

**Annual Gender Sensitization Action Plan - 2022-2023**



# INDORE INSTITUTE OF LAW

(Affiliated to DAVV & BCI)

—Rank 1<sup>st</sup> PRIVATE LAW COLLEGE IN M.P., C.J. & RAJASTHAN BY—  
INDIA TODAY – OUT LOOK – THE WEEK – THE KNOWLEDGE REVIEW

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## Annual Gender Sensitization Action Plan - 2022-2023

Indore Institute of Law under its ‘**ShashaktaAhilya: Protect, Nurture and Empower**’ initiative promotes Gender-Inclusive Academic Culture aims at empowering female students and staff. Inclusive workplace culture will result in a positive change in attitude, and it will ensure equity among all the genders in the institution. Institute will undertake following activities aiming at gender sensitisation:

- The Institute will sign MOUs with Different NGOs to work for women empowerment in nearby localities (Villages and Industries).
- Institute will create awareness on Menstruation to discuss the taboos regarding menstruation and explore the concept of Sustainable.
- The Institute will Install SHE-BOX an innovative idea wherein female staff and students can drop complaints regarding women centric problems.
- Institutewill organise Seminar on ‘*Good touch Bad Touch*’ in collaboration with LedX :A Private Edutech limited company.
- Institute will hold special workshop on ‘Women Safety’ under ShashaktaAhilya Initiative.
- Economic Empowerment is the key to promote gender equity. Seminars will be organised to impart knowledge in this regard.
- The Institute will organise a street play on gender equality.
- The Institute will organise a camp to create awareness regarding UJJAWALA Scheme.
- Institute will celebrate International Women’s day, BalikaDiwas, AhilyaDiwas, Mother’s Day.



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*Manpreet*  
**Prof. (Dr.) Manpreet Kaur Rajpal**  
Dean  
Indore Institute of Law

Director/Dean/ Principal/ HOD

## ACKNOWLEDGEMENT

**IQAC of IIL** offers gratitude to the authority of **Indore Institute of Law**, Indore especially, the Director and Dean, **Dr.ManpreetKaurRajpal**, and the Principal, **Dr.VinodPatidar** for their constant encouragement and support.

Special thanks to be extended to **Dr.AkshayKanti Bam (Chairman, Indore Institute of Law)** for his decision of conducting

**Gender Audit of Indore Institute of Law, Indore.**

**IQAC of IIL** expresses gratitude to all the colleagues for their meticulous assistance to complete the Gender Audit.

**IQAC** would like to thank the office staff of **Indore Institute of Law, Indore** who helped to complete the Gender Audit by supporting **IQAC** in data collection.

**Date: 31<sup>st</sup> July, 2022**

**Indore Institute of Law**

**Indore IQAC Coordinator**

## INTRODUCTION

The best way to improve the status of women is to educate society because, "Education is the most powerful weapon you can use to change the world." Indore Institute of Law (IIL) has started many courses for gender sensitization and overall development of female students in **Law School**. It is for this purpose, female oriented courses are taught in IIL. LedX an initiative of IIL is created to provide certificate courses on gender justice so that the overall improvement of female students is ensured.

**The Indore Institute of law** believes in the vision of **VasudhaivaKutumbakam (वसुधैवकुटुम्बकम्)** which means the "*whole world is our family*" and the mission is to create "**Human Legal Professionals**" with special focus on gender justice and gender equity through its **Club ShashaktAhilya (Women Empowerment)** in the college. **Indore Institute of Law** has robust **physical infrastructure** which caters to different facilities for women i.e. **Safety and Security, Counselling, Common Rooms, Sanitary Napkin dispenser and incinerator, day care centre for young children and many other initiatives**. **The Institute** is a female centric institution where, female and male ratio is **52:48 (approx.)**.

**IIL** also ensures gender sensitization through **Curriculum Interventions, Co-Curricular Interventions, Staff and Leave Policy and Institutional Practices**.

### STAFF AND STUDENTS STRENGTH IN INDORE INSTITUTE OF LAW

The Institute is host to 40% to 50% female students and staff approximately. And to create a healthy, conducive and safe environment for females the Institute has taken prominent measures including Medical Rooms, Common Rooms, Crèche and various dedicated Clubs, Cells & Committees.

**A. STUDENT STRENGTH**

Year	Girls	Boys
2022-2023	591	709

**B. FACULTY STRENGTH**

Year	Females	Males
2022-2023	19	18

**C. TECHNICAL STAFF STRENGTH**

Year	Females	Male
2022-23	1	5

**Women Centric Amenities at IIL****A. CELLS**

IIL ensures the safety and security of females through creation of different **CELLS** in the **Institute**. These **Cells** are created with a special focus on prompt redressal of grievances and to give a sense of security by approaching the right channel.

**1. ChhatraSurakshaSamiti**

The cell is exclusively devoted to empower female students as the number of female students is approximately 52% in the institute. Keeping this in mind the ChhatraSurkasha Committee is created incorporating local lady police officials along with other members. The committee provides self-defense training to the female students and makes them self-sufficient and strong. The committees via conducting sessions makes the female students aware about **Good Touch Bad Touch** and spreads awareness about various privileges to female students. Two female students are part of **ChhatraSurakshaSamiti**. IIL has tie up with local police. It is basically created to give a sense of entitlement to female students that they are protected from any nefarious activity.

**2. Conduct Surveillance Committee.**

Conduct of the students in classroom is often disciplined but once they are out of classroom into the campus it becomes tough to maintain the discipline in terms of actions and behaviour. The committee keeps a close watch on ID cards, Uniform and points out such instances where mischievous activities occur and point out the students responsible for it and forwards the names of such miscreants to the authorities for correctional measures. CCTVs camera are installed at every sensitive point in the campus. Female students can supervise the recording of videos and can also inspect recordings promptly if there is any problem in the campus. The committee deals with the staff also.

### **3. Anti-Sexual Harassment Committee**

The committee is responsible for keeping campus free from menace of sexual harassment instances like eve teasing, inappropriate touch, and avoiding any such circumstances. The committee is more devoted to prevent any such instances **IIL** in its endeavor to give utmost importance to life and dignity of females has created a special cell to look after the rights of female students and staff. Inspired by the Supreme Court Guidelines in **Vishakha Judgment** and also the new **Sexual Harassment Act of 2013**, **IIL** does not tolerate sexual harassment in any form and manifestations.

### **4. Institutional Freeship Cell—**

The Institute has a model to support the women empowerment in every possible way and hence it provides scholarship/ free ship to one girl child, if parents have two girl children. It is based on the condition of the family and whether they are availing any government girl child scheme or not.

### **5. Anti- Ragging Squad**

Anti-ragging Squad is a combination of faculty and authorities which in unison patrols the campus and visits classrooms to aware students about the menace of ragging and provides them with information about contact information of the society members in case of any unfavorable situation or activity if any within the campus and in case of grave instances the committee informs the governing body and the Dean. It is established for prompt inspection to check whether ragging is prevalent in college or not. Female students are given pro- active role to supervise the same.

## 6. Anti -Ragging Committee

The committee is responsible for maintaining a ragging free campus which comprises of faculty and students and is on the lookout to prevent incidences of ragging if any. The committee works to maintain a healthy and friendly atmosphere among the students i.e. juniors and seniors and is authorized to report any untoward incidence and also suggest penal actions if students found guilty of ragging or in disciplinary acts mounting to ragging. It is constituted to take prompt action if any ragging complaint is received. **Female faculties** are part of the committee.

## 7. Mental and Physical Wellness committee.

The institute runs a wellness committee which is responsible for looking after the mental and physical health of the students. The committee provides basic medical treatment like basic medication and first aid kit to the needy. It also provides transportation facility to the students in case of emergency or injury serious in nature. Mental health is a growing concern in today's fast paced life style. Committee provides adequate support via its sister concern Indore Nursing College which provides psychiatrist to give counseling to the students to keep them motivated and focused. The committee promotes and conducts regular physical activity sessions like Yoga, Zumba, Meditation etc.

Students from all over India come to IIL. A life away from parents can be normalized if there is a **Mental and Physical Wellness committee**. Female health is given extra attention in IIL because of female related issues.

## 8. Scout committee

Whenever college visits any outside trip (e.g. picnic etc.), female students are given the opportunity to lead the group.

## 9. Hostel Welfare committee

This committee looks after the issues arising in hostel related to quality of food, amenities prevailing like hot water, Air conditioner, internet accessibility, hygiene, good, round the clock security, ambulance service, night security and dog squad, camera surveillance etc. The committee comprises of faculty residing in hostel and few student representative ready to work. The Hostel Welfare committee is comprises of **6 sub committees** namely: **Core Committee, Medical**



**Committee, Transportation Committee, Food Committee, Hygiene Committee, Disciplinary Committee.** Hostel constitutes the most important part of college life. Female students are given the responsibility to look after the affairs of the girl's hostel in tandem with hostel warden to find a way if there is any problem in the hostel.

#### **B.SECURITY GUARDS**

The Institute has **24x7 security guards** including female guards for safety and security. No one is allowed in the campus without scrutiny. Female guards are always present at the girl's hostel entrance.

#### **C. SERVER CUM SURVEILLANCE ROOM**

The entire campus is covered with CCTV cameras. **SCSR** is for the purpose of proper recording of the activities of the IIL. It acts as a deterrent and helps in the prevention of the crime.

#### **D. HOSTEL WARDEN (24X7)**

Female wardens are there in the girl's hostel 24x7. Female students can discuss all their problems with them.

#### **E.LABRADOR DOGS**

Two well trained **dogs** are there in the campus for security purpose.

#### **F.LIGHTENING CONDUCTOR**

The entire Institute is protected from lightening by installing Lightening Conductors in the Institute's buildings. Indore witnesses' incessant rains throughout rainy seasons, it is for this reason lightening conductor is a necessity in **Indore Institute of Law**.

#### **G. SENSOR BASED FIRE EXTINGUISHER**

**Indore Institute of Law** has fitted all Blocks of the Institute with sensor based fire extinguisher to prevent Institute's buildings from any untoward incidents or mishaps. It gives

confidence to students in general and girls in particular that they are safe inside the educational premises and they can concentrate on their studies.

### **Gender Sensitive Features in IIL**

#### **1. Safety and Security**

The Institute ensures safety and security through different cells like **Chhatra Suraksha Samiti, Anti-Sexual Harassment committee etc. Security Guards, Labrador dogs, Server cum Surveillance Room, CCTV cameras, wardens in hostels** are the other features to have a strong physical network for safety and security.

#### **2. Counselling**

Institute has separate counselling room with a counsellor to focus on physical and mental wellness of students in general and female in particular with the help of **Physical and Mental Wellness Committee.**

#### **3. Career Counseling**

Counselors are appointed for career counseling sessions and special emphasis is given to women for opting various career options to make them independent and strong.

#### **4. Common Rooms**

Common room is a place where convenience of female students and staff is properly taken care of. It has separate washroom, mirror facility etc. which is properly cleaned throughout the day. Female students can take rest; discuss their problems etc. It is also treated as a Green Room for changing purposes.

#### **5. Sanitary Napkin Dispenser and Incinerator**

These are installed in IIL to give confidence to female students and also to take care of menstrual health and hygiene.

#### **6. Day Care Centre (Crèche facility)**

To maintain proper work life balance of the employees, IIL provides crèche facility in the college.

#### **7. CURRICULUM INTERVENTIONS:**

##### **7.1. Gender Oriented Subjects**

IIL runs multiple subjects on gender sensitization like **Constitutional law, Women & Criminal Law, Gender Justice etc.**

#### 7.2.LedX(Legal learning Edutech Private Limited)

Certification courses are provided by IIL on **Protection of women in cyber space, Law & society, Refugee protection & rights: Indian context etc.** through **LedX**.

#### 8. Project SPARSH

Seminars are taken on Good Touch Bad Touch to create awareness and post to it specially designed cartoon books are distributed in cooperation with **LedX** about good touch and bad touch.

#### 9. CO-CURRICULAR INTERVENTIONS:

##### 9.1.Seminars and Events

IIL has conducted a large number of **seminars** for gender sensitization under **ShashaktAhilya Initiative in various schools, villages and industries** and also organized various **events** to protect women from sexual harassment under its Legal Awareness Programme.

##### 9.2.Outreach Activities.

Institution has tie up NGOs like **Bharat kiBeti Foundation**.**The Institute** because of its unique location in the industrial town of **Pithampur** regularly visits industries to aware women regarding sexual harassment at workplaces.

#### 10. Staff and Leave Policy:

The Institute gives **Maternity and Paternity Leaves, Optional Leave to Female Employees on occasion of KarwaChauth, Teej, Parent Teacher Meet and Vaccination leave etc.**

#### 11. Institutional Practices

IIL is known for its institutional practices like **Guest Room, Girl Child special Monetary Help, Visual Merchandise, Warden (24x 7), Female Conductor, and Helpline Number, SHE Box, One compulsory female batch coordinator, institutional freeship cell etc.**

## RECOMMENDATIONS & CONCLUSION

**Indore Institute of Law** has lots of strengths in its areas of domain. The weaknesses exposed can be replaced and channelled to productivity with an efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. In building the nation, gender equality plays an important role, **Indore Institute of Law** is in the position to follow and implement gender equality inside the campus.

In the above gender analysis the institution strictly follows gender equality on campus.

We follow gender equality in admissions, scholarships, library facilities, teaching learning process and at all other required levels. The institution strictly observes the modus operandi in the implementations of gender issues in the college facilities. With the strong will power and commitment to gender justice, **Indore Institute of Law** would certainly make a mark even in the areas that need some improvements.



**Prof. (Dr.) Manpreet Kaur Rajpal**  
Dean  
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