

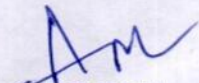
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## ANNUAL GENDER SENSITISATION ACTION PLAN,

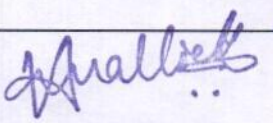
### PEOPLE'S UNIVERSITY, BHOPAL

The People's University, Bhopal is committed to ensuring equal concern and equal treatment towards every person associated with the University irrespective of their gender. To further this objective, the following Annual Gender Sensitisation Action Plan is proposed to gender sensitise all the students, faculty and staff associated with the University:

SERIAL No.	PROGRAMME
1.	To conduct gender sensitisation orientation programme for newly admitted students and staff.
2.	To organise regular meetings to redress grievances of students.
3.	To promote awareness about health, nutrition, and entrepreneurship among women by conducting workshops.
4.	To celebrate International Women's Day on March 08, 2022.
5.	To organise workshops to spread awareness about the cyber crimes, cyber stalking and other similar offences among women.
6.	To create gender sensitive environment in the University to facilitate discussions on gender-related issues among the faculty and the students.
7.	To organise poster presentation and essay writing competitions on gender specific issues.

  
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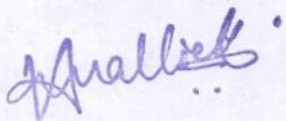
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8.	To organise a career counselling event for encouraging women empowerment.
9.	To organise an orientation programme on 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'.
10.	To promote awareness against incidents of ragging.
11.	To organise a talk on 'Women's Right in India'.
12.	To conduct a Seminar on 'Women Welfare Laws and Schemes'.
13.	To increase role and participation of women in Institute's Committees and Programmes.
14.	To train faculty to handle gender related issues.
15.	To take further measures towards effectively implementing the current Action Plan.

  
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# PEOPLE'S UNIVERSITY

## INTERNAL COMPLAINT COMMITTEE /WOMEN GRIEVANCE REDRESSAL CELL, PEOPLE'S UNIVERSITY

### I Measures taken for safety of women on campus

#### **Formation of Internal Complaint Committee/ Women Grievance Redressal Committee at University level and all constituent units -**

- a) **At University level** - Women Grievance Redressal Committee is formed at the University level. This committee is headed by the undersigned woman chairperson. This committee deals with major complaints received from the constituent units, when the latter is unable to resolve the matters at the constituent level.
  - b) **At College level** - All the ten constituent units of People's University has a Women Grievance Redressal Committee. The committee is headed by a Woman chairperson and 50% of the members in this committee are women. The committee consists of a chairperson, a member secretary, two teacher representatives, two non teaching staff representatives, three student representatives and two persons with known contribution to women related issues.  
The following are the functions of the Committee at University & Institutional levels
    - i. Monthly meetings are held in Constituent units
    - ii. Personal discussion with students & staff
    - iii. Suggestion box for girl students to place their suggestions are put up in each constituent unit
    - iv. Conducting lectures on gender sensitization and women violence.
    - v. Publicizing policy and procedures against sexual harassment and women violence
1. **Zero tolerance to sexual harassment or other forms of gender violence in and off campus** - The heads of education institution mandatorily ensure the prevention and deterrence of any acts of sexual harassment in the work place.
  2. **Transportation** - The Estate and Premises department of the University looks after the transportation facilities. There are around 20 buses available to ensure safe transportation to / from the institution for the female employees and students.
  3. **Sufficient lighting in the campus** - The University campus has sufficient lighting and proper illumination at all vulnerable location like girls hostels, parking areas, garden areas, areas which are less used by people etc.
  4. **Separate toilet facilities for women** - Adequate toilets for female with sufficient water and good sanitation facilities are made available both in the main buildings and hostels of campus. The support staff maintains the cleanliness and sanitation of the toilets.
  5. **Accommodation for women students** - For a growing population of young women wishing to access higher education hostel accommodation is a necessity, keeping this point in mind

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sufficient hostel accommodation is made available to the female students, admitted to both undergraduate and postgraduate courses in the University.

6. **Health facilities for women students** – Adequate health facilities are made available 24 x 7 for all the female students and employees. The health facilities are made available through People's Hospital. The hospital offers both general and specialized services.
7. **Counseling services for students** – Regular faculty doubling up as counselors, part time arrangements are made accessible to counsel the students. The committee also organizes time to time counseling sessions by professional counselors.
8. Complaints of any female attendant of patients or any female patient admitted in teaching hospitals of the University are also given due cognizance & immediate redressal of the grievance is done.
9. Due emphasis is given to all the guidelines of UGC regarding Internal Complaint Committee /Women Grievance Redressal with particular emphasis on Vishaka Guidelines.
10. The report of task force titled "**SAKSHAM**" is circulated to all the constituent units of People's University and it is recommended to strictly follow it in order to ensure safety and security of girls and women.

## **II. Arrangements on Campus for safety of women**

1. **CCTV/Cameras** –The University campus has CCTV and cameras installed at susceptible areas like canteens, common rooms, classrooms, toilets and other vulnerable places in order to take prompt action against any untoward incident.
2. **Security Guards** –The University ensures tightened security in its premises, especially at all vulnerable areas, if necessary intense policing shall be resorted to at such points at odd hours. Female guards are available 24x7 near the girls' hostel. Patrolling squad keeps vigilance in and around campus related to any matters of women harassment.
3. **Gender sensitization**-Time to time lectures on gender related issues and women harassment is delivered by eminent personalities.
4. **Value education** – Value education is given to students. They are taught that all individuals are the same. Each one of them must be treated with respect and dignity. Each constituent unit of the University has a NCC (National Cadet Corps) and NSS (National Service Scheme) unit for both boys and girls. The NCC unit helps the students to be disciplined and inculcate moral values within themselves. The NSS helps the students to develop social and moral responsibility towards the society.
5. **Orientation programmes** – The students enrolled to various courses in university are oriented at the beginning of the session regarding women harassment, policies and procedures related to it and it is also told that stringent actions would be taken against them if any act of harassment is committed by them.

**Personal Discussion with students and staff** - The committee ensures a time to time meeting and discussion with all the female students and employees. If any complaint is received it is dealt with utmost importance.

6. **Suggestion boxes** – They are put up in each constituent unit in which female students and employees can place their suggestions and complaints without disclosing their identity.
7. All constituent units have separate common room for girls.

## **III Policy and Procedure for dealing with sexual harassment**

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1. A set of policy and procedure are developed to deal with cases of sexual harassment. The policy was developed 3 years ago in the year 2011 with the inception of the People's University.
2. The policy and procedures against sexual harassment is publicized by displaying it on notice board, circulated through brochures and holding college meetings and personal discussions with staff and students.
3. **Meetings**-At the University level meetings are held quarterly.  
At all constituent level monthly meetings are held.

**Number of complaints received in last two years**

- a) **At the University level**- Three complaints were received by the undersigned office out of which two complaints were found to be fake and one was sorted out and the matter was resolved.
  - b) **At the Constituent level** - No major verbal or written complaints have been received yet.
4. **Time frame for addressing a complaint**- Any complaint received is dealt in priority. Complaints received are resolved in time duration of 15 days of receiving of complaint.
  5. **An annual report** - A Synopsis of monthly meetings of all the constituent units is already prepared and sent to The Registrar, People's University.

**IV Gender Equality and sensitization Measures on Campus**

1. Time to time lectures on gender related issues and women harassment is delivered by eminent personalities.
2. **Women helpline number "1090"** is displayed at various places in the campus. It is a toll free number generated by the Government to extend help to a woman in need.
3. Women students have equal access to campus facilities such as the library, laboratories, or any campus events at all times.
4. Competitions like debate, elocution etc on issues related to gender equality, women empowerment is conducted. International Women's Day, Save Girl child days are also celebrated every year with much vigor and enthusiasm
5. The notice boards in the University and the constituent unit displays recent information and messages on these issues.
6. Flex depicting women violence and harassment along with the names and contact numbers of committee members are put up in each constituent unit.

  
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## COMPILED REPORT OF ANNUAL RETURN ON CASES OF SEXUAL HARASSMENT IN PEOPLE'S UNIVERSITY, BHOPAL (MP)

S. No.	Description	Name of constituent unit of People's University									
		PCMS & RC	PCDS & RC	PDA	SOPR	PIMR	PCN & RC	PCPS & RC	PIHMCTAN	SORT	CSRD
1	Number of complaints of sexual harassment received in the year	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2	Number of complaints disposed off during the year	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
3	Number of cases pending for month 90 days	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
4	Number of workshop on awareness programmes against sexual harassment conducted	01	Nil	Nil	Nil	01	Nil	02	Nil	Nil	Nil
5	Nature of action	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

*Shah*  
 Prof. C. D. R. Gupta  
 Dean PCMS  
 People's University  
 Bhopal (M.P.)



PCN+RC/2021/1411  
 23/08/21

Inward People's University

Office Asst.	<i>[Signature]</i>
Inward No.	1290
Date	23/8/21

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# PEOPLE'S UNIVERSITY

(Established by MP Act No. 18 of 2011 & approved u/s 2 (f) of UGC Act 1956)

ISO 9001 : 2008 Certified

## PEOPLE'S COLLEGE OF NURSING AND RESEARCH CENTRE

### COMPILED REPORT OF ANNUAL RETURN ON CASES OF SEXUAL HARASSMENT IN PEOPLE'S UNIVERSITY, BHOPAL (MP)

S. No	Description	Name of constituent unit of People's University										
		PCMS & RC	PCDS & RC	PDA	SOPR	PIMR	PCN & RC	PCPS & RC	PIHMCTAN	SORT	CSRD	
1	Number of complaints of sexual harassment received in the year	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2	Number of complaints disposed off during the year	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
3	Number of cases pending for month 90 days	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
4	Number of workshop on awareness programmes against sexual harassment conducted	01	Nil	Nil	Nil	01	Nil	02	Nil	Nil	Nil	Nil
5	Nature of action	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

*14/10/21*

Chairperson, MUNP, PU  
AND  
PRINCIPAL  
People's College of Nursing &  
Research Centre  
People's University, Bhopal-462037

People's Campus, Bhanpur, Bhopal - 462037 (M.P.) India Ph. +91(0755) 4005411 / 5410  
E-mail: [hoi.nursing@peoplesuniversity.edu.in](mailto:hoi.nursing@peoplesuniversity.edu.in), Website: [www.peoplesuniversity.edu.in](http://www.peoplesuniversity.edu.in)

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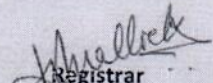
**Re-Constitution of Internal Complaint Committee u/s 4 of Ministry of Human Resource Development (UGC) Notification dated 2nd May, 2016**

NAME OF BODY/COMMITTEE : Internal Complaint Committee		
Committee Designation	Name of the nominee	Designation & Institute
Presiding Officer	Prof.(Col.) Rekha Rani Gupta	Principal, PCN&RC
Faculty Members	Dr. Jagdamba Dixit	HOD, Paediatrics, PCMS&RC
	Ms. Raji Nareliya Mishra	Associate Professor, SORT
Non Teaching Members	Ms. Girija Unni	Nursing Superintendent, PH
	Ms. Meena Bapat	Cashier Reception, PDA
Student Members	Ms. Niharika Thakur	Research Schoiar, PU
	Dr. Neetu Tiwari	PG Student, PCMS&RC
	Devjani Debnath	UG Student, PCDS&RC
Non-Government Member	Ms. Viva Joshi	Aayam Inclusive Centre

The term of office of the members of ICC shall be for a period of three years from the date of constitution of the committee.

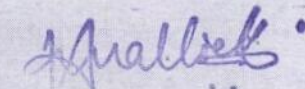
Copy to:

- 1) Hon'ble, Vice-Chancellor, People's University
- 2) All Officers, People's University
- 3) All Hols, People's University
- 4) Concerned Committee members through respective Hols

  
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