


7.1 - Institutional Values and Social Responsibilities

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

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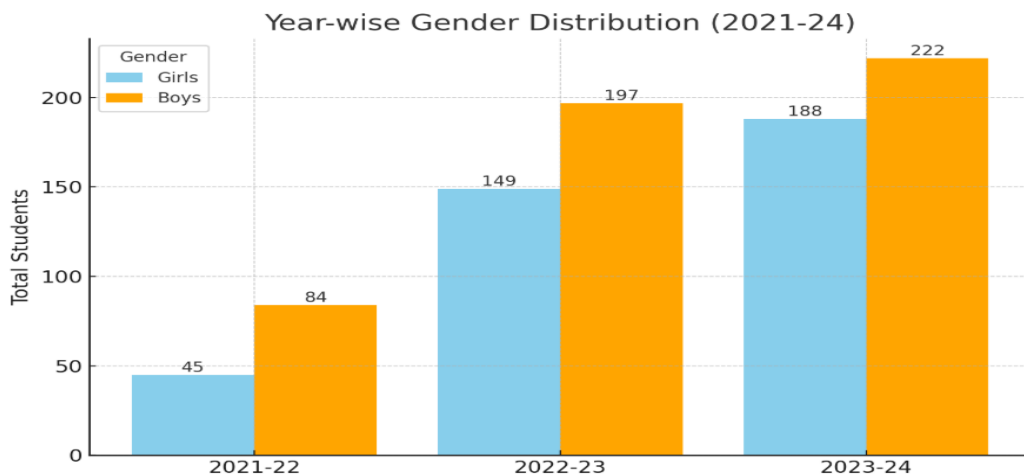
Dr. NSAM First Grade College
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Measures initiated by the Institution for the promotion of gender equity during the academic year 2023-24

The institution is committed to promoting gender equality, reflected in the enrollment trends across various programs over the last three academic years. Of the 885 total students, 43% are girls, showcasing significant progress in achieving gender balance. Notably, female participation has steadily increased in emerging fields like B.Com BDA and BCA, while traditional programs such as B.Com General and BBA maintain balanced representation. Initiatives such as awareness campaigns and mentorship programs have encouraged girls to pursue diverse fields. The institution remains focused on inclusive policies, scholarships, and outreach efforts to ensure equitable opportunities, fostering an academic environment that supports all students equally.

Table shows the total number of girls and boys student studying in different programs

Programs	2021-22		2022-23		2023-24		Total
	Girls	Boys	Girls	Boys	Girls	Boys	
B.Com General	27	57	57	80	71	62	354
B.Com LSCM	0	7	6	41	18	28	100
B.Com BDA	0	0	15	15	35	16	81
BBA General	10	12	31	18	20	27	118
BBA AM	4	5	15	19	10	26	79
BCA	0	0	18	21	32	61	132
BA	4	3	7	3	2	2	21
Total	45	84	149	197	188	222	885

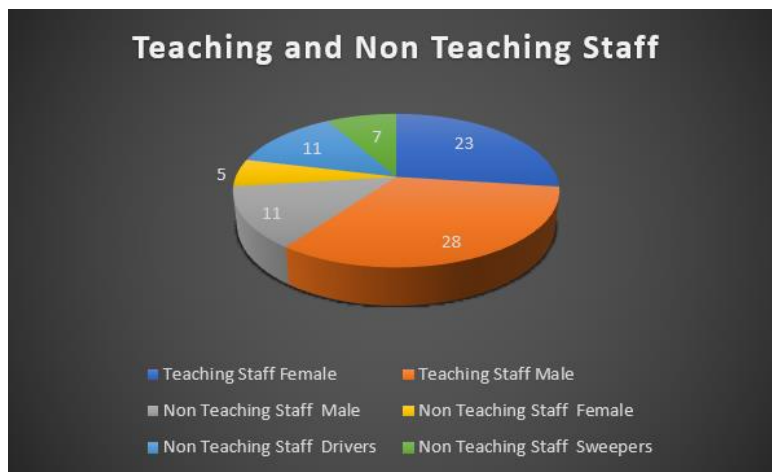


The graph illustrates the institution's progress toward gender equality in student enrollment over three academic years. Out of a total of 885 students, 43% are girls, reflecting substantial strides in promoting inclusivity. The data shows consistent growth in the number of female students in diverse programs such as B.Com BDA and BCA. This trend suggests the success of initiatives like mentorship programs, awareness campaigns, and scholarship opportunities aimed at encouraging female participation in emerging fields. The steady increase in both male and female enrollment indicates the institution's commitment to providing equitable educational opportunities for all.

Teaching and Non Teaching Staff

The institution is dedicated to promoting gender equality among its staff, ensuring balanced representation in both teaching and non-teaching roles. The teaching staff comprises **23 female** and **28 male** members, highlighting equal opportunities for women in academic leadership and mentorship. Among the non-teaching staff, **5 female members** actively contribute to administrative and operational tasks, alongside **11 drivers** and **7 sweepers**, ensuring inclusivity across all roles. This commitment to diversity fosters a supportive and equitable work environment, empowering individuals irrespective of gender. By valuing contributions from all employees, the institution demonstrates its dedication to creating a balanced and inclusive workforce.

Table shows the total number of Teaching and Non Teaching Staff					
Teaching Staff		Non Teaching Staff			
Female	Male	Male	Female	Drivers	Sweepers
23	28	11	5	11	7



The graph depicting staff gender distribution highlights the institution's efforts to maintain gender balance among its workforce. Among the teaching staff, 23 females and 28 males represent a relatively equitable distribution, signifying equal opportunities for women in academic leadership and mentorship roles. Non-teaching staff roles, such as administration, drivers, and sweepers, also include 5 female members, demonstrating inclusivity beyond academics. This balanced representation underscores the institution's dedication to fostering a supportive work environment that values contributions from individuals of all genders, aligning with its broader goal of promoting gender equality across all levels.

a. **Safety and Security**

CCTV Cameras at Campus: The campus is under 24/7 surveillance with CCTV cameras ensuring continuous monitoring for safety and security. Security guards are stationed on each floor, in the canteen, hostels, parking areas, front and back gates, and common areas, providing comprehensive protection, especially for women.



Biometric Thumb Machine: A Biometric Thumb machine is provided for ladies, ensuring secure and accurate attendance tracking. This system prioritizes the privacy and safety of female students and faculty while promoting efficient management.



CCTV Cameras Inside Building: Surveillance is maintained across the campus with 53 CCTV cameras, ensuring continuous monitoring for safety and security. These cameras cover key areas, including hallways, classrooms, and common spaces, providing a secure environment for all, especially women.



Washroom: Separate, clean, and hygienic washroom facilities are available for girls and boys, ensuring a comfortable and safe environment. Regular maintenance and sanitation are prioritized for both privacy and convenience. These facilities are designed to meet the needs of all students, with special attention to women's comfort.



First Aid Box: A well-equipped first aid box is available on campus, with medicines and a qualified nurse on-site. Ambulance and medical services are readily accessible within a five-kilometer radius, ensuring prompt medical assistance when needed.





Suggestion Box: A dedicated suggestion box is available to encourage women to share their feedback, concerns, or ideas confidentially, promoting inclusivity and addressing their specific needs effectively.



Wheelchair: Wheelchair and ramp facilities are available to assist women with disabilities, ensuring accessibility, comfort, and inclusivity across the campus.



Security Personnel: Dedicated security guards are deployed on each floor, as well as in canteens, hostels, parking areas, front and back gates, and common areas. This ensures comprehensive safety and vigilance across the campus, prioritizing the security of all, especially women.



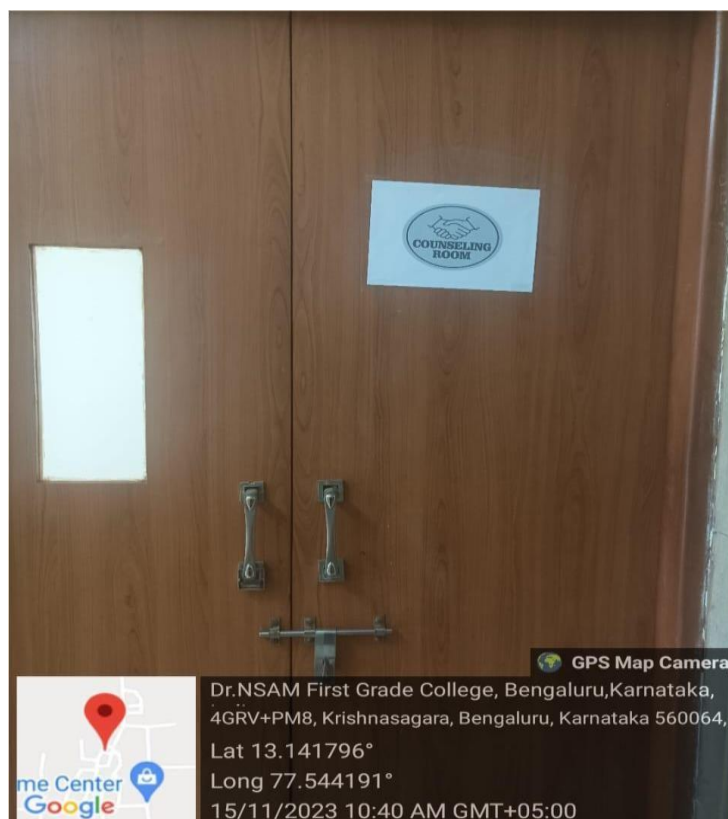
Sanitary Napkin Vending Machine

The institution provides a Sanitary Napkin Vending Machine, available at a nominal charge of 5 INR. This ensures easy access to sanitary napkins for female students, promoting hygiene and convenience on campus.





- b. **Counseling Room:** A dedicated counseling facility is available for both girls and boys, staffed by expert counselors. The service provides a safe and supportive space for addressing personal, academic, and emotional concerns. Special attention is given to ensure privacy and a comfortable environment for girls.



c. **Common Rooms:**

Ladies Common Room: A dedicated Common Room for girls is available, offering a safe and comfortable environment for relaxation, social interaction, and leisure activities. The space is designed to cater to their needs and ensure privacy. It fosters a sense of community while prioritizing women's safety and comfort.



Girls Hostel:

Separate hostel facilities for girls ensure women's safety through biometric attendance, 24/7 security, and CCTV surveillance. These measures provide a secure and supportive living environment.





College Transportation Facilities:

The institution provides transportation facilities ensuring safety, convenience, and inclusivity for all female faculty members and students. This service supports their commute, promotes accessibility to the campus, and fosters a secure environment.



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Proposal from the NAAC Criterion Metrix 7.1.1

The institution has proposed the establishment of a day care facility on campus and the introduction of child care leave for faculty and staff. These initiatives were designed to support working parents, promote work-life balance, and create a more inclusive and family-friendly environment.

1. Day Care Facility:

- A dedicated day care centre with professional caregivers and safe, child-friendly facilities was suggested.
- Flexible hours to accommodate parents' schedules were included in the plan.
- Age-appropriate activities to support children's growth and development were prioritized.

2. Child Care Leave:

- Paid leave for parents to care for their young children during critical times was proposed.
- Flexible policies were recommended to address the diverse needs of families.

These measures aimed to help parents balance their professional responsibilities with caregiving roles, enhancing productivity and well-being. We believe these initiatives reflect our institution's commitment to fostering a supportive environment for all.


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Maternity Leave Policy:

Maternity leave with full pay and allowances shall be granted to married women employees for confinement subject to the following conditions:

(a) A woman employee is entitled to avail 182 days full-term Maternity leave (inclusive of pre-natal and post-natal leave), only twice during her entire service. Maternity leave is also admissible in the case of miscarriage, in which case the leave shall not exceed 42 days. Women employees eligible for Maternity benefit under the ESI scheme shall apply accordingly. Such employees shall not be eligible for Maternity benefits under the Trust rules.


(b) Maternity leave is not admissible to a married woman having two or more living children.

(c) Maternity leave shall be granted on the condition that such employee should serve or should have served the institution for a period not less than five years failing which, she shall repay to the Trust the salary drawn during the period of Maternity leave. The sanctioning authority shall obtain a declaration to this effect before sanctioning the leave.

(d) Only women employees who have put in not less than 1 year of continuous full time service in the Institution shall become entitled for Maternity leave. Women employees appointed on purely temporary basis but with less than 1 year service are not entitled to such leave.

(e) Maternity leave is not debit able to earned leave account. Necessary entries may be made in the service register so as to ensure that Maternity leave is not sanctioned more than twice in the entire service of a woman employee including the Maternity leave sanctioned in case of a miscarriage.

(f) Maternity leave may be clubbed with other kinds of leave. However clubbed leave above 200 days may be availed only with the sanction of the President/ Trustee, duly supported by medical advice.


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Summary

The institution is deeply committed to ensuring the safety, security, and overall well-being of its female students through comprehensive facilities and initiatives. Security measures include a dedicated security head, who is an ex-army officer, supported by seven trained security guards stationed across the campus to maintain a safe environment. A separate counselling room is available, providing a private and supportive space to address personal, academic, and emotional challenges faced by female students.

For health and hygiene, the campus is equipped with a girls' common room designed to offer comfort during monthly sickness, along with a medical facility staffed by a qualified nurse to handle immediate health concerns. Sanitary pads are made available to students, and an incinerator machine is installed to ensure safe and hygienic disposal of used pads.

The institution also prioritizes safe transportation by providing reliable college buses to facilitate secure travel for students. Additionally, regular awareness programs and self-defense training sessions are conducted to empower female students with knowledge and skills for personal safety.

These initiatives underscore the institution's proactive approach to fostering a safe, inclusive, and supportive environment, enabling female students to focus on their academic and personal growth without concerns about safety or well-being.



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