts women's access to normal activities and services. Many girls and women miss school and work every month because they do not have access to sanitary pads.

In This Awareness, Women Cell of MIT Conducted 2 Hours Awareness Program on “Women Hygiene and Sensitization” On 23 Dec. 2020.

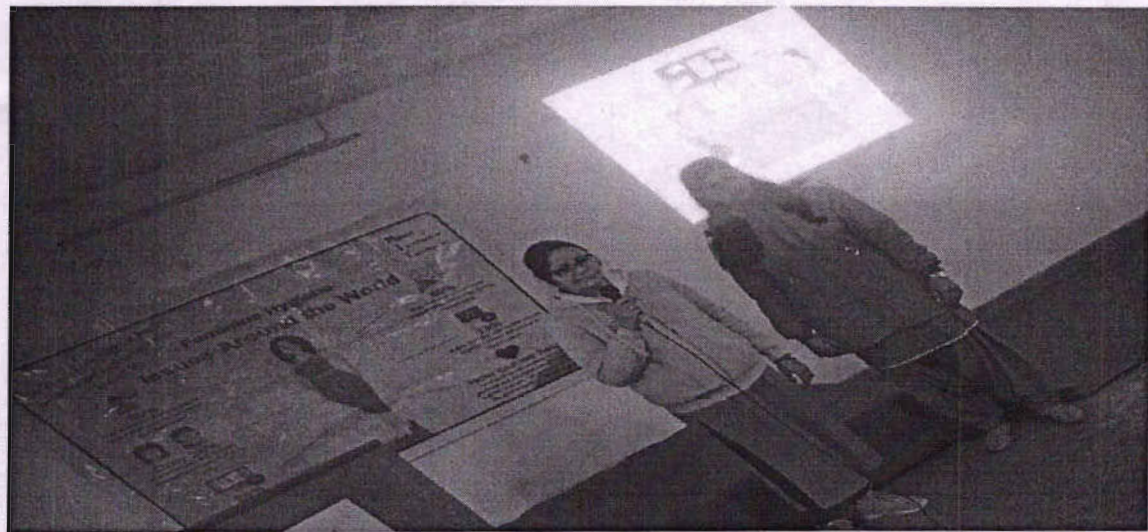
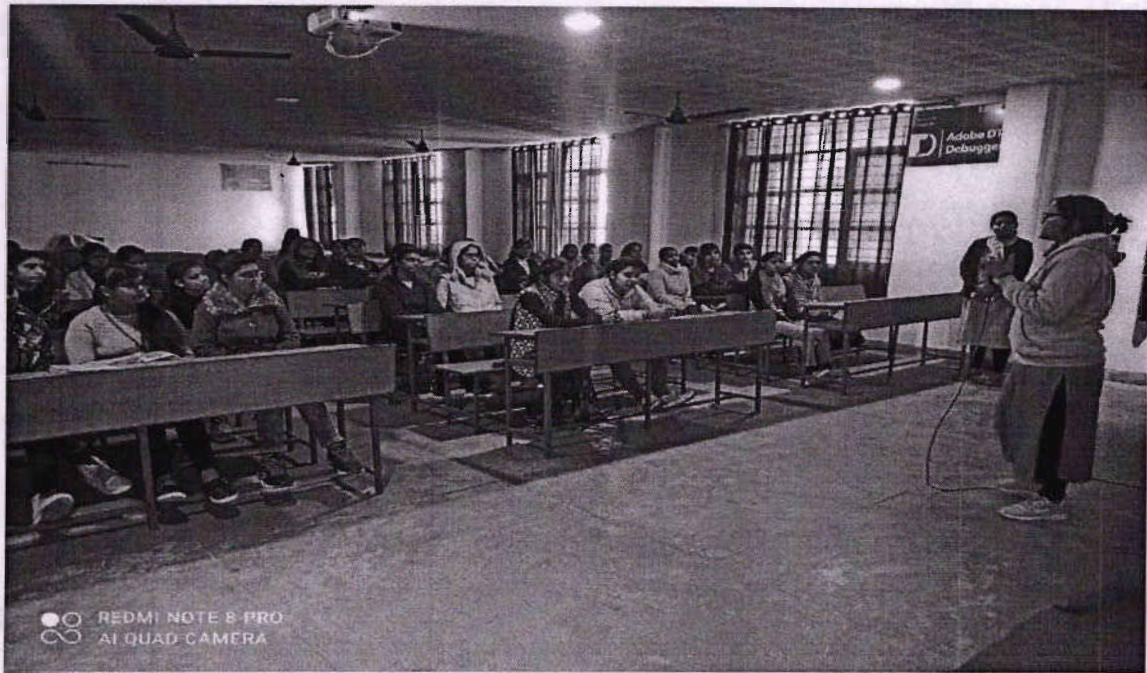
The Women Teachers and Staff Members From different Departments within the Group shared their Experience and Suggestion On this topic.

Objective of the event:

- Problem Faced By the Girls during Their Periods.
- The Nutritious Food Taken During This Period.
- Traditional Myth Related To Menstruation.
- Stress On The Methods Of Disposing Of The Pads After Use.

Outcome of the event:

- Minimization of the medical illnesses related to reproductive tract infections.
- Training and habit formation to use sanitary napkins and maintain hygiene during menstruation.
- Ensure that the girl child does not miss school which results in reduction in absenteeism.



*Hema Negi*  
Coordinator  
Dr. Hema Negi  
(Deptt. of B.SC Agriculture)

**A REPORT ON EXTEMPORE COMPETITION**  
**on**  
**“WOMEN EMPOWERMENT”**  
**(06<sup>th</sup> March 2020)**

Nearly every country has a past of ill-treating women. In different words, women from all around the world have been revolutionary to attain the state they have now. While the westward countries are yet making development, countries like India besides lack backward in case of empowering the women. In India, it is necessary to bring the woman empowerment essay more than ever. India is amongst the nations where women are still not safe. Furthermore, the literacy and democracy situation is very conservative here. Domestic violence has become a crucial problem in India it happens commonly because women are scared to speak up. In a similar way, the women who work genuinely get paid fewer than their male equals. Consequently, we see how women's empowerment is the demand of the time. We require empowering these women to talk for themselves and never be a sufferer of injustice

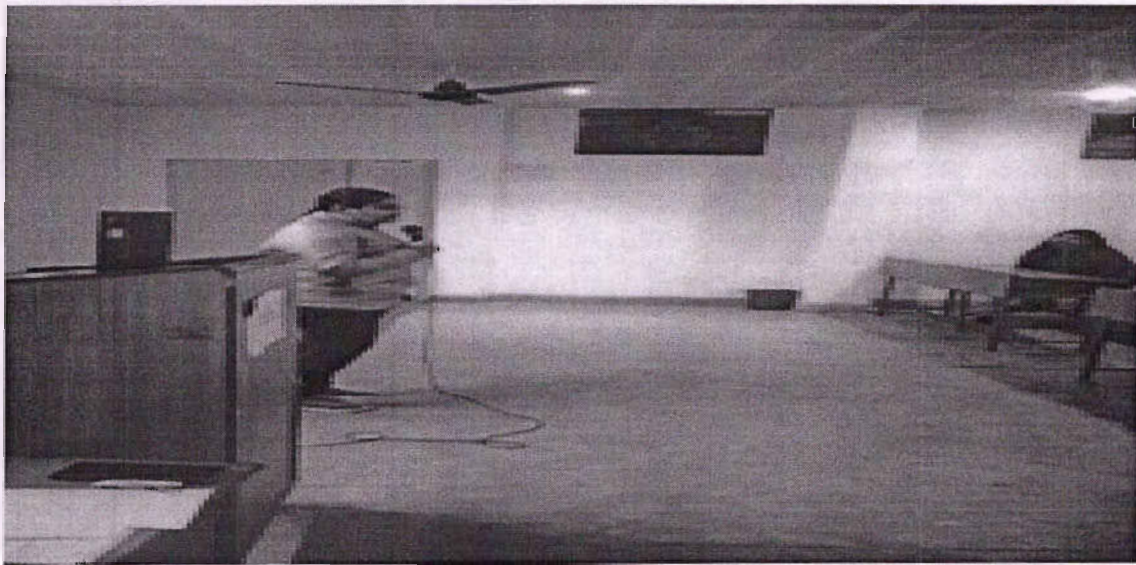
For the awareness of this institution organize extempore for all the students to put their thoughts and views regarding women empowerment. Students show enthusiasm and active participate in this extempore competition.

Objective of the event:

- Deliver the thoughts which empower the women
- Deliver thought on building nation on equal opportunities
- Deliver thoughts knowledge regarding women empowerment

Outcome of the event:

- They need to be strong, aware and alert every time for their growth and development.
- She feels free to make her own decision according to her preference.
- They should not be discriminated against while providing any type of education.



*Ankit*  
Ankit Galyan and Charu Khanduja

Coordinators

Ankit Galyan and Charu Khanduja

# **Meerut Institute of Technology, Meerut**

Date: 5<sup>th</sup> March 2019

## **NOTICE**

All the students are hereby informed that our college is going to organize a “Women Empowerment Rally” to create awareness that women should be given equal opportunity in every field, irrespective of any discrimination in nearby village.

Rally will ply from MIT college campus on 8<sup>th</sup> March 2019 from 10:30 am onwards.

Interested students can enroll their names before 8<sup>th</sup> March 2019.

  
Director

**CC:**

1. Registrar-MIT
2. Faculty –For circulation
3. Transport In-charge– for arrangement of Bus facility

## **Meerut Institute of Technology, Meerut**

### **A REPORT ON**

### **Women Empowerment Rally**

**9<sup>th</sup> March 2019**

Women's Empowerment Rally was organized by Meerut Institute of Technology on 8<sup>th</sup> March 2019. Rally started from MIT campus spreading the message of women safety and equality, save the girl child' or some fun slogans that read 'I'm a woman, what's your superpower'.

It is the passion that goes into it and the hope of inspiring women who have suffered at the hands of societal prejudices to be stronger. Matters like female infanticide, sexual harassment, inequality in women's rights and duties are a grave concern Rally. The women participating in this rally prove that these barriers can be broken and they're not ready to get bogged down by stereotypes that dictate 'women can't drive' and other similar discriminations.

No of participants – 93





Sheetal

**A REPORT ON**  
**WORKSHOP ON SELF DEFENCE (SAFETY AND SECURITY OF WOMEN)**

Women are working in every sector, Keeping yourself safe is a priority, and every women deserves to know the proper skills to defend herself if or when danger attacks. Institute has focused on creating awareness about self defense in the students. Institute has organized the guest lecture on "Self defense for Women" for students..The event was organized on 10th April 2019. On this occasion institute Director share their thoughts regarding women safety measures and Self Defense for Women and also guided all students. And faculty about self defense for women .The event was organized on institute's premises. The tricks of karate to the girl students to defend against the strangers and how to protect yourself in critical condition were taught. Every girl should learn which would help in self-defense. This event received very good response by female students.

**Objective of the event**

- To study the most important reason for women to lean self- defense so they understand how they deal in difficulty situation
- To develop awareness in the girl students about, how to protect our self from the strangers.

**Outcome of the event**

- The students learnt about the different kinds of violence that may be faced by girls or by women in any place including at home.
- Awareness was created between the girl students to defend them against potential attack.



*Rahul*  
Coordinator  
Rahul Verma

## **REPORT ON ESSAY WRITING COMPETITION**

### **SAVE GIRL CHILD**

The existence of human life on the earth is impossible without the equal participation of both women and men. They are equally responsible for the survival of the human race on the earth. They are also liable for the development and growth of a nation. However, the existence of the woman is for more important than men. Because without her we cannot think about our existence. So, to save humans from extinction we have to take measures to save girl child

The institute organized an Essay writing Competition on save girl child for all the students on 14<sup>th</sup> Oct 2019. The essay writing competition discovers the ideas about women empowerment in the students. Women and men present equal abilities to despite of their physical difference therefore both should received equal opportunities. The essay competition evaluation was based on criteria such as r presentation, contents of topic, ideas, message delivered to society.

#### **Objectives of the event**

- To aware the students about the gender equality with the help of poster competition
- To know the students about society in which women and men enjoy the same opportunities, rights and obligations in all spheres of life.
- Build awareness and accelerate women's empowerment and have a real impact on the quality of life for women, families and communities;

#### **Outcomes of the event:**

- Poster presentation competition helped students to showcase their ideas about save girl child
- Awareness about the contribution of women in social , economical and political contribution
- The awareness was created among students about the importance of women in the society.



*Ankit*

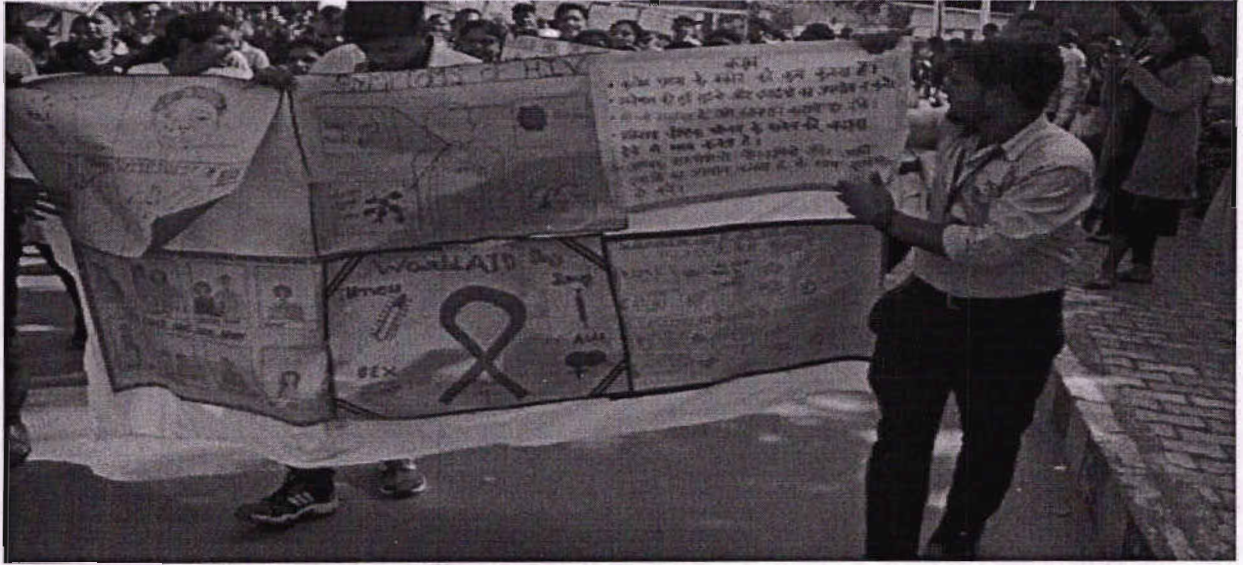
Coordinators  
Ankit Galyan and Charu khAnduja

## REPORT ON AIDS AWARENESS CAMPAIGN

Public health contributes much for the development of a Nation. HIV –AIDS has been recognized as one of the most destructive epidemics recorded in history. World AIDS Day is observed on 1 December every year, dedicated to raising awareness of AIDS caused by the spread of HIV infection. Government and health officials observe the day, often with speeches or forums on the AIDS topics. As a part of the campaign to prevent the increasing number of HIV-positive adults and children, an awareness programme on AIDS.

MIT, Meerut organized a visit to nearby village as an initiative to create awareness and make them understand the progression and prevention of disease. On 24/2/2017, 40 students started awareness campaign from college and visit to nearby village of the institute. The HIV/AIDS program is to empower and increase the awareness to common people about AIDS, its impact, management and availability of support system. This is to encourage early testing and life style changes that will thereby reduce and prevent for the infection, develop inside into issues of HIV/AIDS management in the work place and assist in the creation of a safe working environment.

Name of the event organized	HIV/AIDS Campaign
Title of the event	Awareness on AIDS/HIV
Date of event organized	24/2/2017
No. of participants(staff and students)	40
Objective of the event	<ul style="list-style-type: none"><li>• To create awareness and provide information regarding HIV/AIDS.</li><li>• To encourage early testing and change in lifestyle of the people.</li></ul>
Outcome of the event	<ul style="list-style-type: none"><li>• Awareness of prevention regarding HIV/AIDS</li><li>• People aware about causes and precaution about HIV/AIDS</li></ul>



*Nidhi*  
**Coordinator**  
Nidhi Parashar

## REPORT ON LECTURE SEXUAL HARASSMENT AND EVE TEASING OF WOMEN AT WORKPLACE

MIT strongly encourages gender parity and is constantly working towards providing a conducive environment for efficient and effective communications between the employees and students. Men and women need to be sensitized towards gender issues, the boundaries that exist between colleagues and how such boundaries are crossed. The students and faculty of the Institute also need to be constantly informed about the Sexual Harassment of Women at Workplace Act, 2013 and the manner in which the Internal Complaints Committee is constituted and how it works towards providing protection against sexual harassment of women at workplace and for the redresses of complaints of sexual harassment. In order to address such concerns a one day Lecture was organized by Women's cell in collaboration with Internal Complaints Committee, MIT on 12<sup>TH</sup> AUGUST, 2017. The lecture was to sensitize the participants on sexual harassment, and to help them be aware of status and dignity of female gender and to help them resolve interpersonal conflicts arising from these issues and to enable them to act assertively and respond to challenges in workplace. The lecture was held with the intention that institute and Departments also aware about the gender sensitization regarding sexual harassment.


Name of the event organized	Lecture
Title of the event	Sexual harassment and eve teasing of women at workplace
Date of event organized	12/8/2017
No. of participants(staff and students)	50
Objective of the event	<ul style="list-style-type: none"> <li>• Create awareness about gender issues and Sexual Harassment at Workplace.</li> <li>• To improve the status and dignity of women in the society.</li> <li>• To investigate into practices unfavorable to women and suggest suitable remedial measures to them.</li> <li>• To review from time to time existing provisions of the constitutions and other laws effecting women.</li> </ul>

Outcome of the event

- Awareness of the rights of female employees regarding sexual harassment.
- Know where to complaint about sexual harassment at workplace and institute
- Know the process how to complaint about sexual harassment at workplace and institute h work inst

**PHOTOGRAPHS OF THE EVENTS**



  
**Coordinator:**  
Shilpi Gupta  
(Deptt of Computer Science)

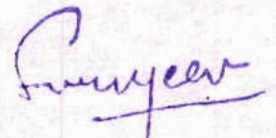
# Meerut Institute of Technology, Meerut

Date: 06/03/2016

## NOTICE

This is to inform to all the students of MIT, that on occasion of "International Women's Day" a rally is being organized from college premise to nearby village area on 8<sup>th</sup> March 2016 from 11.00am to 2.00 pm.

The students interested in going may enroll their names before 8<sup>th</sup> March 2016.



Director

CC:

1. Registrar-MIT
2. Faculty -For circulation

## **Meerut Institute of Technology, Meerut**

### **A REPORT ON**

### **“Nari Suraksha & Empowerment Rally”**

8<sup>th</sup> March 2016

Empowerment of women is a necessity for the very development of a society, since it enhances both the quality and the quantity of human resources available for development. Women's empowerment and achieving gender equality is essential for our society to ensure the sustainable development of the country. The staff and students of Meerut Institute of Technology celebrated International women's Day by conducting “Nari Suraksha & Empowerment rally”. 77 volunteers of MIT had participated in this rally.

The main theme of this rally was to make aware about laws related to women and also to encourage girls to be bold but also follow certain safety rules. Various slogans and posters were displayed in rally and counseling done to villagers and make them understand the importance of women safety and empowerment for overall growth as a nation.

The efforts of the staff and students were appreciated by all.



Swati

**REPORT ON WOMEN'S DAY CELEBRATION**  
**INTERNATIONAL WOMEN'S DAY**

International Women's Day brings many things for women -- a cause for celebration, a reason to pause and reevaluate a remembrance, an inspiration and time to honor, loved and admired. To honor womanhood, MIT, Meerut celebrated the International Women's Day on 7th March 2015. The function addressed by the Director of the institute, that there should be a balance between career and family and without family support a women can't achieve success, also addressed that women should know their right to defend themselves and be careful against crimes against women. Further he said, gender equality is very important for a healthy society. A woman should be respected by family and society. A woman is not less than men in any field and there was a time when people considered that female gender is a weak gender but the tables have turned now. Women should be given proper education and support so they can contribute to development of the country

**Objective of the event**

- To celebrate the act of dignity and respect towards women
- To recognize the contribution of women towards the institution.
- To break the gender Stereotypes of Indian society

**Outcome of the event**

- All the woman staff and other staff participated with full zeal and enthusiasm
- Balanced the concerns of equitable gender growth.
- Increase enrolment of girls in higher studies



*Ruchi*  
Coordinator:  
Ms. Ruchi mittal  
(Deptt of Mechanical Engineering)

## **REPORT ON POSTER COMPETITION**

**On**

### **WOMEN EMPOWERMENT (20<sup>th</sup> Oct 2015)**

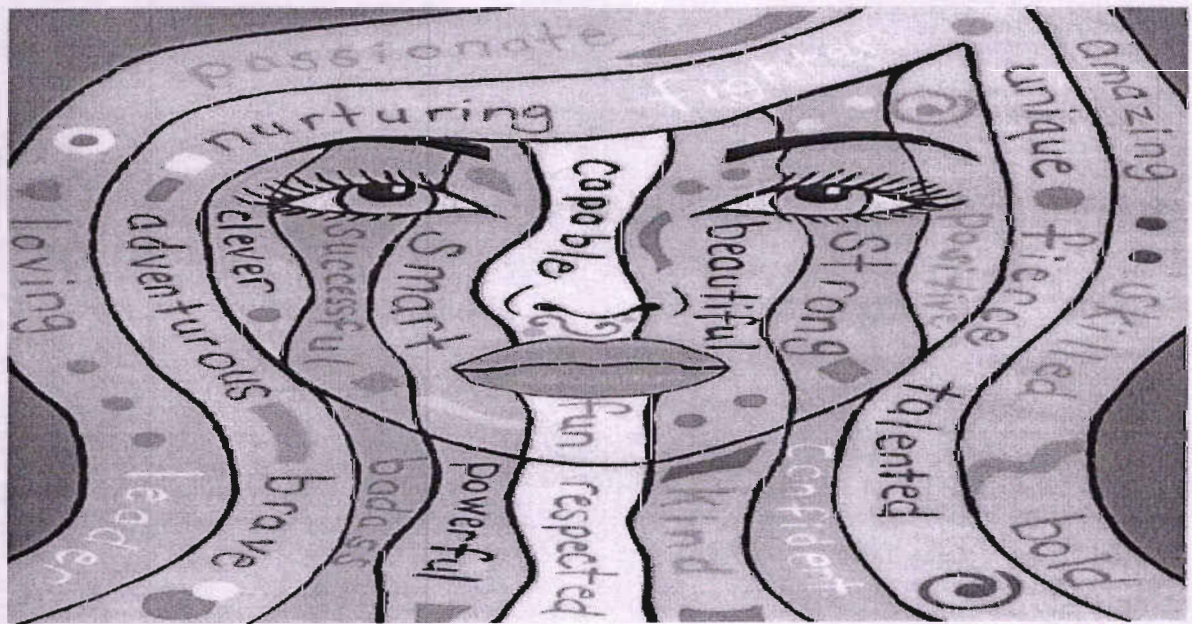
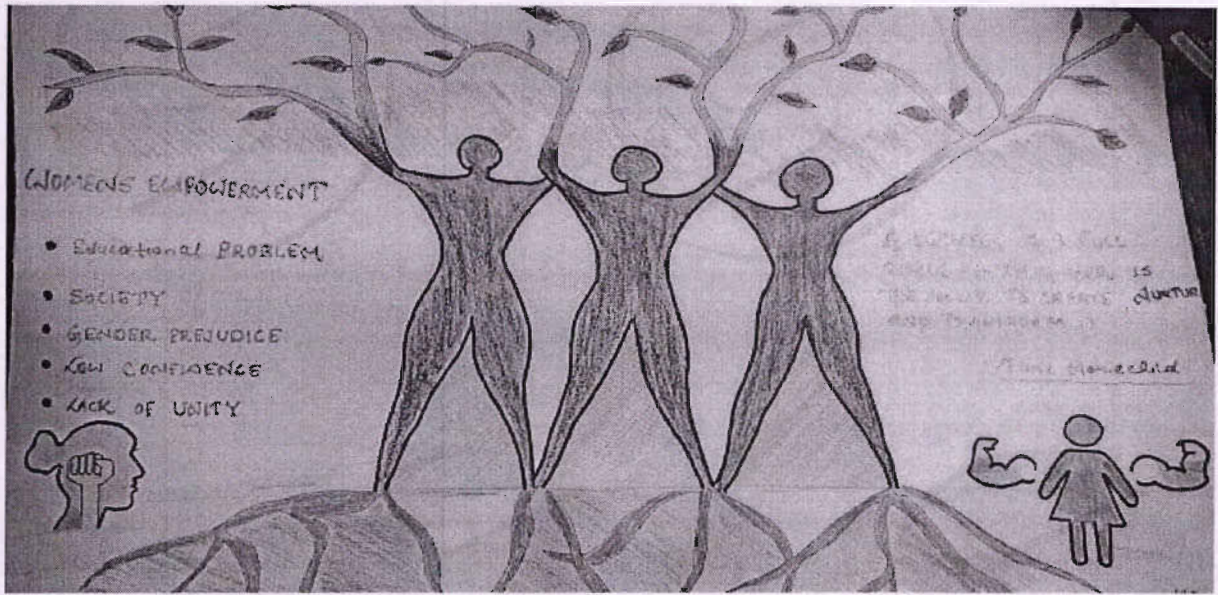
The institute organized an event of Poster Competition for all the students. The poster competition discovers the ideas about women empowerment in the students. Women and men present equal abilities to despite of their physical difference therefore both should received equal opportunities. The poster competition evaluation was based on criteria such as poster presentation, contents of presentation, ideas, question answer, message delivered to society.

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- To know the students about society in which women and men enjoy the same opportunities, rights and obligations in all spheres of life.
- Build awareness and accelerate women's empowerment and have a real impact on the quality of life for women, families and communities;

#### **Outcome of the event:**

- Poster presentation competition helped students to showcase their ideas about women empowerment.
- Awareness about the contribution of women in social , economical and political contribution
- The awareness was created among students about empowerment of women in the society



*Varuna Bhardwaj*

Coordinator:  
 Mrs. Varuna Bhardwaj