



KARPAGA VINAYAGA INSTITUTE OF DENTAL SCIENCES

GST Road, Chinna Kolambakkam, Padalam (po), Chengalpattu (dt)
Madhuranthagam(tk), Tamilnadu 603 308

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

Response:

Introduction

The importance of maintaining equality amongst men and women in any establishment is at the forefront of our institution. The proportion of female faculties, students and employees in our institution is equal to their male counterparts. Our motive is to provide a sense of equitybased work place environment to all the stakeholders. Being an educational dental institution, one also has to consider the patients who come to our clinics for treatment. Hence, the sensitization of our faculties, students and employees to the issues and situation that may arise when interacting with the opposite sex is of utmost importance. To this end, we have ensured that we dedicate more than adequate time and effort to organize programs that highlights and educates our faculties, students and employees about handling delicate issues and situations with clarity and professionalism.

The institution gives utmost importance when it comes to the security of the students in general. The campus has round the clock security and CCTVs at various pivotal locations in the campus and monitor the student's safety especially women.

The various initiatives taken by the institution in terms of security are elucidated in terms of

- Safety & Security
- Counseling
- Common rooms
- Day care centre for young children

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Safety and Security:

The Institute has a 30.76 acre campus, accommodates a 550 bedded hospital block, 4 storied College block, staff quarters, 3 blocks of hostels each with 6 floors with mess facilities and indoor and outdoor recreation facilities. The number of women in the administrative and housekeeping departments is more than men.

The campus has well-lit pathways and cross ways from the main gate to the hostel, hospital and college blocks. There are separate hostels for boys and girls with caring, dedicated and responsive wardens with appropriate security arrangements for boys and girls. There are rest room facilities for boys and girls in all the blocks of the campus.

Day scholars are transported to the Institute by a secure fleet of buses which are operated by experienced and responsible drivers and we have common rooms and sick rooms and dining facilities. The girl students have access to physical fitness, Yoga and cycling within the campus.

The Institute has established contact with the nearby police station. The hostels have established system of recording in and out time, which are monitored by warden. The girls are housed in a separate double gated building and some of our senior officials stay within the campus.

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Counseling:

Counseling is given at the time of admission, during orientation program and also through the academic years. A well-structured mentoring scheme is followed regarding student's academic performance, personality building, adherence to dress code, emphasis on moral values and future guidance. In addition, the faculty regularly promote gender equality and build a best class room environment that nurtures budding students. The institution has a transparent mechanism for timely redressal of student grievances.

Common Rooms:

There are common rooms for both boys and girls of UG and PG separately with attached restrooms and basic amenities like tables and chairs.

Day Care Centre:

The institution provides an innovative and a safe environment for the children in its day care centre. The centre engages the children in meaningful activities and general supervision.

Cultural Activities:

The Institute regularly conducts programs to celebrate cultural diversity and promote gender equality among its students. The annual cultural celebrations "SANGAMAM" - cultural and sports events among the dental colleges of the state which include activities designed to ensure and enhance student's values in this regard. The institution encourages the participation of women students in intra and inter-institutional competitions and cultural activities. The girl students are accompanied by female faculty for the programs outside the campus.


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Annual gender sensitization action plan

In our institution there is no gender bias and has zero tolerance towards any activities that provoke or promote any type of harassment including those towards women students. All steps are taken to have absolute safety for women. The institution gives prime importance in providing an environment where men and women can work together with a sense of personal security and dignity. For this purpose, the institute has developed Annual gender sensitization action plan which is executed by the following steps:

- Formation of Gender Sensitisation Unit
- Campus safety measures
- Gender sensitization programmes
- Sexual harassment committee
- Counselling
- Suggestion boxes have been placed prominently near Managing Director and Principal rooms and students are encouraged to utilize the same.

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