



GENDER SENSITIZATION PLAN

Gender sensitization plans are crucial for creating an inclusive and respectful environment within educational institutions. Below is a comprehensive plan tailored for **Rao Pahlad Singh College of Engineering & Technology, Balana:**

1. **Assessment and Needs Analysis:**

- Conduct a thorough assessment of the current gender climate within the institution.
- Collect data through surveys, interviews, and focus groups to understand the specific challenges faced by different genders.
- Identify areas where gender sensitization is most needed, such as classrooms, laboratories, hostels, and administrative offices.

2. **Formation of a Gender Sensitization Committee:**

- Establish a committee comprising faculty members, administrative staff, students, and representatives from relevant stakeholders.
- Ensure diversity within the committee to incorporate various perspectives.

3. **Policy Review and Development:**

- Review existing policies related to gender equality and develop new policies if necessary.
- Ensure that policies address issues such as sexual harassment, discrimination, gender-based violence, and equal opportunities.
- Implement mechanisms for reporting and addressing incidents of gender-based discrimination or violence.

4. **Training and Capacity Building:**

- Organize workshops, seminars, and training sessions on gender sensitization for faculty, staff, and students.
- Include topics such as gender stereotypes, unconscious bias, intersectionality, and creating inclusive environments.
- Collaborate with external experts or organizations specializing in gender sensitivity training.

5. **Curriculum Integration:**

- Incorporate gender perspectives into the academic curriculum across disciplines.
- Encourage faculty members to include readings, case studies, and discussions on gender issues in their courses.
- Offer elective courses or modules specifically focused on gender studies or women's studies.



Maryada
Principal

R.P.S. College of Engg. & Tech
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6. Awareness Campaigns:

- Launch awareness campaigns throughout the academic year to promote gender equality and sensitivity.
- Use various mediums such as posters, leaflets, social media, and campus events to reach the entire campus community.
- Celebrate International Women's Day, International Day for the Elimination of Violence against Women, and other relevant observances.

7. Support Services:

- Establish support services for students and staff who have experienced gender-based discrimination or violence.
- Provide counseling, legal assistance, and referral services to survivors.
- Ensure confidentiality and sensitivity in handling cases.

8. Infrastructure and Facilities:

- Ensure that campus infrastructure and facilities are gender-inclusive and accessible to all.
- Install gender-neutral restrooms and ensure adequate lighting and security measures in all areas of the campus.
- Create safe spaces for discussions and support groups related to gender issues.

9. Collaboration and Partnerships:

- Collaborate with local NGOs, government agencies, and other educational institutions working on gender equality initiatives.
- Participate in regional and national conferences, seminars, and forums on gender issues.
- Share best practices and learn from other institutions' experiences.

10. Monitoring and Evaluation:

- Establish mechanisms for monitoring the effectiveness of the gender sensitization plan.
- Collect feedback from students, faculty, and staff through regular surveys and focus groups.
- Review progress annually and make necessary adjustments to the plan based on evaluation findings.

Implementing this gender sensitization plan will contribute to fostering a more inclusive and respectful campus environment at Rao Pahlad Singh College of Engineering & Technology, ultimately benefiting the entire academic community.



Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



RAO PAHLAD SINGH COLLEGE OF ENGG. & TECH.

Approved by AICTE / Govt. of India & Affiliated to I.G.U., Meerpur

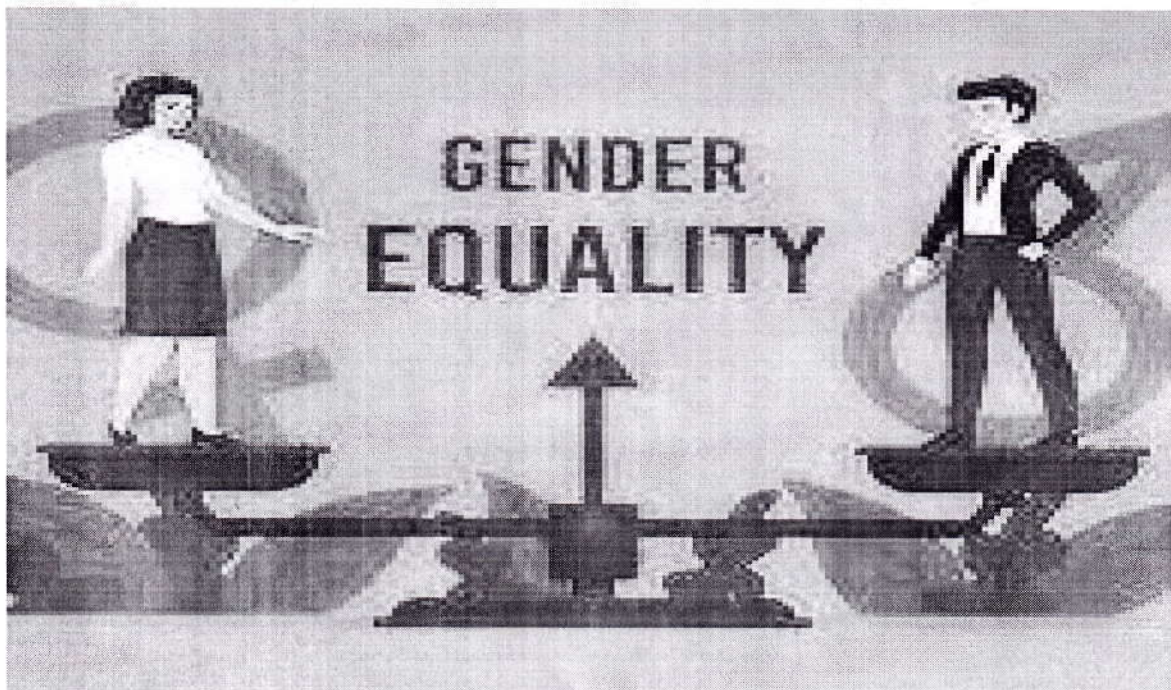
Balana, Mohindergarh, Haryana - 123029

Telephone: 01285-241431 Fax: 241434

E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

GENDER AUDIT REPORT


ACDEMIC YEAR 2023-24



RAO PAHLAD SINGH COLLEGE OF ENGINEERING AND TECHNOLOGY
BALANA, MAHEDER GARH (HARYANA)-123029




Audited by: Dr. Ravinder Kumar
In Charge- IQAC


Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

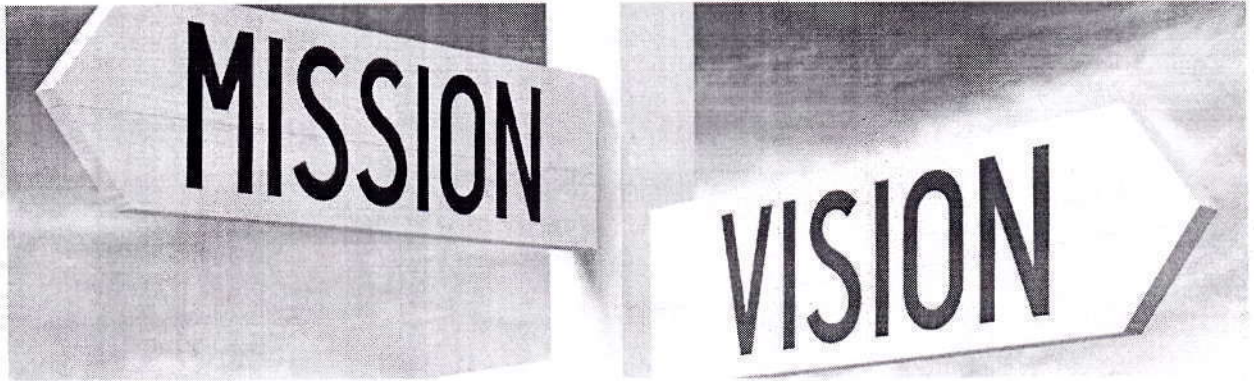
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Principal
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Balana Mohindergarh (HR.)

RAO PAHLAD SINGH COLLEGE OF ENGINEERING & TECHNOLOGY



Vision & Mission

Vision

"To bring technical education to rural india and to provide object-oriented education, keeping in view, the emerging industrial and bussiness opportunities globally ".

Mission

"To develop the human potential as capable and intellectual leader that can serve as resource person anywhere in the world ".

Quality Policy

"To continuously learn from the best practices, study role models and develop transparent procedures and practices for empowerment of all stake holders".

GOALS

- To impart quality education to the students in their chosen areas of study
- To provide opportunities for co - curricular, extracurricular and extra mural activities aimed at all round development of personality
- To develop individuals with multifaceted personality who will shoulder responsibilities of the family, the society and the nation




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About RPSGOI

RPS Group of Institutions was established in 2008 as RPS College of Engineering & Technology offering B.Tech. courses in Computer Science & Engineering, Mechanical Engineering, Information Technology and Electronics & Communication Engineering. In 2010, RPS Institute of Management offering MBA, BBA & BCA degree was established. In 2011, both the institutes were merged and renamed as RPS Group of Institutions (Engineering & Management). In 2011, B.Tech. programme in Civil Engineering was introduced with the annual intake of 60 students. In 2012, the institute started M.Tech. programme in Computer Science & Engineering with the annual intake of 18 students. In 2013, the institute introduced the Electrical Engg. in B.Tech. programme and M.Tech in Electronics and Communication Engineering and Mechanical Engineering branches with annual intake of 60,18 & 18 students respectively. In the year 2015, RPS Polytechnic College offering Engineering Diploma in Mechanical and Civil branches with annual intake of 60 seats each was established. As of now RPS Group offers **B.Tech. programme in CSE & AI & ML, ECE, ME, Civil and EE branches, M.Tech. in CSE, ECE and ME** along with full time **MBA, BBA & BCA, and Polytechnic Diploma in Engineering in Civil and Mechanical Engineering.**


The RPSGOI has highly qualified and dedicated faculty and committed supporting staff who along with state of the art laboratories are committed to develop the students as skilled engineers and managers ready to serve as resource persons anywhere in India and abroad.

GENDER EQUALITY AT RPS CET

An educational institute plays very important role to sensitize the students towards gender issues. It is very necessary to change the mindset of students towards the opposite sex, and to achieve this, teachers always counsel them in the class room and in the campus to respect each other. Our college is well prepared to handle and respond to any gender sensitive issues and provide an environment where both men and women can work together with a sense of not only the personal security but also with dignity.

Gender equality, equality between men, women and transgender does not mean that they have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they




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were born male or female. Gender equity means fairness of treatment to all genders according to their respective needs.

Gender is a cross-cutting issue that has been of persistent importance across the globe. Gender Equality, Women Empowerment, Choice of every gender to work are strategies to reduce poverty, reduce social injustices among the genders, accelerate growth levels, improve health standards and contribute to a healthy, financially strong and a conducive domestic environment in the country. Gender parity is also regarded as attainment of human rights and a pre-requisite for sustainable development.

Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. Many discussions and campaigns about Gender equity allow the women gender and also the transgender in the recent times to take spontaneous action against their oppression or exploitation. Gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. This calls for a fair Gender Policy to be incorporated for an equitable treatment and opportunities at workplace. Implementation of the Gender Policy will require the commitment, participation and contribution of every staff member.

Gender equity denotes the equivalence in life outcomes for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources. Both are indispensable and need to be incorporated into the Gender Policy of a large educational institution like RPSCET, which believe in fair and justifiable treatment to all. The policy aims to eliminate harassment on the basis of gender which is any act or threat by men or male-dominated institutions that inflicts physical, sexual, or psychological harm on a woman or girl because of their gender.

The college always concentrates on the student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. The Library has a separate sitting for the Girl students. The Girls Common Room situated on the Ground floor of the College has a Sanitary Napkin Vending Machine. Separate Washrooms for Girl students on each floor are equipped with basic amenities like dustbins, mirror and shelves. Lady peons are assigned duty on each floor at all times.



Suryadev
Principal
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Workshops are held on “Women and Human Rights” to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lecture of eminent judges, lawyers etc. Eminent Doctors and Gynecologists are invited to deliver lectures on “Menstrual Hygiene”.

Each student committee of the college has a fair balance of Girls and Boys in participation and also Teacher In-charges to cater to their issues.

GENDER AUDIT


The College conducted Gender Audit in 2023-24 to create awareness about respect for every gender and also to identify ways to make college campus safe for women. The Women Development Cell of the College ensures awareness about their objectives throughout the year by conducting various seminars, self-defense workshops and motivational lectures about women empowerment. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College with an objective to Prevent Sexual Harassment of any gender at the college. Various seminars, Guest Lectures and workshops are organized throughout the year to teach the students about their rights and laws and to fight against any kind of sexual harassment.

A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women’s voices in particular?

UNICEF says gender equality *“means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike”*.

On a global scale, achieving gender equality also requires eliminating




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harmful practices against women and girls, including sex trafficking, femicide, wartime sexual violence, gender wage gap, and other oppression tactics.

Objectives of Gender Audit

1. To identify the areas where the gender inequality exists.
2. To identify the probable reason for the gender inequality.
3. To maintain good gender balance in all fields of college.
4. To advise ways to bridge the gender gap.
5. To implement prevention of sexual harassment effectively.

The Gender Audit was conducted in the following process –

- i) Orientation of the students and Staff members through various activities like webinars, Guest Lectures, Interactive Talk-shows, Workshop and Research Conference. Posters, PPT Presentations, Debate Competitions and Statistical Research cases were also presented.
- ii) Questionnaire was circulated among the students & staffs to understand their awareness about women safety in the College premises
- iii) Statistical Gender Analysis was collected of all staff-members, students and management.

RPSCET hopes to create, attract and retain gender sensitive staff who in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country.

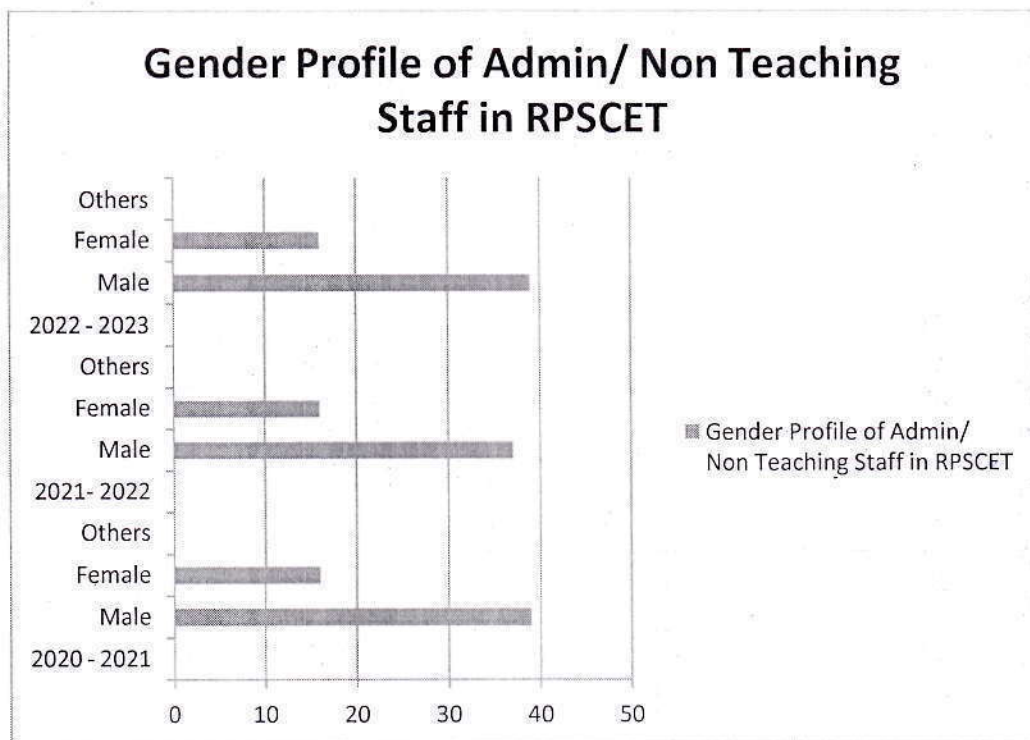
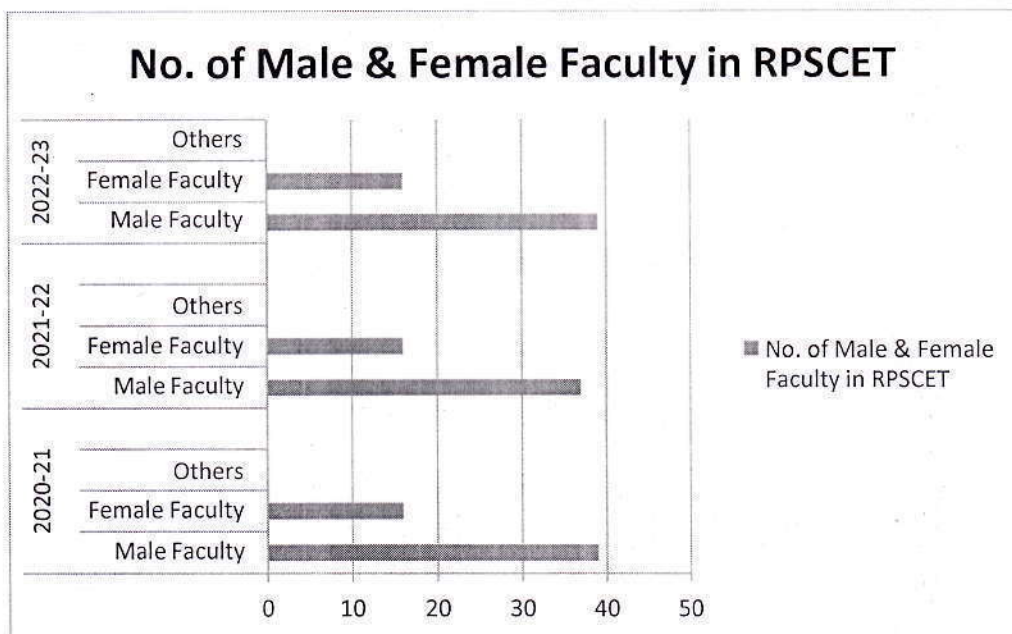



Principal

R.P.S College of Engg. & Tech
Balana Mohindergarh (HR.)

GENDER AUDIT SURVEY AND ANALYSIS

The Details of the Gender Audit in RPSCET for AY 2023-24:



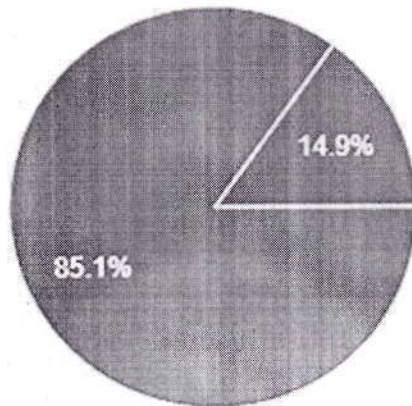
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Results of the survey done from the students:

The institution has a gender policy and is clearly visible on the website and at important places.

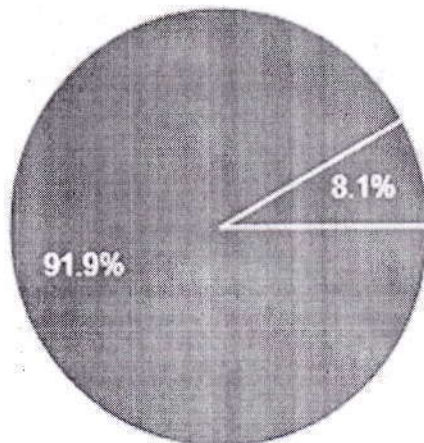
335 responses



- Yes
- No

The admission form clearly asks about the gender of the prospective student.

335 responses



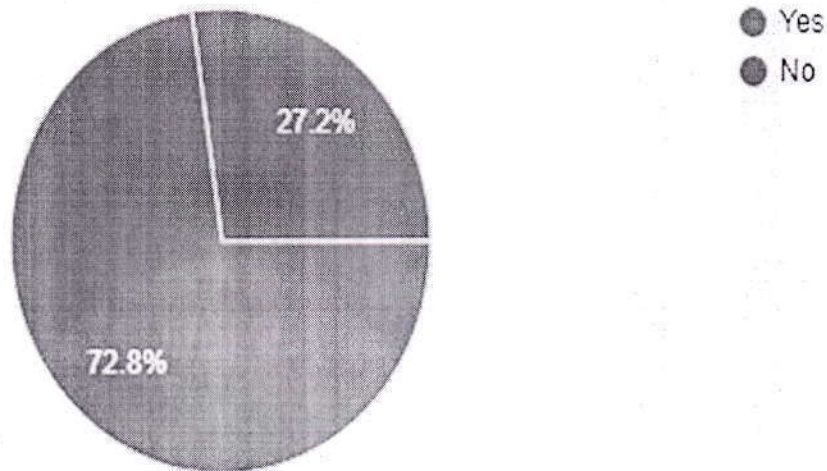
- Yes
- No



M. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

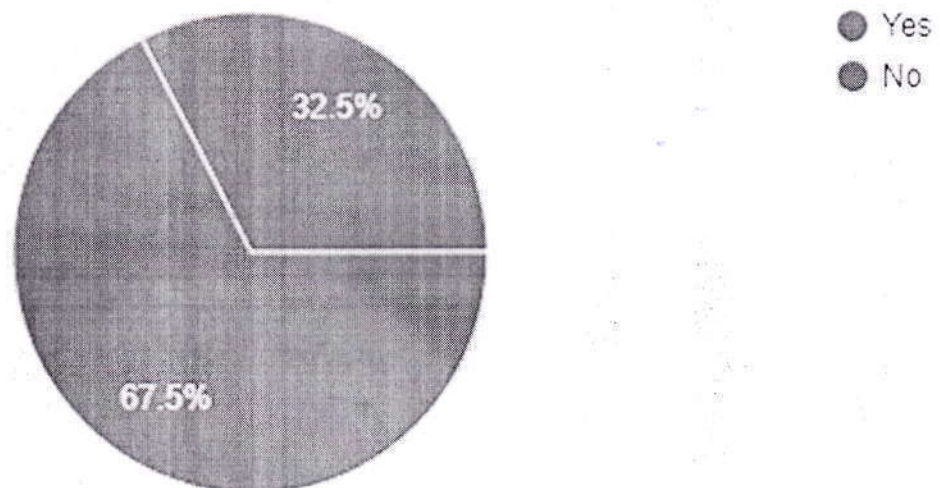
The college conducts gender sensitization programs as a part of its curriculum.

335 responses



The college conducts gender awareness program each year.

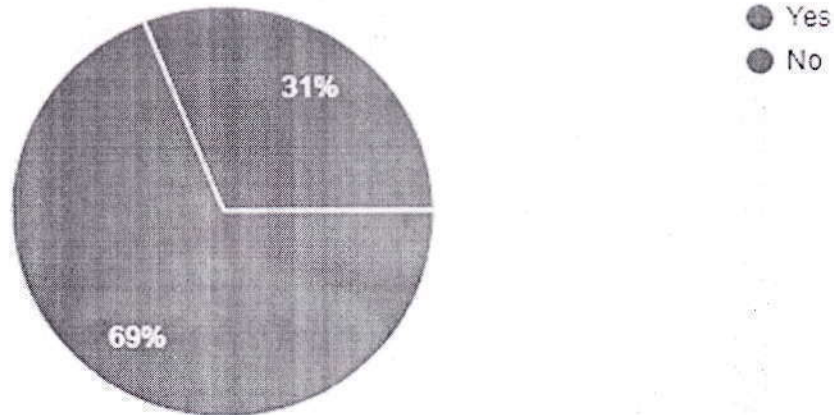
335 responses



W. Yadav
Principal
R.P.S College of Engg. & Tech
Balana Mohindergarh (HR.)

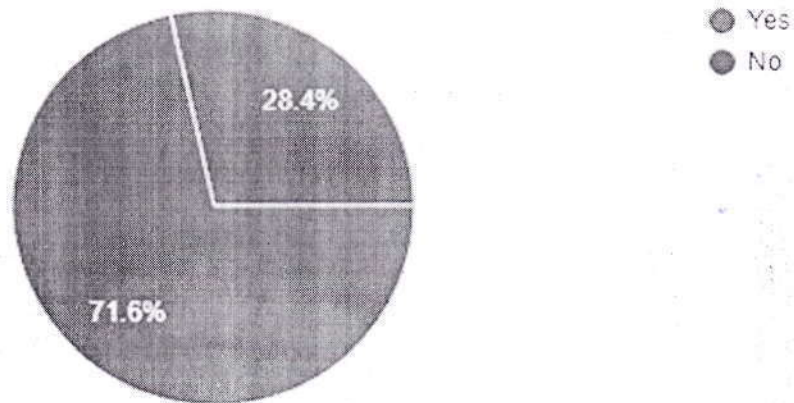
You are aware of the Internal Complaints Committee and ICC is present in the college.

335 responses



The women empowerment committee is setup in the college and displayed on the college website.

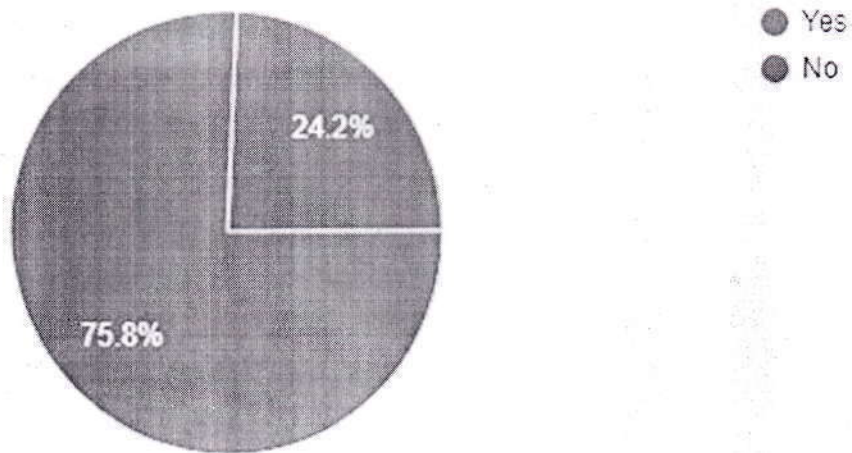
335 responses



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Principal
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Balana Mohindergarh (HR.)

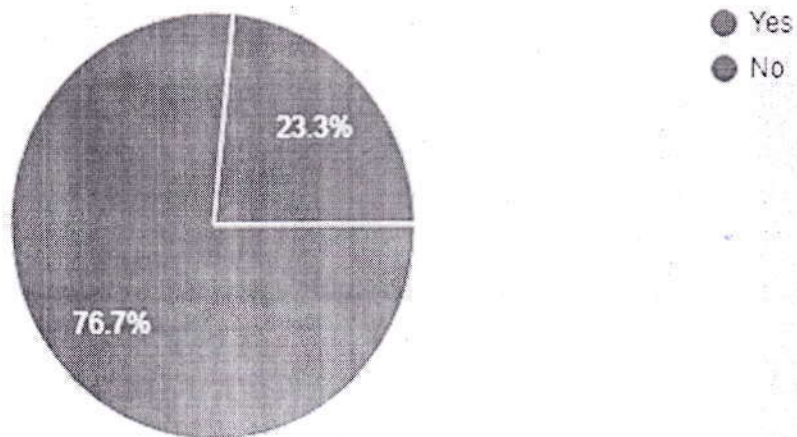
Lady faculty members are appointed in the women empowerment committee


335 responses



The organization takes initiatives to work out on gender related issues proactively.

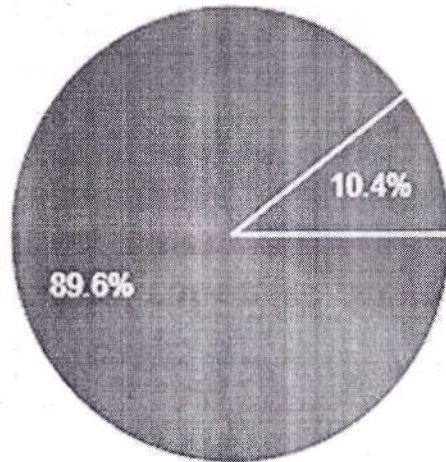
335 responses




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The college has adequate security personnel and technological support/ surveillance.

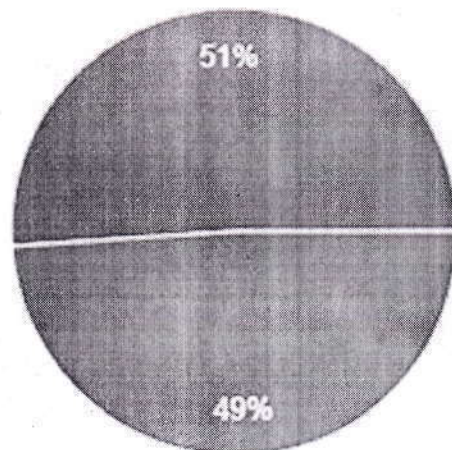
335 responses



- Yes
- No

Safety guards employed on the gate also have women guards

335 responses



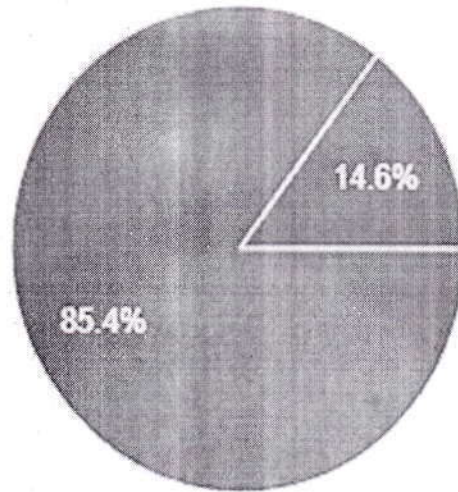
- Yes
- No



P. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana, Molindergarh (HR.)

The remote areas on the campus are well protected and safe.

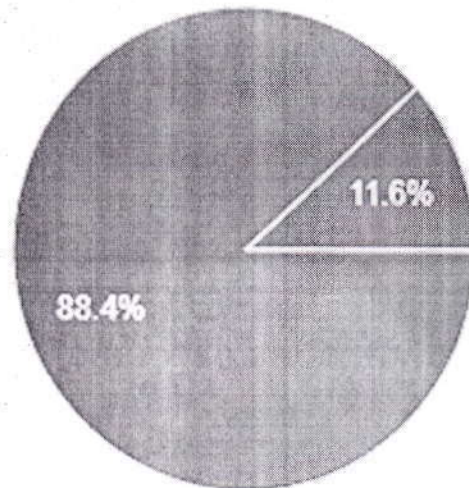
335 responses



- Yes
- No

There is a mechanism to assess the entry of strangers on the campus.

335 responses



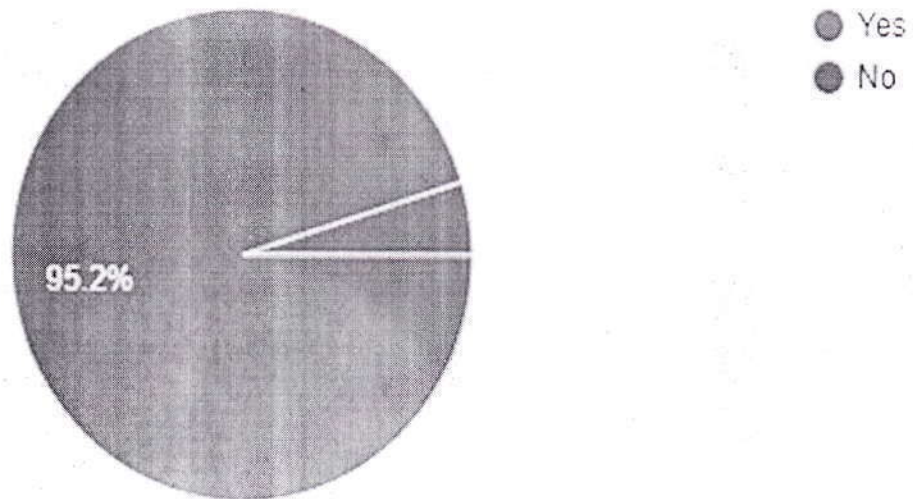
- Yes
- No



K. G. Gaden
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

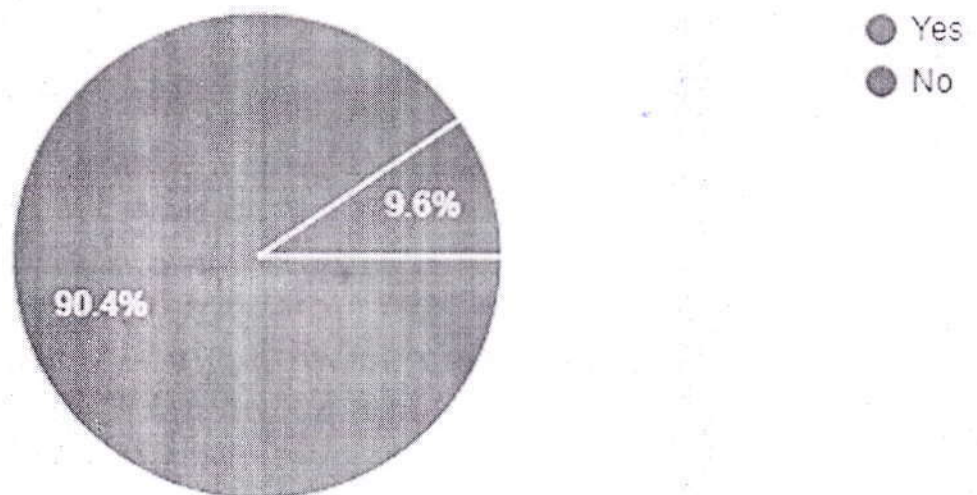
There are adequate number of toilets on the campus for men and women.

335 responses



The toilets are hygienic, clean, and well maintained.

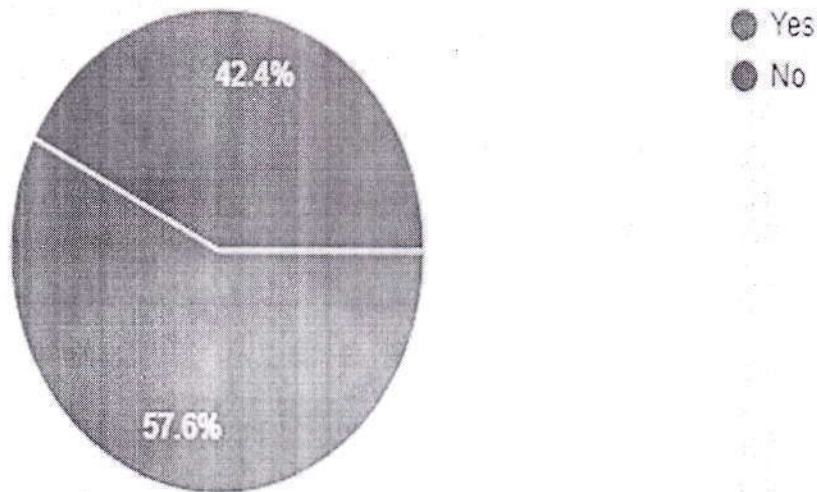
335 responses



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Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

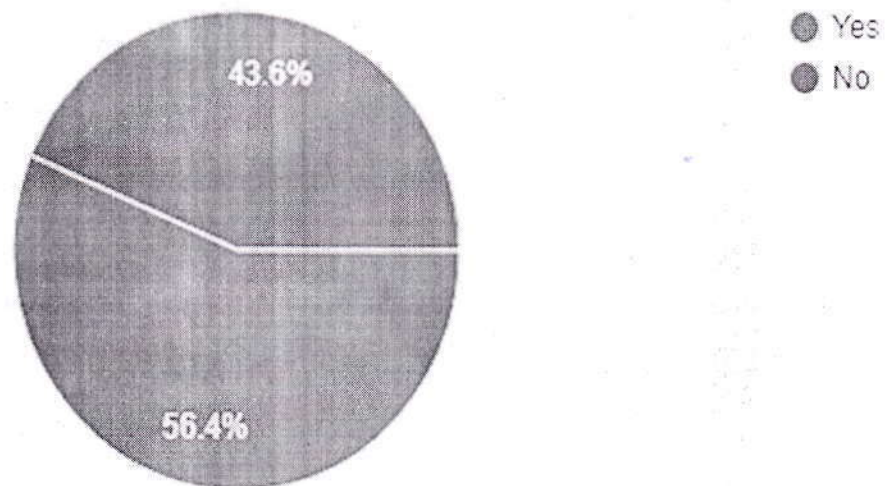
The women's toilets have sanitary pad vending machines at convenient places.

335 responses



Sanitary incinerating machinery is available in the women's washrooms. .

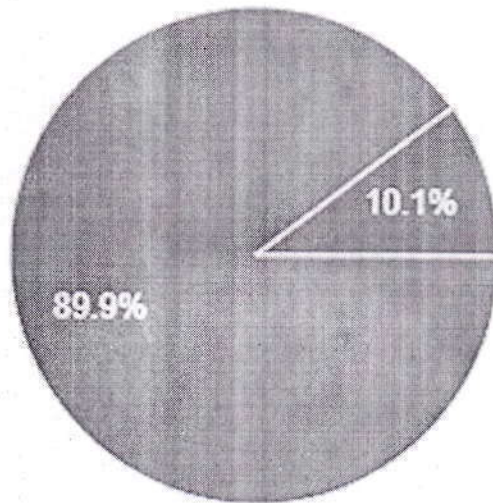
335 responses



Pragadeen
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

The classrooms / Library offers equal opportunities to all genders.

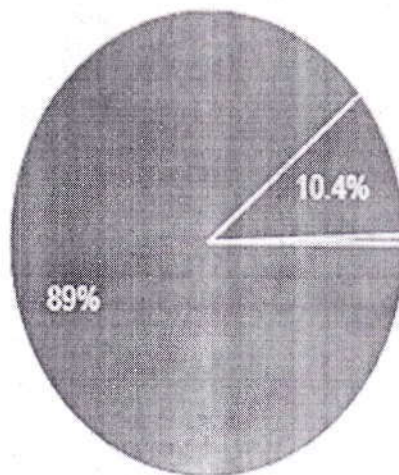
335 responses



- Yes
- No

Category

335 responses



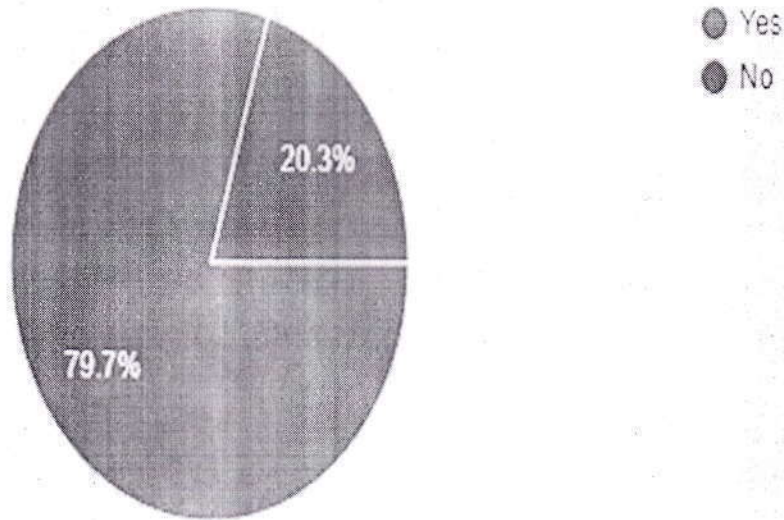
- Student
- Teaching Staff
- Administrative Staff
- Non Teaching Staff



K. Jayadev
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

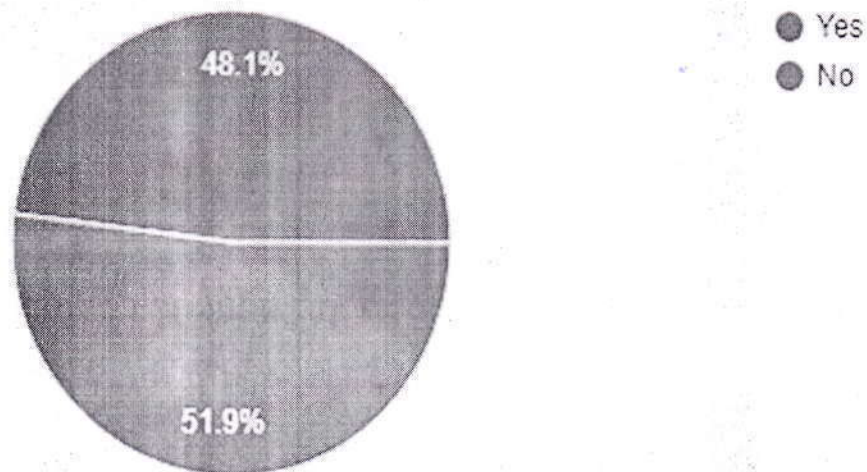
Healthcare section of the organization takes special care in gender related illnesses.

335 responses



The University/ College has an insurance for the students in case of death/ emergency?

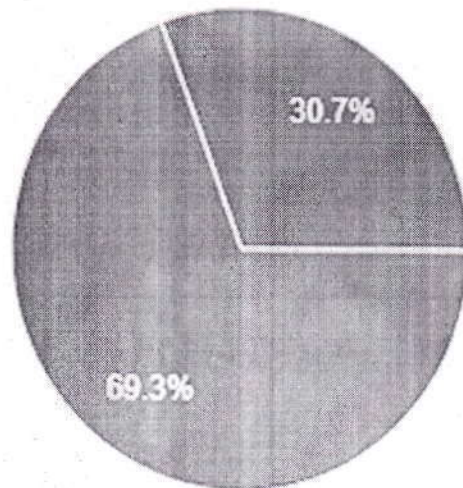
335 responses



K. J. Padan
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

Gender related counseling facility exists in the organization.

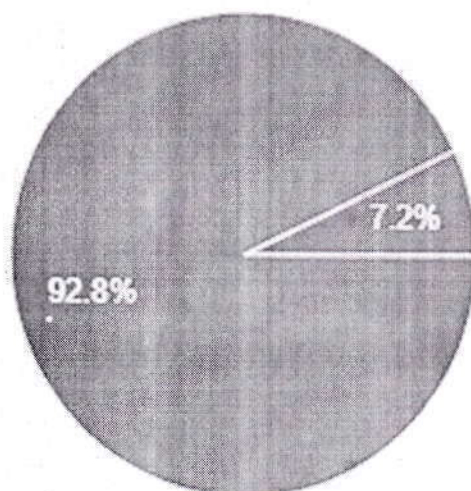
335 responses



- Yes
- No

Transportation by the organization is safe and efficient

335 responses



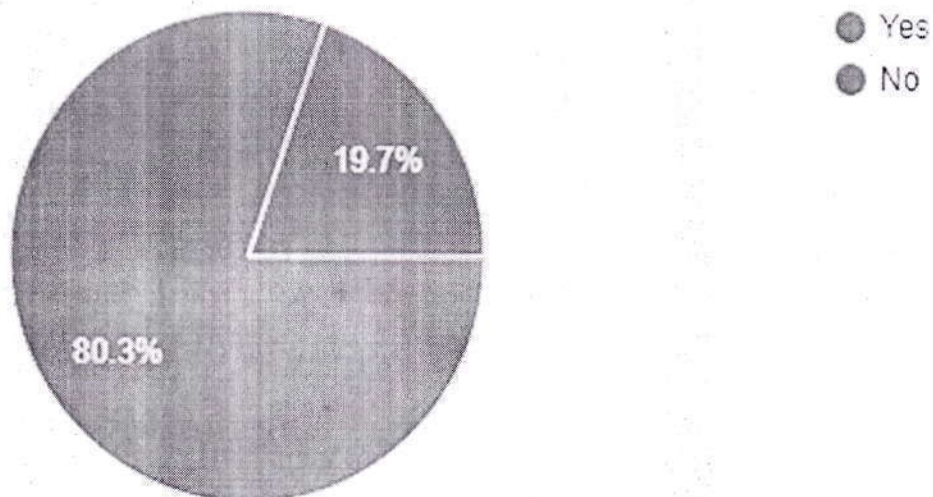
- Yes
- No



Prasad
Principal
R.P.S College of Engg. & Tech
Balara Mohindergarh (HR.)

Common rooms are available to boys and girls.

335 responses



CONCLUSION

1. It is found that 85% of the respondents are well aware about the Gender Policy of the College.
2. It is found that students are aware about the need for gender sensitization. 73% of the Respondents surveyed are aware about Gender Sensitization programs and Gender Audit conducted by college.
3. 70% of the Respondents surveyed are aware about Internal Complaints Committee and its functionality of handling all sexual harassment cases. 72% of the females surveyed and males surveyed are aware about Women Empowerment Cell and participate in its activities
4. It was also observed that a number of best practices such as Awareness Drives, Discussions and Empowerment Programs etc. are conducted in the campus.
5. 85% Students have given satisfactory responses towards the infrastructural facilities and safety and cleanliness.
6. 90% of Respondents surveyed agreed that classroom, library and laboratory offer equal opportunities for all genders.
7. 93% of the Respondents surveyed agreed that the Transportation of the college is safe and efficient for both the girls and boys.
8. The overall feedback of the Respondents is good and satisfactory.



M. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR).

SUGGESTIONS

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and positive masculinities.
- More awareness program on Legal rights.
- Though the College ensures the safety of students by installing CCTV in the campus at all the strategic locations. Keeping in view the responses, installing CCTV in all classrooms, laboratory and library can be considered.
- Professional ladies security guards can be placed at college gates. There is a need of separate gymnasium for girls to prevent any untoward incident in the future.
- The toilets should be made women friendly keeping in view the increase in number of female learners who have joined the college, as well as differently abled friendly.
- There should be a sanitary napkin vending and disposal machine installed in the college campus mandatorily as well as, if possible, inside the staff toilets. Awareness about the same should be spread as well.

GENDER POLICY

RPS Group of Institutions is committed to creating a safe, inclusive, and respectful academic environment that fosters equal opportunities and promotes gender equity. This Gender Policy aims to establish guidelines for the prevention of gender-based discrimination, harassment, and to ensure the overall well-being of all members of the institute community.

1. Non-Discrimination: RPS Group of Institutions prohibits discrimination on the basis of gender, and all members of the institute community, including students, faculty, and staff, are expected to treat each other with respect, irrespective of gender identity or expression.

2. Prevention of Harassment: The institute is committed to maintaining a work and study environment free from all forms of gender-based harassment, including but not limited to sexual harassment, bullying, and verbal or written abuse. Any act of harassment will be treated with zero tolerance, and appropriate action will be taken against the perpetrators.

3. Equal Opportunities: RPS Group of Institutions ensures equal opportunities for all students, faculty, and staff, regardless of gender. Admission procedures, hiring processes, and opportunities for professional development are designed to be fair and impartial.




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4. Gender-Sensitive Curriculum: The institute endeavors to incorporate gender-sensitive content in its curriculum, ensuring that educational materials and teaching methodologies promote understanding and awareness of gender-related issues. This will contribute to the creation of an inclusive learning environment.

5. Gender Sensitization Programs: Regular workshops, seminars, and awareness campaigns are organized to sensitize the institute community about gender-related issues, stereotypes, and the importance of gender equality. These programs aim to create a culture of understanding and empathy.

6. Grievance Redressal Mechanism: A Gender Sensitization and Complaints Committee (GSCC) is established to address complaints related to gender-based discrimination or harassment. The committee will ensure confidentiality and conduct fair investigations, taking appropriate action based on the findings.

7. Support Services: The institute provides support services, including counseling and guidance, to individuals who may have experienced gender-based discrimination or harassment. The well-being of the affected individuals is a priority, and efforts will be made to assist them in coping with the situation.

8. Flexibility in Policies: RPS Group of Institutions recognizes the diverse needs and responsibilities of its students and employees. Flexible policies, such as leave options, are implemented to accommodate different life stages and circumstances.

9. Inclusive Facilities: The institute ensures that all facilities, including hostels, restrooms, and recreational areas, are designed to be inclusive and accessible to individuals of all genders.

10. Regular Audits and Reviews: The institute commits to regularly auditing and reviewing its policies and practices to assess the effectiveness of the Gender Policy. Feedback from the institute community is welcomed and considered in the ongoing efforts to enhance gender equity.


This Gender Policy is a reflection of RPS Group of Institutions' commitment to fostering a gender-sensitive and inclusive environment. All members of the institute community are expected to uphold these principles and contribute to the creation of a campus that values diversity and respects the rights and dignity of every individual.

ACTION PLAN FOR IMPLEMENTING GENDER POLICY AT RPS GROUP OF INSTITUTIONS

Implementing a Gender Policy requires a systematic action plan to ensure that the principles outlined in the policy are effectively integrated into the institution's culture and practices. Here's a comprehensive action plan for the implementation of the Gender Policy at RPS Group of Institutions:

1. Policy Dissemination and Orientation: a. Develop a detailed communication plan to ensure that the Gender Policy is effectively communicated to all stakeholders, including students, faculty, staff, and parents.




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b. Incorporate information about the Gender Policy into orientation programs for new students and employees.

2. Establish a Gender Sensitization Committee: a. Form a Gender Sensitization Committee (GSC) consisting of faculty members, administrative staff, and student representatives.

b. Clearly define the roles and responsibilities of the committee members.

c. Provide training to committee members on gender sensitivity, inclusivity, and the goals of the Gender Policy.

3. Conduct Workshops and Training Programs: a. Organize regular workshops and training programs on gender sensitivity, unconscious bias, and inclusive practices for students, faculty, and staff.

b. Include external experts and resource persons to provide diverse perspectives on gender-related issues.

4. Curriculum Integration: a. Review and update the curriculum to include gender-sensitive content and examples.

b. Ensure that course materials and teaching methodologies promote a balanced and inclusive understanding of gender roles and identities.

5. Grievance Redressal Mechanism: a. Establish a Gender Sensitization and Complaints Committee (GSCC) to address complaints related to gender-based discrimination or harassment.

b. Clearly communicate the process for filing complaints and the steps that will be taken to address them.

6. Inclusive Facilities: a. Assess and modify facilities, including restrooms, hostels, and recreational areas, to ensure they are inclusive and accessible to individuals of all genders.

b. Implement gender-neutral facilities where appropriate.

7. Equal Opportunities Policies: a. Regularly review admission procedures, hiring practices, and opportunities for professional development to ensure they are free from gender bias.

b. Encourage diversity and equal representation in leadership roles.

8. Mentorship Programs: a. Implement mentorship programs to support the professional and academic growth of students and employees, with a focus on creating a supportive environment for individuals of all genders.

9. Celebrate Diversity: a. Organize events and campaigns to celebrate diversity and promote inclusivity on campus.

b. Highlight success stories and achievements of individuals of all genders within the institution.

10. Parental Engagement: a. Engage with parents through workshops and informational sessions to communicate the institute's commitment to gender equity and solicit their support.

b. Encourage parents to actively participate in fostering a gender-inclusive environment.

11. Regular Monitoring and Evaluation: a. Establish a system for regular




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monitoring and evaluation of the implementation of the Gender Policy.

b. Collect feedback from students, faculty, and staff to identify areas for improvement.

12. Collaboration with External Organizations: a. Establish partnerships with external organizations and NGOs working on gender-related issues for additional support and resources.

13. Periodic Policy Review: a. Schedule periodic reviews of the Gender Policy to ensure its relevance and effectiveness.

b. Make necessary revisions based on feedback and evolving societal norms.

By implementing this action plan, RPS Group of Institutions can create a campus environment that fosters gender equity, inclusivity, and respect for diversity. Regular assessments and adjustments are key to the ongoing success of the Gender Policy implementation.

The gender policy of RPS CET lays out a set of guidelines and principles established by the institution to ensure a safe, inclusive, and equitable environment for all individuals, regardless of their gender identity or expression. It aims to promote gender equality, prevent discrimination, and support the rights and well-being of all members of the college community.

For its Students

As a policy, the college-

- Ensures the moment a student enters the college premises, she enters a hassle-free impartial environment wherein safety measures including well-lit pathways, security personnel, CCTVs have been implemented.
- Organizes Orientation program to explain the working of the Gender Champion Cell and Women Development Cell and give details about various policies followed.
- Supports gender impartiality and women's empowerment. This is achieved through leadership development programs, scholarships, and opportunities for women to engage in research, sports, and other co-curricular activities. **Pahal:** Gender Champion Cell of Daulat Ram College aims to provide a safe space for students, to discuss issues and complexities of gender. Providing equal opportunities for all, creating positive social norms to encourage inclusivity.
- Certifies that campus facilities, such as hostel, restrooms, gymnasium, canteen, medical room are designed to meet the specific needs of women. The college works on issues ranging from security of women students and gender sensitisation camps to self-defence training on campus and women trainers in sports and extracurricular activities.
- Is committed to offer support services that address the unique needs and


Principal

concerns of women. This includes counseling, mentorship programs, and health services.

- Is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and discrimination. It provides mechanisms such as Internal Complaints Committee and Grievance Redressal Committee for reporting incidents, conducting investigations, and offering support to survivors.
- Is committed to provide opportunities to emphasize leadership development and provide ample opportunities for female students to take on leadership roles in student organizations, clubs, and academic societies. The college has a Students' Council formed of representatives of all Courses to organize programmes throughout the year to create awareness about the role to be played by the student community to bring about gender sensitization.
- Is committed to organize interactive sessions on wellness with Gender and environment sustainability. The college aims to organize awareness programs on sexual harassment and legal awareness (various laws related to Gender), legal acts on domestic violence, dowry and sex- determination, Self-care (Hormonal Health and Nutrition), Sensitization about LGBTQI, Gender and Sexuality.
- Aims to work on projects such as Gender wage differentials, Women Entrepreneurship, empowering women in Delhi or urban slums through digital literacy, political participation of women, portrayal of gender stereotypes across different cultures. With these projects, the college hopes to move towards an equitable society.
- Displays Helpline numbers at various places in the campus. To ensure the safety of students, patrolling squads will be made available in and around the campus.

For its Employees, RPSCET:

- Ensures fair treatment to its diverse workforce.
- Is committed to providing equal opportunities, irrespective of gender, religion, and ethnicity.
- Promotes a working environment where all employees are treated with respect and dignity. Harassment and discrimination based on gender are prohibited and there is zero tolerance towards these.
- Recognizes and respects the gender identity and expression of all employees. It has provisions for separate restrooms for all employees consistent with their gender identity.
- Provides parental leave, including maternity, paternity, and adoption leave, and ensures that it is available to all employees on an equal basis, regardless of gender. The female employees based on government guidelines avail





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- Makes provisions for training programs and educational resources aimed at promoting awareness and understanding of gender-related issues and fostering an inclusive workplace.

Infrastructure and Learning Resources: Gender sensitivity is being encouraged in the college through various means and methods. As one of the top most women colleges in the city, DRC has a unique position that allows us to engage with issues that impact the lives of women and work towards their empowerment. With a high number of female faculty members, staff members and most importantly all women students, RPS College reflects the progress of the country at large. However, "Empowerment" is a comprehensive term.

- College hostel is fully functional.
- Basic sanitation facility in the form of toilets is available in all the buildings and on each storey.
- Separate washrooms for academic and non-academic staff is available in each building.
- There is a common room on the ground floor of the Students Amenities Block.
- A medical room with a nurse and counselor is available.
- Gymnasium facility is available to students, faculty members and administrative staff daily.
- For health concerns of the students and staff an Amul outlet is located inside the college, canteen also serves healthy food, and a Nescafe coffee counter is also available for all.
- A fully functional photocopier shop is located within the college for both students and staff.
- Most importantly there is a Counsellor well versed to tackle all the sensitive issues for students as well as staff with best available advice and solutions.
- Banking facility is also available within the college for both students and staff for managing their financial aspects.
- A recycling unit is also enabled within the college to cater to the needs of eco friendly society.




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Internal Complaints Committee

Formation: Internal Complaint Committee was formed on 5th April, 2023.

As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide no. F.AICTE/WH/2016/01 dated 10th June, 2016, the Internal Complaints Committee will comprise of the under mentioned persons.

1. Ms. Geetanjali Gandhi- Assistant Professor in CSE - Presiding Officer
2. Ms. Sarita Kumari- Assistant Professor in CSE - Member
3. Mr. Satya Narayan- Assistant Professor in English - Member
4. Ms. Pinki, B.Tech CSE (Roll no. 18CS42) - Student
5. Ms. Swati- B.Tech. CSE (19CS48) - Student
6. Ms. Rajbala- Peon - Member
7. Ms. Priti- BCA (19BCA26) - Student
8. Mr. Ajay Sharma- Accountant - Member

The term of office of the members of the ICC shall be a period of three years. One-third of the members of the ICC will be changed every year.

The committee will submit a report in Principal's Office by 30th June every year with following details:- Number of complaints of sexual harassment received in the year.


- Number of orientation or training Programmes carried out for the members of the ICC to deal with complaints.
- Number of complaints disposed of during the year.
- Number of cases pending for more than 90 days.
- Number of Workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment.
- Nature of action taken by the Institution against the perpetrators.

Purpose:

As an employer of RPSCET, we intend to provide and promote a safe work place for all the women working in this Institution.

This policy is framed to meet the requirements of the enactment "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013" ("Act") and to extend the applicability of the provisions of the Act to all employees of RPSCET.

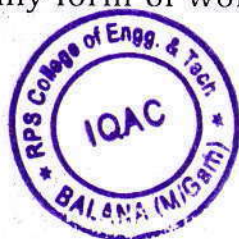



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Objectives

The Internal Complaints Committee (ICC) plays a crucial role in addressing and preventing workplace harassment, particularly sexual harassment. The objectives of an Internal Complaints Committee of RPS College of Engineering & Technology include:

1. **Preventing Harassment:** The primary objective of the ICC is to prevent instances of harassment within the organization. This involves creating a safe and respectful work environment where all employees can perform their duties without fear of harassment.
2. **Handling Complaints:** The ICC is responsible for receiving and addressing complaints related to harassment. This includes conducting a thorough and impartial inquiry into each complaint, ensuring confidentiality, and taking appropriate actions based on the findings.
3. **Promoting Awareness:** The committee works towards creating awareness about what constitutes harassment, the reporting mechanisms available, and the consequences of engaging in such behavior. This awareness can help in preventing incidents of harassment and promoting a culture of respect.
4. **Policy Implementation:** The ICC is tasked with implementing and enforcing the organization's anti-harassment policies. This involves ensuring that employees are aware of these policies, understand their rights and responsibilities, and are encouraged to report any incidents without fear of retaliation.
5. **Providing Support:** The committee may provide support to victims of harassment, including guidance on available resources, counseling services, and legal options. Creating a supportive environment for those who come forward can encourage reporting and contribute to the overall well-being of employees.
6. **Training and Education:** The ICC may organize training programs for employees to educate them about harassment, its impact, and the organization's commitment to preventing it. Training can also include information on bystander intervention and creating a respectful workplace culture.
7. **Documentation and Reporting:** Keeping records of complaints, investigations, and actions taken is an essential function of the ICC. This documentation helps in tracking patterns, ensuring transparency, and demonstrating the organization's commitment to addressing harassment.
8. **Regular Review and Improvement:** The committee should regularly review its processes and procedures to identify areas for improvement. This may involve assessing the effectiveness of policies, training programs, and support mechanisms to enhance the organization's overall approach to preventing harassment.
9. **Legal Compliance:** Ensuring compliance with relevant laws and regulations related to workplace harassment is a crucial objective. The ICC must stay informed about any changes in legislation and update policies and procedures accordingly.
10. **Cultural Transformation:** Ultimately, the ICC aims to contribute to a positive cultural shift within the organization, where all employees feel respected, valued, and free from harassment. This involves promoting a culture of inclusion, diversity, and zero tolerance for any form of workplace harassment.




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Who are all protected under this act?

- All women working or visiting RPSCET whether in the capacity of regular, temporary, adhoc, or daily wages basis is protected.
- This includes all women whether engaged directly or through an agent including a contractor, with or without the knowledge of the principal employer.
- They may be working for remuneration, on a voluntary basis or otherwise.
- Their terms of employment can be express or implied.
- Further, she could be a co-worker, a contract worker, probationer, trainee, apprentice, and student (male, trans-sexual or third gender students) or called by any other such name.

DETAILS OF EVENTS DONE BY INTERNAL COMPLAINT COMMITTEE:

Sl. No.	Name of Activity	Nature of the Activity	Date, Day & Duration
1.	Women Day Celebration	To celebrate women's achievements and draws attention to gender equality	8 th March, 2021
2.	Awareness Program On Menstrual Hygiene	Hygiene practices & effective menstruation management techniques	5 th August, 2022, 60 minutes programme
3.	Women Day Celebration	To celebrate women's achievements and draws attention to gender equality	8 th March, 2022
4.	Teej Celebration	To celebrate women's achievements and draws attention to gender equality	19 th August, 2023
5.	Virtual Awareness Program On Menstrual Hygiene	Hygiene practices & effective menstruation management techniques	18/02/2021, Thursday, 60 minutes programme
6.	Virtual Awareness Program On Menstrual Hygiene	Hygiene practices & effective menstruation management techniques	18/04/2022, Monday, 60 minutes programme
7.	Menstruation Awareness Program	Hygiene practices & effective menstruation management techniques	28/09/2023, Thursday, 60 minutes Programme

SWOC of the organization: RPS COLLEGE OF ENGINEERING & TECHNOLOGY




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Principal
R.P.S. College of Engg. & Tech
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<p style="text-align: center;"><u>Strengths-</u></p> <ol style="list-style-type: none"> 1. Qualified Faculty, 2. Modern Infrastructure, 3. Industry collaborations, 4. Diverse courses, 5. Research Opportunities 6. Placement Facility 	<p style="text-align: center;"><u>Weaknesses-</u></p> <ol style="list-style-type: none"> 1. Curriculum Gaps 2. Competition 3. Lack of Autonomy. 4. Remote Area /Rural Area 5. Lack of proper Govt. Aid.
<p style="text-align: center;"><u>Opportunities-</u></p> <ol style="list-style-type: none"> 1. Technology Integration. 2. Global Collaborations 3. Skill Development Programmes 4. Entrepreneurship Initiatives 5. Govt. Initiatives 	<p style="text-align: center;"><u>Challenges-</u></p> <ol style="list-style-type: none"> 1. Regulatory Compliance 2. Admissions Competition 3. Faculty Retention 4. Technological obsolescence 5. Economic Factors

Part IV
Survey (Gender Equality & Gender Perspective)
(Student/ Teacher/ Administrative staff/ non-teaching)

Sl. No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.		
2.	The admission form clearly asks about the gender of the prospective student.		
3.	The college conducts gender sensitization programs as a part of its curriculum.		
4.	The college conducts gender awareness program each year.		
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.		
6.	The women empowerment committee is setup in the college and displayed on the college website.		
7.	Lady faculty members are appointed in the women empowerment committee		
8.	The organization takes initiatives to work out on gender related issues proactively.		
9.	The organization has a sexual harassment cell.		



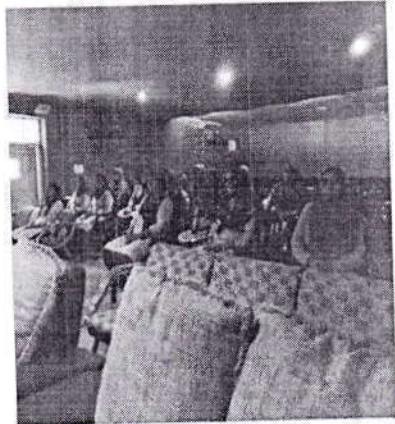
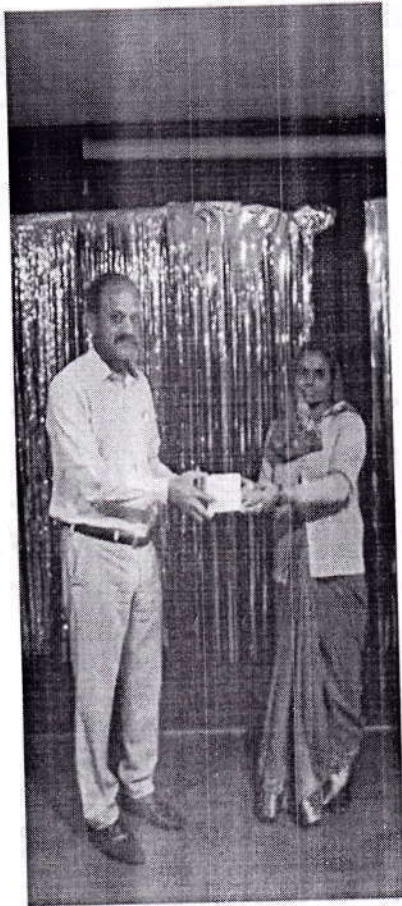

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10.	The organization has a grievance redressal cell. Its working is time bound.		
11.	The college has adequate security personnel and technological support/ surveillance.		
12.	Safety guards employed on the gate also have women guards		
13.	The remote areas on the campus are well protected and safe.		
14.	There is a mechanism to assess the entry of strangers on the campus.		
15.	There are adequate number of toilets on the campus for men and women.		
16.	The toilets are hygienic, clean, and well maintained.		
17.	The women's toilets have sanitary pad vending machines at convenient places.		
18.	Sanitary incinerating machinery is available in the women's washrooms. .		
19.	The classrooms / Library offers equal opportunities to all genders.		
20.	Common rooms are available to boys and girls.		
21.	Healthcare section of the organization takes special care in gender related illnesses.		
22.	The University/ College has an insurance for the students in case of death/ emergency?		
23.	Gender related counseling facility exists in the organization.		
24.	Transportation by the organization is safe and efficient		
25.	Three suggestions by students on gender related issues of the campus: 1. 2. 3.		



K. Yadu
Principal
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PHOTOGRAPHS OF WOMEN DAY CELEBRATION



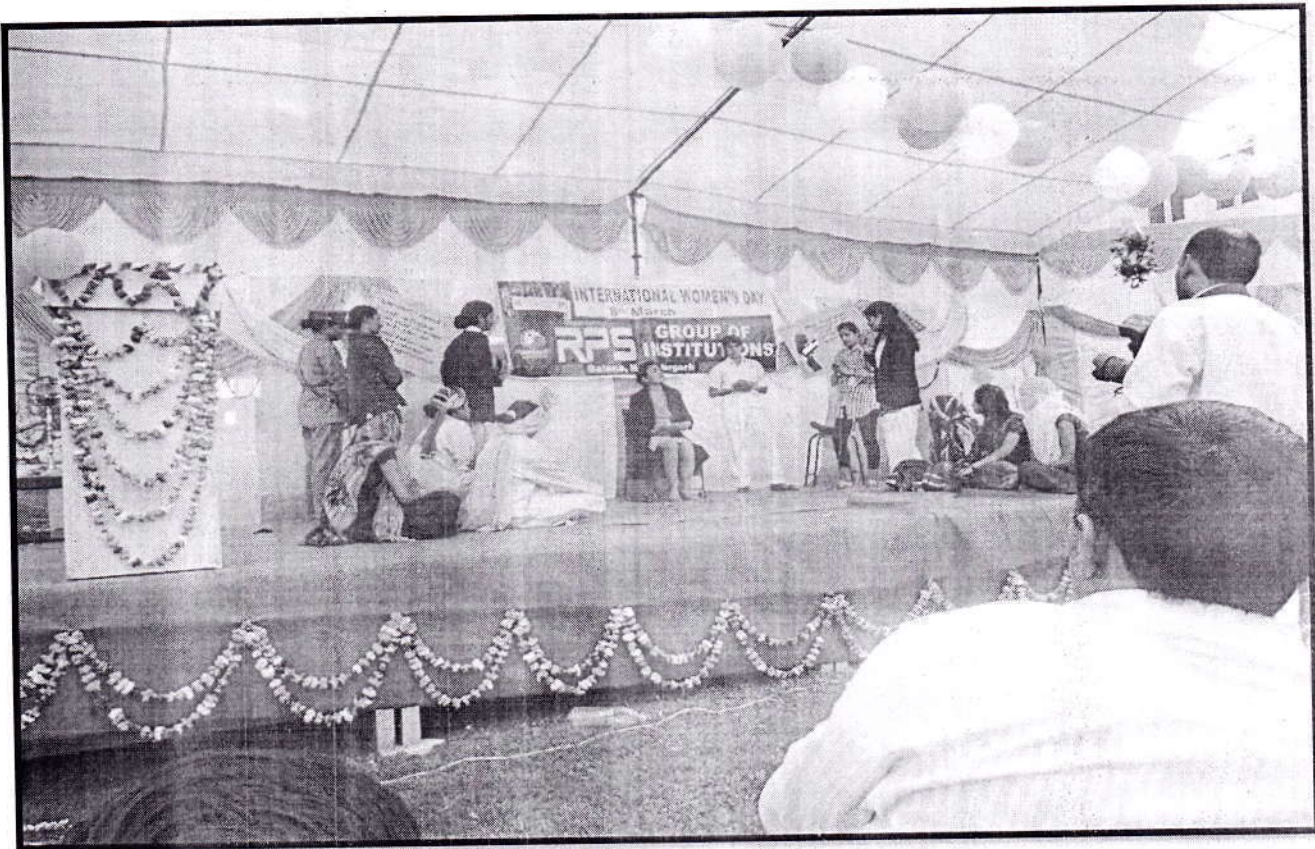
M. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (H.R.)

PHOTOGRAPHS OF MENSTRUATION & HYGENE PROGRAM



Myaden
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

PHOTOGRAPHS OF INTERNATIONAL WOMEN DAY CELEBRATION



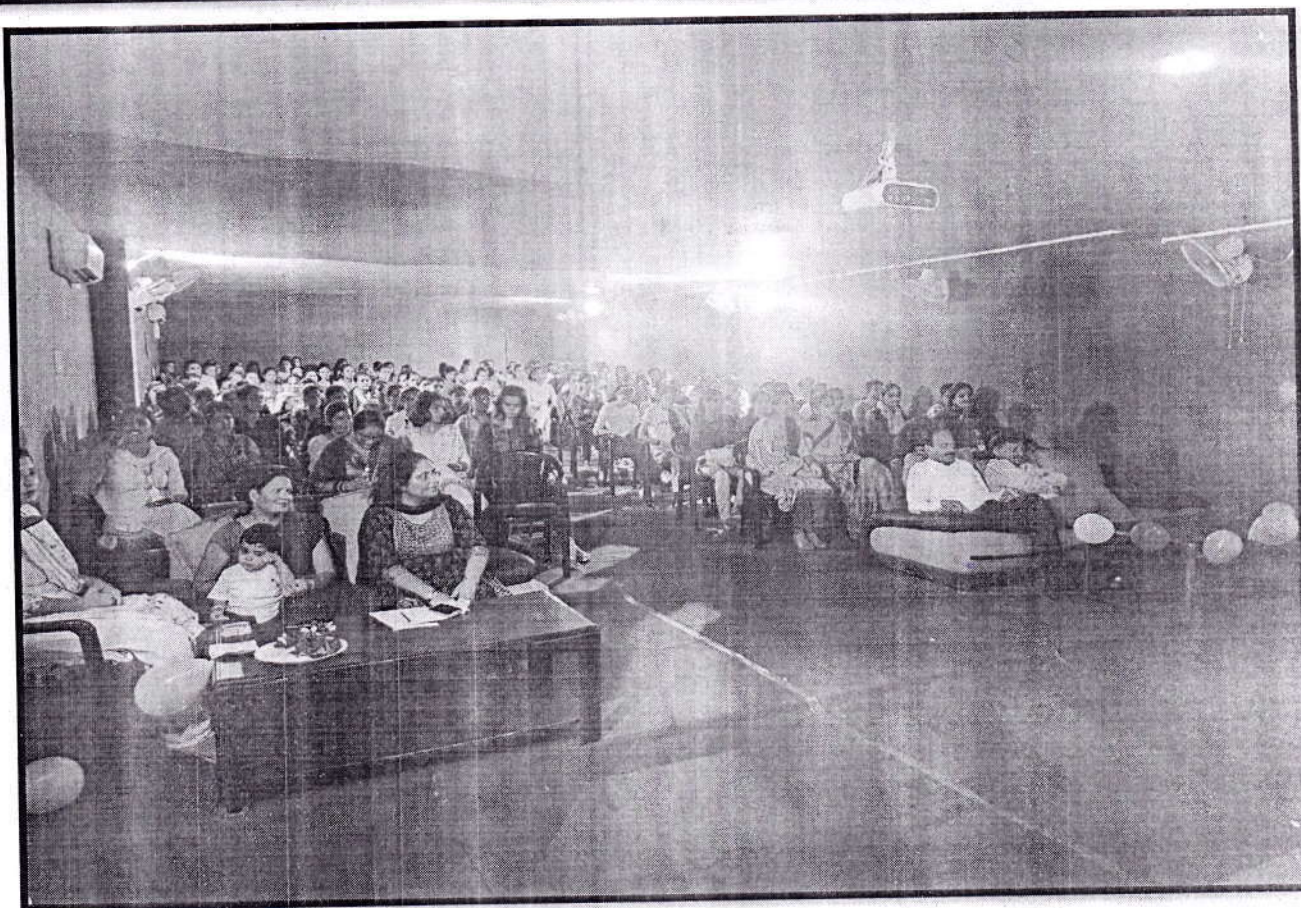
Suryadev
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

PHOTOGRAPHS OF THE EVENTS BY ICC- WOMEN CELL



Principal
Principal
R.P.S College of Engg. & Tech
Balana Mohindergarh (HR.)

PHOTOGRAPHS OF TEEJ CELEBRATION



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Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



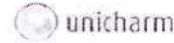
RPS
GROUP OF INSTITUTIONS



Organizing
**Virtual Awareness
Program on**

MENSTRUAL HYGIENE

in association with
Global Hunt Foundation & Unicharm



Date: 18th April, 2022



Ms. Mehak Kaushik
Unicharm India



Ms. Nitya
Unicharm India

#rpsgoi

MENSTRUAL HEALTH & HYGIENE
MANAGEMENT

CSR Initiative of Unicharm India

MENSTRUAL HEALTH & HYGIENE
MANAGEMENT

CSR Initiative of Unicharm India



Principal
Principal
R.P.S. College of Engg. & Tech
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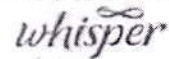


RPS
GROUP OF INSTITUTIONS

Organizing
**Virtual Awareness
Program on**

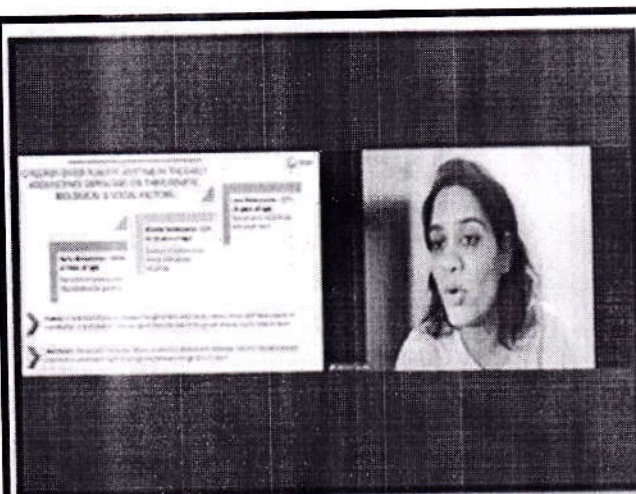
MENSTRUAL HYGIENE

in association with
Millionminds & Whisper

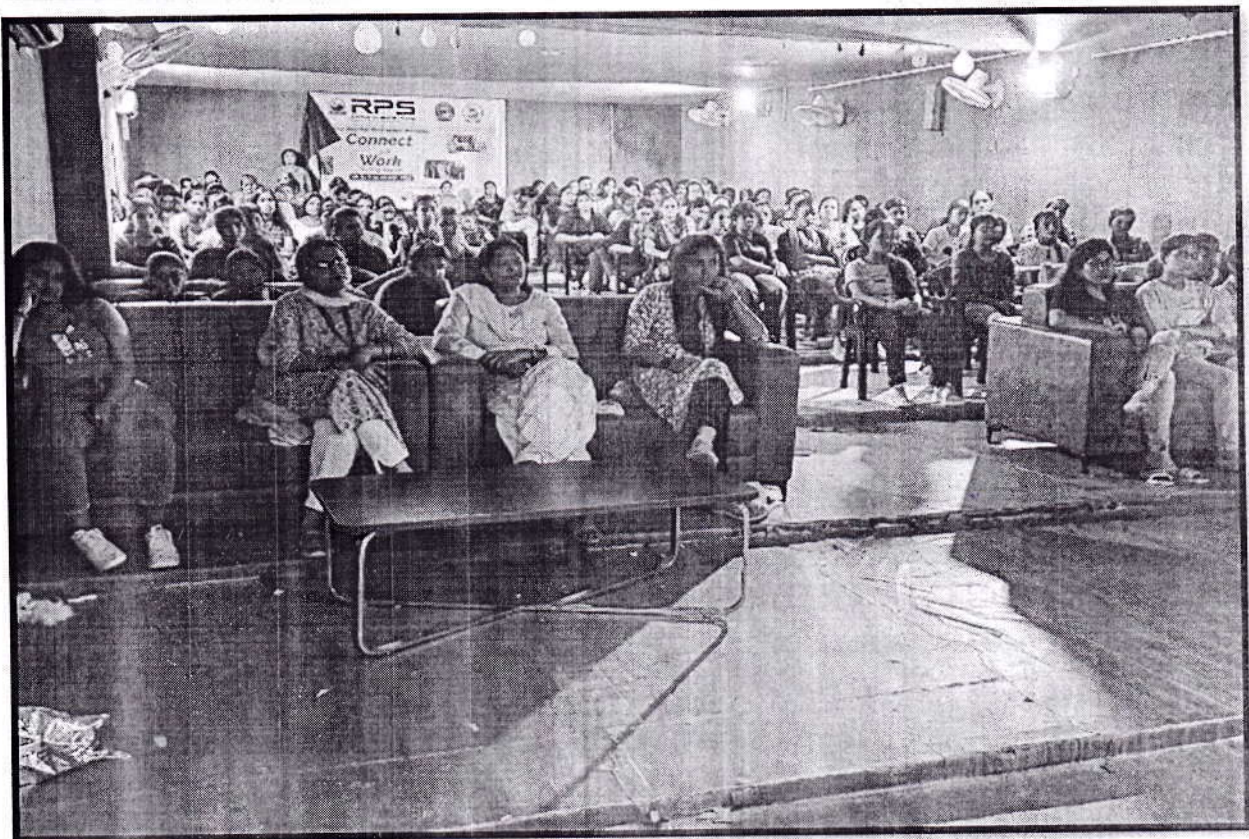
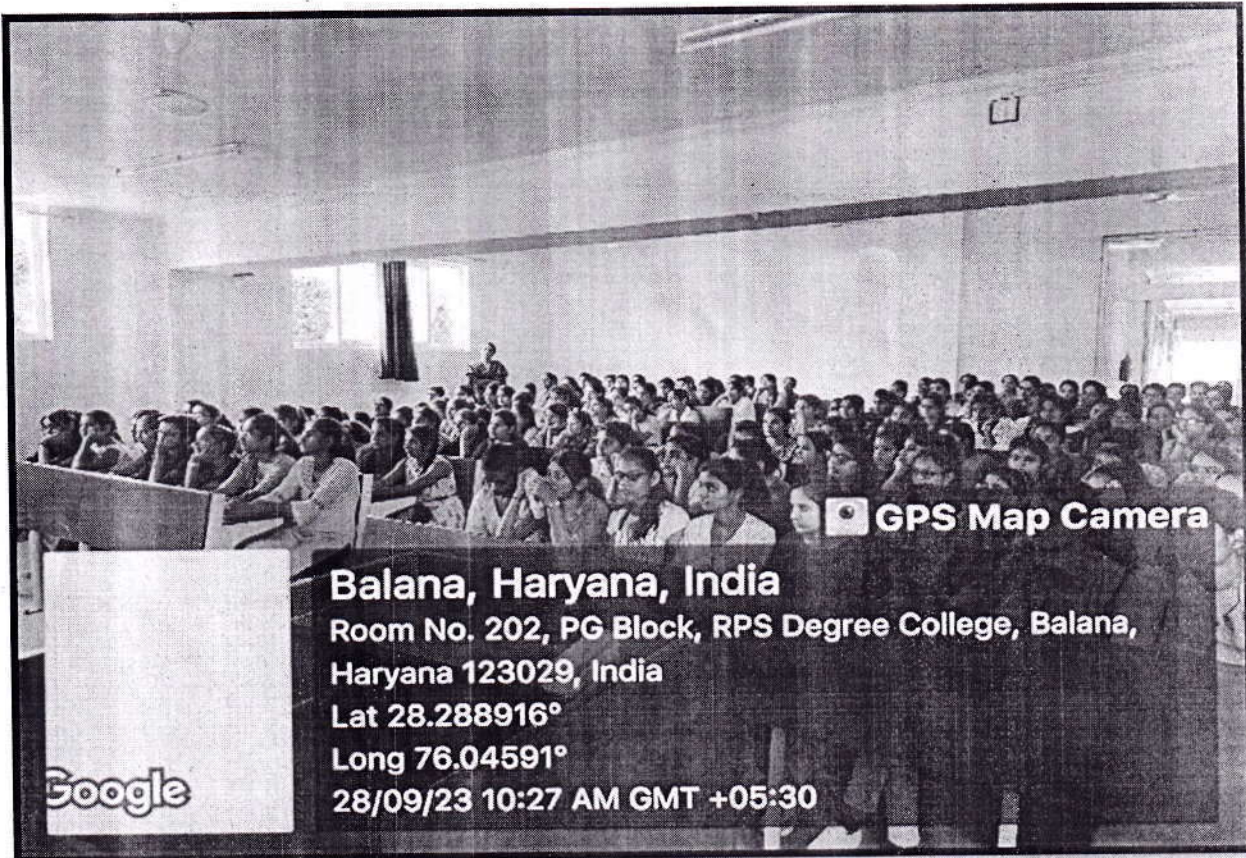


Date: 18th February 2021

#rpsgoi



Ujjwala
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



Wajaden
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



GENDER POLICY

RPS Group of Institutions is committed to creating a safe, inclusive, and respectful academic environment that fosters equal opportunities and promotes gender equity. This Gender Policy aims to establish guidelines for the prevention of gender-based discrimination, harassment, and to ensure the overall well-being of all members of the institute community.

1. Non-Discrimination: RPS Group of Institutions prohibits discrimination on the basis of gender, and all members of the institute community, including students, faculty, and staff, are expected to treat each other with respect, irrespective of gender identity or expression.

2. Prevention of Harassment: The institute is committed to maintaining a work and study environment free from all forms of gender-based harassment, including but not limited to sexual harassment, bullying, and verbal or written abuse. Any act of harassment will be treated with zero tolerance, and appropriate action will be taken against the perpetrators.

3. Equal Opportunities: RPS Group of Institutions ensures equal opportunities for all students, faculty, and staff, regardless of gender. Admission procedures, hiring processes, and opportunities for professional development are designed to be fair and impartial.

4. Gender-Sensitive Curriculum: The institute endeavors to incorporate gender-sensitive content in its curriculum, ensuring that educational materials and teaching methodologies promote understanding and awareness of gender-related issues. This will contribute to the creation of an inclusive learning environment.

5. Gender Sensitization Programs: Regular workshops, seminars, and awareness campaigns are organized to sensitize the institute community about gender-related issues, stereotypes, and the importance of gender equality. These programs aim to create a culture of understanding and empathy.

6. Grievance Redressal Mechanism: A Gender Sensitization and Complaints Committee (GSCC) is established to address complaints related to gender-based discrimination or harassment. The committee will ensure confidentiality and conduct fair investigations, taking appropriate action based on the findings.

7. Support Services: The institute provides support services, including counseling and guidance, to individuals who may have experienced gender-based discrimination or harassment. The well-being of the affected individuals is a priority, and efforts will be made to assist them in coping with the situation.

8. Flexibility in Policies: RPS Group of Institutions recognizes the diverse needs and responsibilities of its students and employees. Flexible policies, such as leave policies, are implemented to accommodate different life stages and circumstances.



Arpinder
Principal



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E-mail: rpsbalana@gmail.com Website: www.rpsinstitutions.org

9. Inclusive Facilities: The institute ensures that all facilities, including hostels, restrooms, and recreational areas, are designed to be inclusive and accessible to individuals of all genders.

10. Regular Audits and Reviews: The institute commits to regularly auditing and reviewing its policies and practices to assess the effectiveness of the Gender Policy. Feedback from the institute community is welcomed and considered in the ongoing efforts to enhance gender equity.

This Gender Policy is a reflection of RPS Group of Institutions' commitment to fostering a gender-sensitive and inclusive environment. All members of the institute community are expected to uphold these principles and contribute to the creation of a campus that values diversity and respects the rights and dignity of every individual.



Dr. Mahesh Kumar Nagda
Principal
R.P.S. College of Engg & Tech
Balana Mohindergarh (HR.)
Director

RPS Group of Institutions





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Balana, Mohinder Garh, Haryana - 123029

Telephone: 01285-241431 Fax: 241434

E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

CIRCULAR

All the members of Internal Complaints Committee (ICC) are requested to attend a meeting on 23rd April, 2022 at 9.30 am in Director's Office.

Agenda:

1. Review of Complaint Received on 21/04/2022
2. Investigation Updates
3. Discussion on Findings
4. Actions Taken
5. Any other point with the permission of the Principal.

Mrs. Geetanjali Gandhi
Presiding Officer, ICC

Dr. M.K. Yadav
Director

Mr. Satya Narayan, Member
Ms. Paridhi Tutlani, Member



Principal
R.P.S. College of Engg. & Tech.



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E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

Minutes of Internal Complaints Committee Meeting

The meeting of Internal Complaints Committee was held on 23rd April, 2022 at 9.30 am in Director's office. The following members were present in the meeting :

- Dr. M.K. Yadav – Director.
- Mrs. Geetanjali Gandhi, Assistant Professor in CSE , Presiding Officer , ICC.
- Mr. Satya Narayan, Assistant Professor in English, Member.
- Ms. Paridhi Tutlani, Assistant Professor in CSE, Member.

Agenda:

1. Review of Complaint received on 21/04/2022
2. Investigation Updates
3. Discussion on Findings
4. Actions Taken

Minutes:

The complainant Kajal (21CS67) and the accused Naveen Kumar (21CS102) were called with their parents in the meeting. Another accused Rohit Kumar (LDP21ME16) was also called with his guardian.

Dr. M.K. Yadav welcomed all the members and the parents.

The committee reviewed the complaint received on 20/04/2022. The Committee members investigated the matter and it was found that the incidence happened due to telling the mobile number of Kajal to Rohit by Naveen Kumar.

The parents and the students compromised on the grounds that in future such incidence will not be created by them.

The Committee concluded that the case was not at all of any kind of sexual harassment. The Committee recommends that the suspension of the students be revoked after getting an affidavit from both the accused. Also, it is recommended that the class of Naveen be changed to other classroom.

Since there was no other points to discuss the meeting ended at 11:00 AM.

Dr. M.K. Yadav, Director

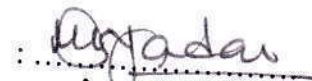
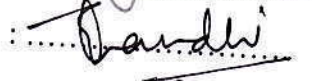
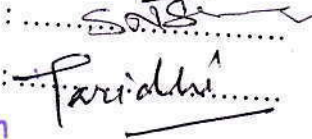
Mrs. Geetanjali Gandhi, Presiding Officer , ICC

Mr. Satya Narayan, Member

Ms. Paridhi Tutlani, Member


Principal

R.P.S College of Engg. & Tech
Balana Mohindergarh (HR.)


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Telephone: 01285-241431 Fax: 241434

E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

Report on complaint received vide RPSGOI/2022/1423 dated 21/04/2022

Date: 23/04/2022

The complainant Kajal (21CS67) and the accused Naveen Kumar (21CS102) were called with their parents in the meeting of the committee held at 09:30 a.m. on 23/04/2022. Another accused Rohit Kumar (LDP21ME16) was also called with his guardian.

It was found that the incidence happened due to telling the mobile number of Kajal to Rohit by Naveen Kumar. The parents and the students compromised on the grounds that in future such incidence will not be created by them.

The Committee concluded that the case was not at all of any kind of sexual harassment. The committee recommends that the suspension of the students be revoked after getting an affidavit from both the accused. Also, it is recommended that the class of Naveen be changed to other classroom

Mrs. Geetanjali Gandhi

Presiding Officer, ICC

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CIRCULAR

All the members of Internal Complaints Committee (ICC) are requested to attend a meeting on 20th June, 2022 at 2.00 pm in Director's Office.

Agenda:

1. Report on complaints relating Sexual harassment for the academic year 2021- 22.
2. Events and programmes to be organized.
3. Any other point with the permission of the Director.

Mrs. Geetanjali Gandhi

Presiding Officer , ICC

Dr. M.K. Yadav

Director

Mr. Satya Narayan, Member

Ms. Paridhi Tutlani, Member


Principal
R.P.S College of Engg. & Tech
Balana Mohinder Garh (HR.)



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Telephone: 01285-241431 Fax: 241434

E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

Minutes of Internal Complaints Committee Meeting

The meeting of Internal Complaints Committee was held on 20th June, 2022 at 2.00 pm in Director's office. The following members were present in the meeting :

Dr. M.K. Yadav – Director

Mrs. Geetanjali Gandhi, Assistant Professor in CSE , Presiding Officer , ICC

Mr. Satya Narayan, Assistant Professor in English, Member

Ms. Paridhi Tutlani, Assistant Professor in CSE, Member

Dr. M.K. Yadav welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the last academic year 2021- 22.

Mrs Geetanjali Gandhi submitted a report stating that there were no complaints relating to sexual harassment in the college during the last academic year.

It was decided to conduct programmes and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Mrs Geetanjali Gandhi.

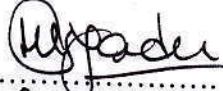
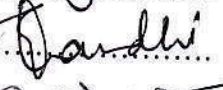

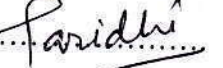
Since there was no other points to discuss the meeting ended.

Dr. M.K. Yadav, Director

Mrs. Geetanjali Gandhi, Presiding Officer , ICC

Mr. Satya Narayan, Member

Ms. Paridhi Tutlani, Member


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Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



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Annual Report - Internal Complaints Committee (2021-2022)

1. Number of complaints of sexual harassment received in the year. - NIL
2. Number of orientation or training Programmes carried out for the members of the ICC to deal with complaints. - NIL
3. Number of complaints disposed of during the year. - 01
4. Number of cases pending for more than 90 days. - NIL
5. Number of Workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment. - NIL
6. Nature of action taken by the Institution against the perpetrators. - 01

Mrs. Geetanjali Gandhi

Presiding Officer, ICC



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CIRCULAR

All the members of Internal Complaints Committee (ICC) are requested to attend a meeting on 6th September, 2022 at 12.30 pm in Director's Office.

Agenda:

1. Report on complaints relating Sexual harassment for the academic year 2022- 23.
2. Events and programmes to be organized.
3. Any other point with the permission of the Director.

Mrs. Geetanjali Gandhi
Presiding Officer , ICC

Dr. M.K. Yadav
Director

Dr. Ravinder Kumar, Member

Mr. Satya Narayan, Member

Ms. Paridhi Tutlani , Member

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Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HP.)



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Minutes of Internal Complaints Committee Meeting

The meeting of Internal Complaints Committee was held on 6th September, 2022 at 12.30 pm in Director's office. The following members were present in the meeting :

Dr. M.K. Yadav – Director

Mrs. Geetanjali Gandhi, Assistant Professor in CSE , Presiding Officer , ICC

Mr. Satya Narayan, Assistant Professor in English, Member

Ms. Paridhi Tutlani, Assistant Professor in CSE, Member

Dr. M.K. Yadav welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC .

Mrs Geetanjali Gandhi submitted a report stating that there were no complaints relating to sexual harassment in the college during the last academic year.

It was decided to conduct programmes and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Mrs Geetanjali Gandhi.

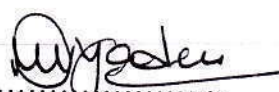
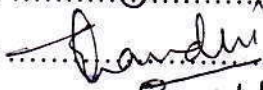
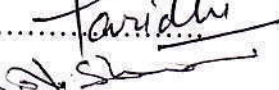

Since there was no other points to discuss the meeting ended.

Dr. M.K. Yadav, Director

Mrs. Geetanjali Gandhi, Presiding Officer , ICC

Ms. Paridhi Tutlani, Member

Mr. Satya Narayan, Member


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:

:




Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



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19th September, 2022

REPORT

Internal Complaints Committee (ICC), RPSCT, Balana, Mahendergarh organized an Awareness and Sensitization Programme entitled "Identifying and Preventing Sexual Harassment" in the Workplace on 19th September, 2022. This program was planned to sensitize members of the staff and students on Identifying and preventing harassment in their work spheres. The Hon'ble Chairperson, Dr. Pavitra Rao, inaugurated this sensitization program.

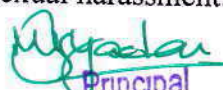
The programme started with a brief welcome note by Dr. M.K. Yadav, Director- RPSCT. In his welcome address, he spoke about gender sensitization which leads to making both women's as well as men's concerns and experiences an integral part of all policies and programs in an organization so that all can benefit equally. He reminded that sensitization is by far the most effective and non-confrontationist approach to reforming society. He said that each individual in society needs to play a unique role in their respective endeavour, it may be at home or in the workplace, or in society to ensure gender equity. We should not be gender biased. He addressed gender discrimination as a social disease.

Mrs Geetanjali Gandhi, Assistant Professor, CSE, & Presiding Officer -Internal complaints committee (ICC) RPSCT, briefed about the ICC activities of RPSCT. She said that the main objective of this committee is the prevention of any kind of sexual harassment within the organization. She also spoke about the different awareness programmes and Seminars that have been organised by the ICC from time to time. She also said as a member of ICC it is our responsibility to ensure gender equality within the organization and to maintain the principle of sustainability so that everyone feels comfortable.

Dr. Kusum, Assistant Professor, Management, was the speaker of the programme. She said that harassment in the workplace is a reality and the subsequent enactment of sexual harassment of women in the workplace (Prevention, Prohibition and Redressal) Act, 2013 has helped in countering such inappropriate and unwarranted behaviour and created greater awareness among workers on the issue. Still further awareness needs to be created on this and thus by sensitizing society we can create this greater awareness. Finally, proactive, aware and empowered organisations along with their employees can become agents of change and create an appropriate workplace where all can work, co-exist with dignity, sense of personal security, equality and respect.

She pointed out various types of sexual harassment, sometimes we are so accustomed to different abuses that we forget to identify them as sexual harassment. Not only women are sexually harassed but at the same time, small kids are also victims. From a newborn baby to an old woman, or a man everyone is a victim of sexual harassment.



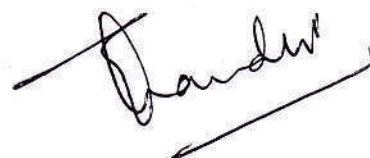

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She said we don't consider marital rape as sexual harassment. She said body shaming is also a kind of sexual harassment. She shared her friend's experience where she needed to leave her job just because she is a woman and she used to receive many letters where she was threatened to be killed or acid attacked. She pointed out some rampant cases of sexual discrimination from society, mentioned the Nirbhaya case (Delhi gang rape Case, 16th December 2012) & many more, -The information needs to be communicated through Posters, stickers, circulars, newsletters, in-house journals, announcements to the staff, etc.

She also shared the role of ICC and how this committee can work. The rules and the responsibilities of the committee are to prevent sexual harassment and to provide redress if a complaint is lodged. Most employees don't launch any complaints to ICC however that doesn't ensure that there are no such issues in the workplace. We must address them and take proper steps to prevent such unwarranted behaviour.

As responsible citizens, we must spread awareness among others, especially in rural areas, and also among kids, and teenagers about different types of sexual harassment and how to do confront such acts fearlessly.

Finally she concluded that whenever women are sexually harassed or abused at workplaces it involves sexual coercion, intimidation, deprivation of their right to work in a violence-free atmosphere, and a hostile work environment that affects their safety, well-being, and health.




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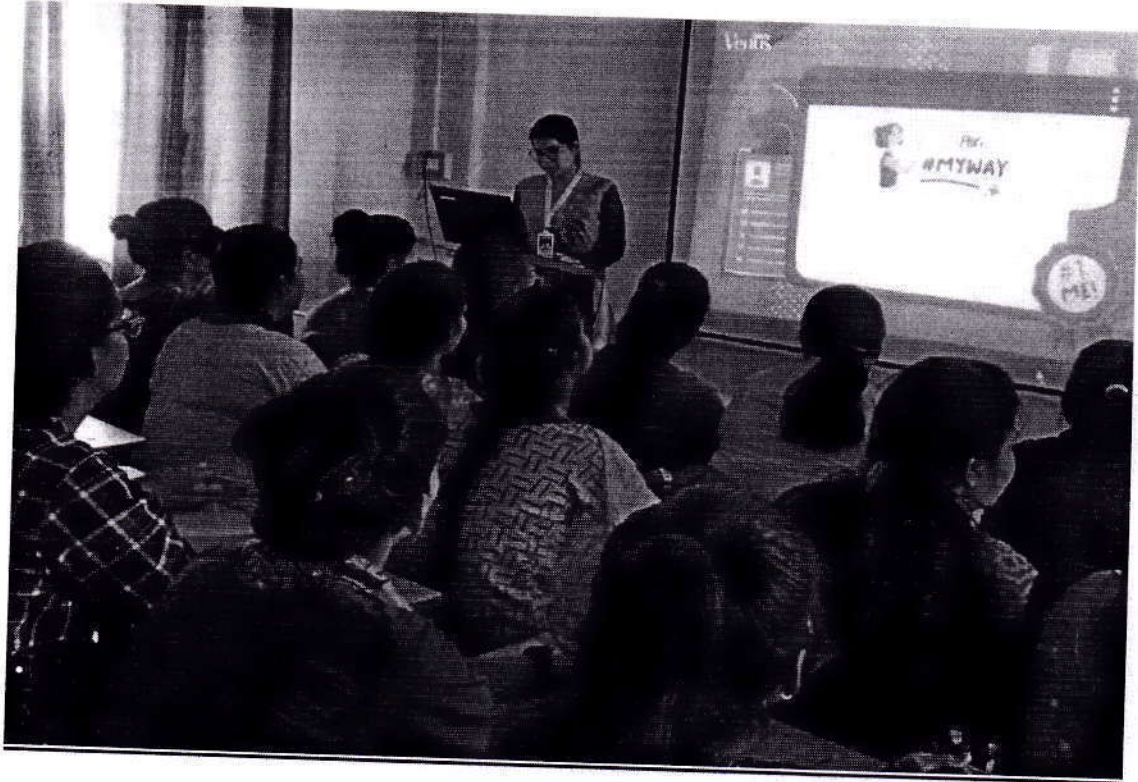
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Telephone: 01285-241431 Fax: 241434

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Glimpse of the Programme



Kalyada

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CIRCULAR

All the members of Internal Complaints Committee (ICC) are requested to attend a meeting on 12th June, 2023 at 1.00 pm in Director's Office.

Agenda:

1. Report on complaints relating Sexual harassment for the academic year 2022- 23.
2. Events and programmes to be organized.
3. Any other point with the permission of the Director.

Mrs. Geetanjali Gandhi

Presiding Officer , ICC

Dr. M.K. Yadav

Director

Mr. Satya Narayan, Member

Ms. Sarita Kumari , Member



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Minutes of Internal Complaints Committee Meeting

The meeting of Internal Complaints Committee was held on 12th June, 2023 at 1.00 pm in Director's office. The following members were present in the meeting :

Dr. M.K. Yadav – Director

Mrs. Geetanjali Gandhi, Assistant Professor in CSE , Presiding Officer , ICC

Mr. Satya Narayan, Assistant Professor in English, Member

Ms. Sarita Kumari, Assistant Professor in CSE, Member

Dr. M.K. Yadav welcomed all the members and thanked them for their cooperation and valuable suggestions for the successful functioning of the ICC during the last academic year 2022- 23.

Mrs Geetanjali Gandhi submitted a report stating that there were no complaints relating to sexual harassment in the college during the last academic year.

It was decided to conduct programmes and activities about gender equity and gender sensitization.

As there were no other points for discussion, the meeting was concluded with a vote of thanks by Mrs Geetanjali Gandhi.

Since there was no other points to discuss the meeting ended.

Dr. M.K. Yadav, Director

Mrs. Geetanjali Gandhi, Presiding Officer , ICC

Mr. Satya Narayan, Member

Ms. Sarita Kumari, Member

M.K. Yadav
:
Geetanjali Gandhi
:
Satya Narayan
:
Sarita Kumari
:



M.K. Yadav
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Balana Mohindergarh (HR.)



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Annual Report - Internal Complaints Committee (2022-2023)

1. Number of complaints of sexual harassment received in the year. - NIL
2. Number of orientation or training Programmes carried out for the members of the ICC to deal with complaints. - NIL
3. Number of complaints disposed of during the year. - NIL
4. Number of cases pending for more than 90 days. - NIL
5. Number of Workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment. - 01
6. Nature of action taken by the Institution against the perpetrators. - NIL



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E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

The Internal Complaints Committee (ICC) plays a crucial role in addressing and preventing workplace harassment, particularly sexual harassment. The objectives of an Internal Complaints Committee of RPS College of Engineering & Technology include:

- 1. Preventing Harassment:** The primary objective of the ICC is to prevent instances of harassment within the organization. This involves creating a safe and respectful work environment where all employees can perform their duties without fear of harassment.
- 2. Handling Complaints:** The ICC is responsible for receiving and addressing complaints related to harassment. This includes conducting a thorough and impartial inquiry into each complaint, ensuring confidentiality, and taking appropriate actions based on the findings.
- 3. Promoting Awareness:** The committee works towards creating awareness about what constitutes harassment, the reporting mechanisms available, and the consequences of engaging in such behavior. This awareness can help in preventing incidents of harassment and promoting a culture of respect.
- 4. Policy Implementation:** The ICC is tasked with implementing and enforcing the organization's anti-harassment policies. This involves ensuring that employees are aware of these policies, understand their rights and responsibilities, and are encouraged to report any incidents without fear of retaliation.
- 5. Providing Support:** The committee may provide support to victims of harassment, including guidance on available resources, counseling services, and legal options. Creating a supportive environment for those who come forward can encourage reporting and contribute to the overall well-being of employees.
- 6. Training and Education:** The ICC may organize training programs for employees to educate them about harassment, its impact, and the organization's commitment to preventing it. Training can also include information on bystander intervention and creating a respectful workplace culture.
- 7. Documentation and Reporting:** Keeping records of complaints, investigations, and actions taken is an essential function of the ICC. This documentation helps in tracking patterns, ensuring transparency, and demonstrating the organization's commitment to addressing harassment.
- 8. Regular Review and Improvement:** The committee should regularly review its processes and procedures to identify areas for improvement. This may involve assessing the effectiveness of policies, training programs, and support mechanisms to enhance the organization's overall approach to preventing harassment.




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Balana Mohindergarh (HR.)

9. **Legal Compliance:** Ensuring compliance with relevant laws and regulations related to workplace harassment is a crucial objective. The ICC must stay informed about any changes in legislation and update policies and procedures accordingly.
10. **Cultural Transformation:** Ultimately, the ICC aims to contribute to a positive cultural shift within the organization, where all employees feel respected, valued, and free from harassment. This involves promoting a culture of inclusion, diversity, and zero tolerance for any form of workplace harassment.

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CIRCULAR

6th May, 2022

The meeting of Women's Development Cell is scheduled on 07.05.2022 at 2:00 PM in Seminar Hall of the Main Block. All the members of the Committee are requested to make it convenient to attend.

AGENDA : To prepare and develop Action Plan for AY 2021-22.

CONVENOR

Cc: 1. Principal

2. Circulated among all the members of the committee.



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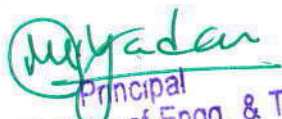


MINUTES OF THE MEETING OF WOMEN DEVELOPMENT CELL DATED -07.05.2022

The meeting of the Women Development Cell was held on 07.05.2022 to discuss about the Action Plan for the AY 2021-22. The meeting was chaired by Dr. M.K. Yadav, Director of the Institute.

- The Chairman welcomed all the members of the committee & the special invitees.
- The Convenor in her introductory remarks explained the objectives of the committee:
 1. To provide & maintain a dignified, congenial working environment for women employees including teaching, non-teaching & administrative staffs.
 2. To create awareness among women employees regarding gender-specific discrimination or sexual harassment.
 3. To create awareness about fundamental rights provided by the Constitution of India.
- Convenor mentioned about the RPSGOI initiative to continue Gender Sensitization/ The constitution of India as a mandatory course in B.Tech CSE-VI semester.
- The members thanked the Director & the Management for giving opportunity for choosing them to be a part of the committee.
- All the staff members on the committee unanimously resolved to thanks to the management for providing healthy working environment.
- Women staff requested to:
 1. Consider front sheets in the college buses reserved for female students & faculties.
 2. More effective sanitation of female washrooms.
 3. To conduct more gender specific Activities.
- Resolved to conduct a Camp/ Seminar of She-team to educate the students about its activities and immediate support in case of emergency.
- Office representatives requested to organize separate waiting area & meeting arrangements for the females in the various offices.
- The committee requested the Director to permit the student activity cell & NSS unit to support during the conduct of any event in this regard.
- The meeting ended with the vote of thanks by the Convenor.




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CONVENOR



RAO PAHLAD SINGH GROUP OF INSTITUTIONS

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Contact No. : 01285-241431 ; Fax : 01285-241434

Email : rpsbalana@gmail.com ; Website : www.rpsinstitutions.org

Ref. No. RPSGOI/2022/1389

Date : 12th April 2022

Internal Complaints Committee

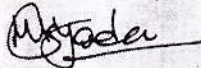
As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June, 2016, the Internal Complaints Committee will comprise of the undermentioned persons.

- | | |
|------------------------------------------------------|---------------------|
| 1. Ms. Geetanjali Gandhi- Assistant Professor in CSE | - Presiding Officer |
| 2. Ms. Paridhi Tutlani- Assistant Professor in CSE | - Member |
| 3. Mr. Satya Narayan- Assistant Professor in English | - Member |
| 4. Ms. Pinki, B.Tech CSE (Roll no. 18CS42) | - Student |
| 5. Ms. Swati- B.Tech. CSE (19CS48) | - Student |
| 6. Ms. Rajbala- Peon | - Member |
| 7. Ms. Priti- BCA (19BCA26) | - Student |
| 8. Mr. Ajay Sharma- Accountant | - Member |

The term of office of the members of the ICC shall be a period of three years. One-third of the members of the ICC will be changed every year.

The committee will submit a report in Principal's Office by 30th June every year with following details:-

- Number of complaints of sexual harassment received in the year.
- Number of orientation or training Programmes carried out for the members of the ICC to deal with complaints.
- Number of complaints disposed of during the year.
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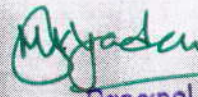


Principal

Copy to:-

1. Registrar
2. Dean
3. IQAC Incharge
4. All HoDs
5. Accounts
6. All members mentioned above





Principal

R.P.S College of Engg. & Tech
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Ref. No. RPSGOI/2021/ 388

Date : 1st April 2021

Internal Complaints Committee

As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June, 2016, the Internal Complaints Committee will comprise of the undermentioned persons.

1. Dr. Kalpana Yadav- Associate Professor in Management – Presiding Officer
2. Ms. Paridhi Tutlani- Assistant Professor in CSE - Member
3. Mr. Satya Narayan- Assistant Professor in English - Member
4. Ms. Pinki, B.Tech CSE (Roll no. 18CS42) - Student
5. Ms. Reeta Kumari- B.Tech. ECE (17EE13) - Student
6. Ms. Rajbala- Peon - Member
7. Ms. Priti- BCA (19BCA26) - Student
8. Mr. Ajay Sharma- Accountant - Member

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Ref. No. RPSGOI/2020/139

Date : 7th Nov. 2020

Internal Complaints Committee


As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June, 2016, the Internal Complaints Committee will comprise of the undermentioned persons.

- | | |
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| 1. Dr. Kalpana Yadav - Assistant Professor in CSE | - Presiding Officer |
| 2. Dr. Manok Vyas - Assistant Professor in Physics | - Member |
| 3. Mr. Anil Punia- Assistant Professor in ME | - Member |
| 4. Ms. Swati, B.Tech CSE (Roll no. 19CS48) | - Student |
| 5. Ms. Ankita - B.Tech. CSE (Roll. No.19EC02) | - Student |
| 6. Ms. Rajbala- Peon | - Member |
| 7. Ms. Dishu Goyal- BBA (19BBA07) | - Student |
| 8. Mr. Hitesh Kumar - Accountant | - Member |

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(Engineering, Management)

Approved by AICTE/Govt. of India, Affiliated to I.G.U., Meerpur
Balana, Mohindergarh, Haryana - 123029

Contact No. : 01285-241431 ; Fax : 01285-241434

Email : rpsbalana@gmail.com ; Website : www.rpsinstitutions.org



Ref. No. RPSGOI/2019/336

Date : 04th Feb. 2019

Internal Complaints Committee

As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June, 2016, the Internal Complaints Committee will comprise of the undermentioned persons.

- | | |
|----------------------------------------------------------|---------------------|
| 1. Ms. Mukesh Kumari - Assistant Professor in Maths | - Presiding Officer |
| 2. Mr. Sandeep Yadav- Assistant Professor in Civil Engg. | - Member |
| 3. Mr. Satya Narayan- Assistant Professor in English | - Member |
| 4. Ms. Aarti, B.Tech CSE (Roll no. 18EE03) | - Student |
| 5. Ms. Madhu- B.Tech. CSE (Roll. No.18CS27) | - Student |
| 6. Ms. Rajbala- Peon | - Member |
| 7. Ms. Monika- BCA (19BCA18) | - Student |
| 8. Mr. Manoj Chauhan- Accountant | - Member |

The term of office of the members of the ICC shall be a period of three years. One-third of the members of the ICC will be changed every year.

The committee will submit a report in Principal's Office by 30th June every year with following details:-

- Number of complaints of sexual harassment received in the year.
- Number of orientation or training Programmes carried out for the members of the ICC to deal with complaints.
- Number of complaints disposed of during the year.
- Number of cases pending for more than 90 days.
- Number of Workshops or awareness Programme carried out for the officers, functionaries, faculty and students to sensitize them against sexual harassment.
- Nature of action taken by the Institution against the perpetrators.

M. Yadav

Principal

Copy to:-

1. Registrar
2. Dean
3. IQAC Incharge
4. All HoDs
5. Accounts
6. All members mentioned above



M. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



RAO PAHLAD SINGH GROUP OF INSTITUTIONS

(Engineering & Management)

Approved by AICTE / Govt. of India, Affiliated to M.D.U Rohtak

Balana, Mohindergarh, Haryana - 123029

Telephone: 01285-241431 Fax: 241434

E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

Ref. No. RPSGOI/2016-17/2215

Date : 27/07/2017

OFFICE ORDER

INTERNAL COMPLAINT COMMITTEE

(As per Section 4 of All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016)

With reference to the above, and as per guidelines of AICTE, Handbook 2017-18, the College has established the Internal Complaint Committee with following members:-

1. Mrs. Kavitha Sharma – Convener
2. Dr. Yogita Yadav- Faculty Representative
3. Mrs. Sunita Yadav – Faculty Representative
4. Ms. Rajbala – Non- teaching Representative
5. Ms. Jyoti – Faculty Representative
6. Advocate Narender Yadav – External Member

The Committee will examine all matters relating to women in the college and will make suggestions and proposals to the institute administration regarding such matters. The committee will arrange programs on Women's Day and at other times, as is deemed necessary.

- a) The committee will admit complaints from
 - o Female employees on harassment and discrimination in the workplace by other employees.
 - o Female students on harassment and discrimination in the classroom and in relation to academic activities by faculty and staff (Student to student cases will not be handled and will be referred to the Dean Student Affairs)
 - o Female residents on harassment, assault and other forms of misbehavior by employees.
- b) The committee will follow relevant Acts, Rules, OM of Government of India and Court Orders etc as applicable from time to time.
- c) The Committee will institute Enquiry Committee as it deems fit to examine particular complaints.
- d) The Committee will make recommendations on actions to be taken on specific complaints.

The Committee will report to the Director.

Director

Copy to:

1. Registrar
2. All the members mentioned above



K. Yadav

Principal

R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



RAO PAHLAD SINGH COLLEGE OF ENGG. & TECH.

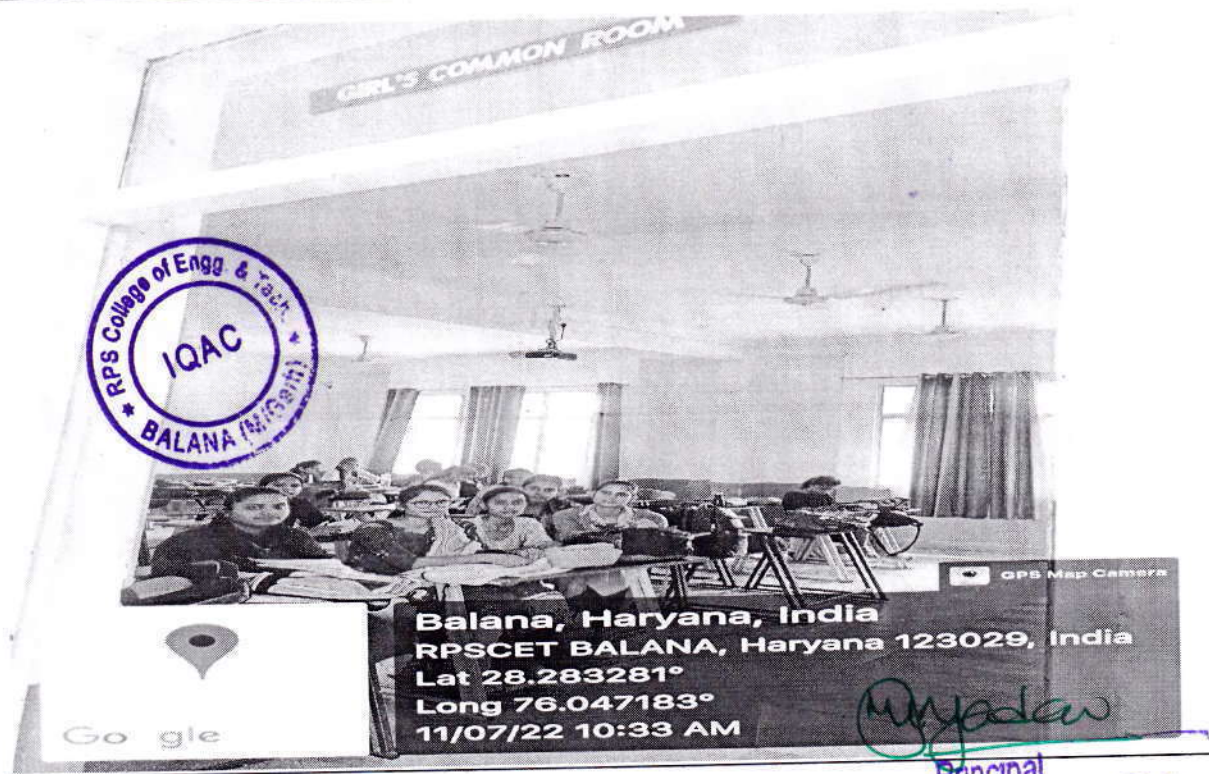
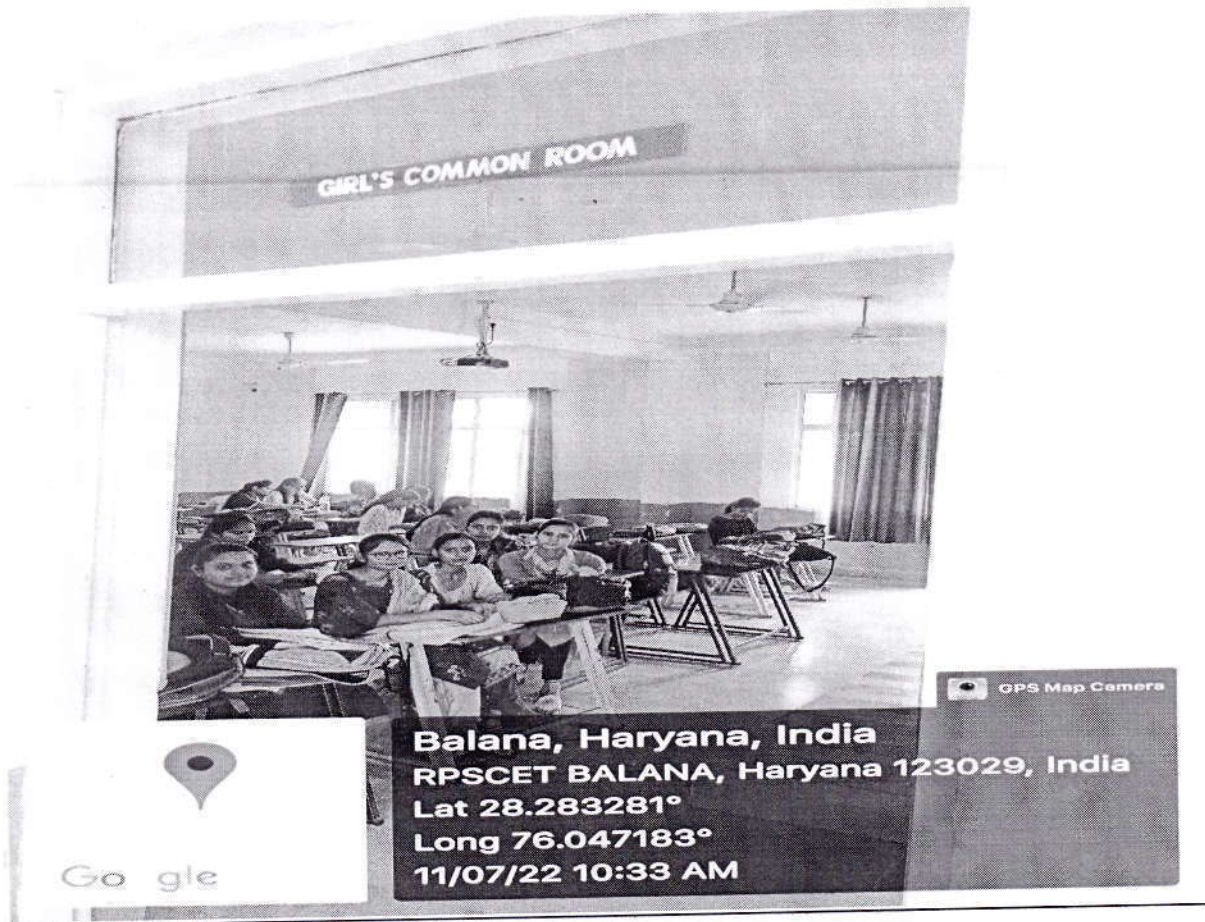
Approved by AICTE / Govt. of India & Affiliated to P.G.U. Meerut.

Balana, Mohindergarh, Haryana - 123029

Telephone: 01285-241431 Fax: 241434

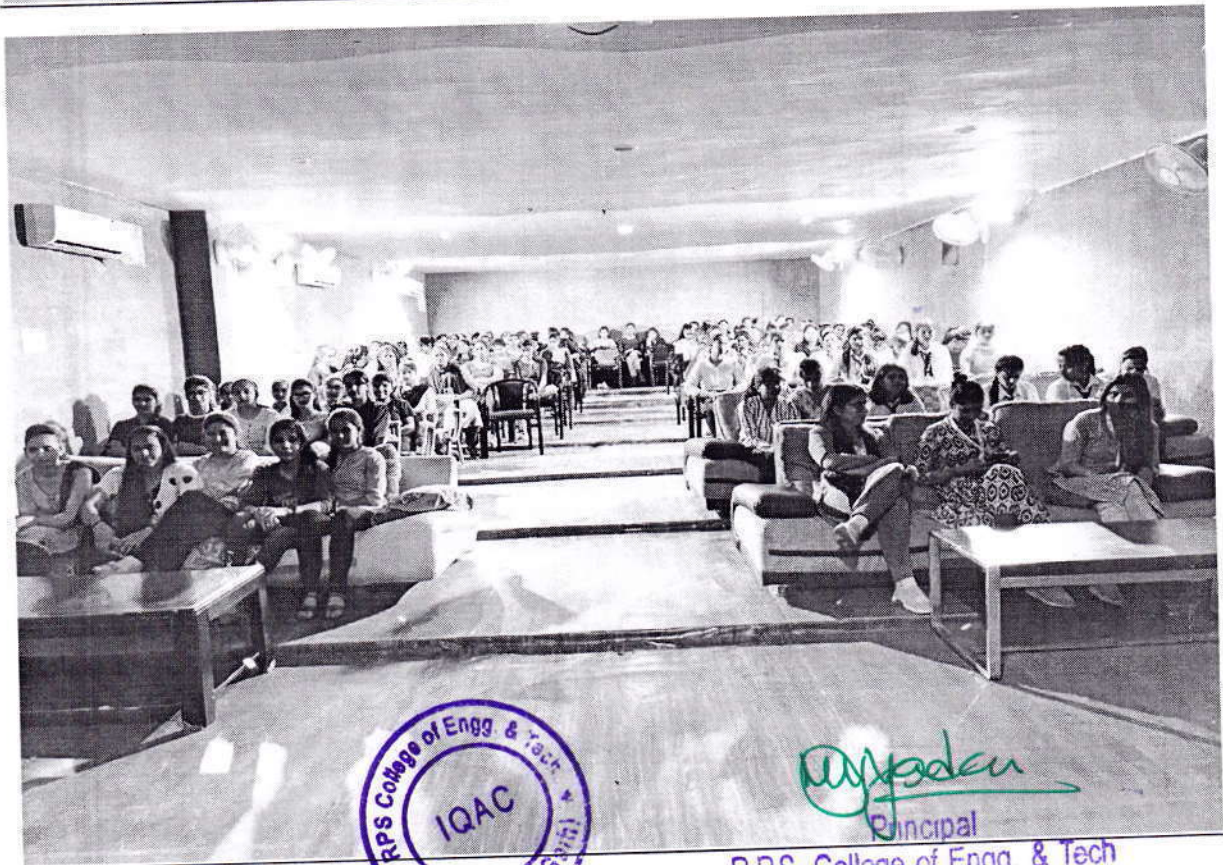
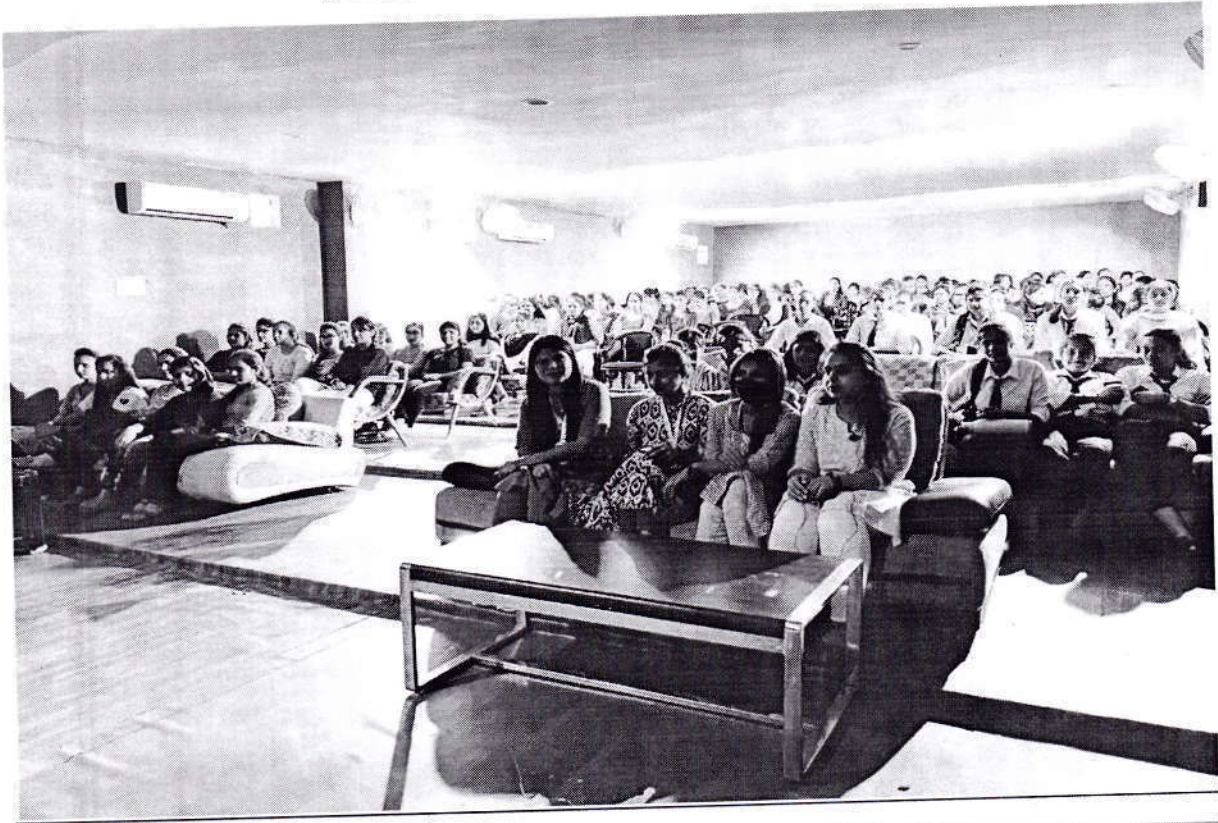
E-mail: rpsbalana@gmail.com. Website: www.rpsinstitutions.org

Photographs of the Girls Common Room



Principal
Principal
R.P.S. College of Engg. & Tech
Balana, Mohindergarh (H.P.)

Photographs of Women Day Celebration



Rajinder
Principal

R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)



RAO PAHLAD SINGH COLLEGE OF ENGG. & TECH.

Approved by AICTE Govt. of India & Affiliated to GGS Indraprastha

Balana, Mohinder Garh, Haryana - 123029

Telephone: 01285-241431 Fax: 241431

E-mail: rpsbalana@gmail.com Website: www.rpsinstitutions.org

Photographs of Sanitation Awareness Programme



[Signature]
Principal
R.P.S. College of Engg. & Tech.
Balana Mohinder Garh (HR.)



RAO PAHLAD SINGH COLLEGE OF ENGG. & TECH.

Approved by AICTE / Govt. of India & Affiliated to U.G.C. Meerut

Balana, Mohindergarh, Haryana - 123029

Telephone: 01285-241431 Fax: 241434

E-mail: rpsbalana@gmail.com, Website: www.rpsinstitutions.org

5th January, 2021

NOTICE

The Women Cell of RPS College of Engineering & Technology, Balana, Mahender Garh is going to organize an interactive session and talk on the topic " **BETI BACHAO BETI PADHAO**" on 06.01.2021 in the Seminar Hall at 01:00 pm. All the girl students and female faculties are hereby informed to attend the expert talk. Mrs. Pavitra Rao will be the chief guest of the event.



Convener

Women Cell

Copy to:

1. Director/Principal.
2. Registrar.
3. Dean (Academics).
4. All Heads.







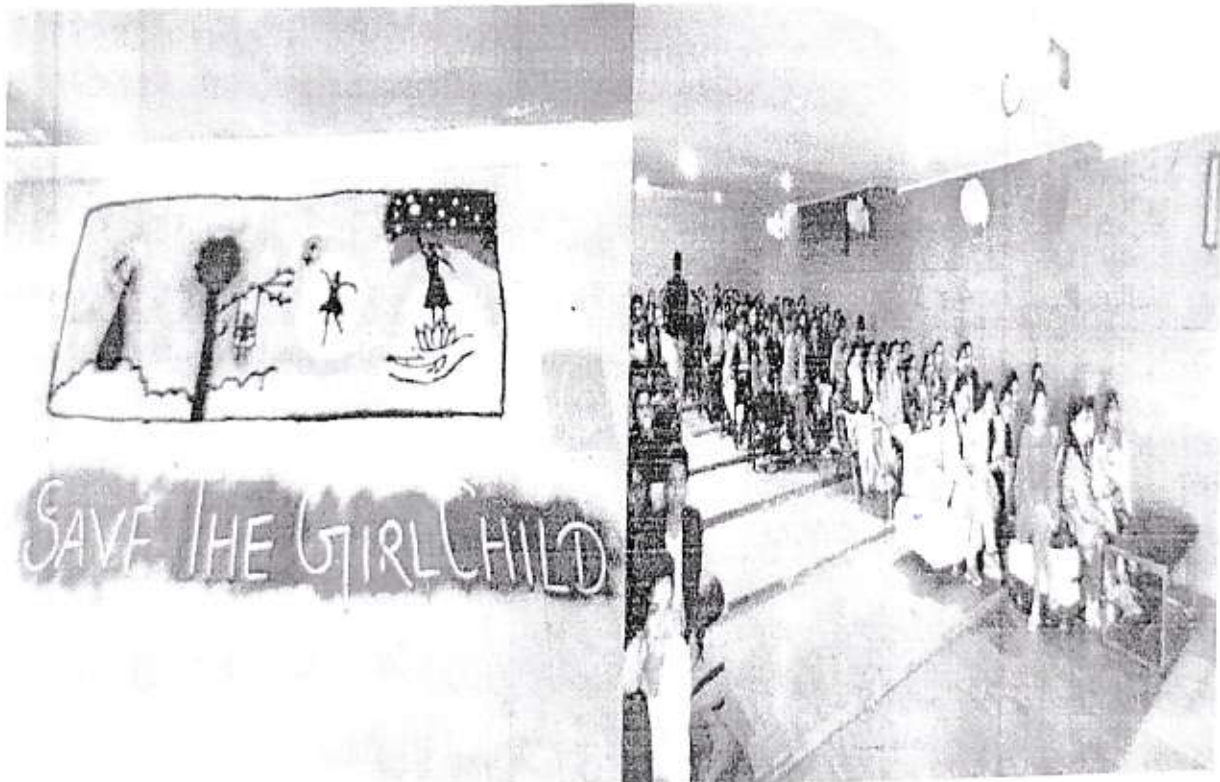
Principal
R.P.S. College of Engg. & Tech.
Balana Mohindergarh (HR.),

7th January, 2021

REPORT


An interactive session and Expert talk on the topic "BETI BACHAO BETI PADHAO" was organized by Women Cell of RPS College of Engineering & Technology, Balana, Mahender Garh on 06.01.2021 in the Seminar Hall at 01:00 pm. Mrs. Pavitra Rao was the chief guest of the programme.

The talk was started after speech from Hon'ble Director/Principal, Dr. Mahesh Kumar Yadav and Mrs. Pavitra Rao. Around 75 girl students participated in the programme.




Convener
Women cell




Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh, (HR.)

Gender sensitization plan and nature of activities included as per the plan				
No.	Name of Activity	Nature of the Activity	Date, day & duration	Number of Participants
1	Virtual Awareness Program on Menstrual Hygiene	Hygiene practices & effective menstruation management techniques	18/02/2021, Thursday, 60 minutes programme	56
2	Virtual Awareness Program on Menstrual Hygiene	Hygiene practices & effective menstruation management techniques	18/04/2022, Monday, 60 minutes programme	113
3	Menstruation Awareness Program	Hygiene practices & effective menstruation management techniques	28/09/2023, Thursday, 60 minutes Programme	120




 Principal
 R.P.S. College of Engg. & Tech
 Balana Mohindergarh (HR.)



RPSGOI

Organizing
*Virtual Awareness
Program on*

MENSTRUAL HYGIENE

*in association with
Millionminds & Whisper*



Date : 18th February 2021



#rpsgoi

W. G. Gadea
Principal

R.P.S College of Engg. & Tech
Balana Mohindergarh (HR.)

Report on Virtual Awareness Program on Menstrual Hygiene

Date: 18th February 2021

Organized by: Training and Placement Department, RPS Group of Institutions

Event Sponsors: Million Minds and Unicharm

Speaker: Ms. Meghna Kaushik, Unicharm

Introduction by: Mr. Paridhi Tutlani, Asst. Professor CSE Department

Event Overview:

The Training and Placement Department at RPS Group of Institutions organized a Virtual Awareness Program on Menstrual Hygiene on the 18th of February 2021. The event, sponsored by Million Minds and Unicharm, aimed to educate and create awareness about menstrual hygiene among engineering and management students.



Event Details:


The event was powered by Million Minds and Unicharm, two organizations committed to promoting health and well-being.

Speaker:

Ms. Meghna Kaushik from Unicharm served as the distinguished speaker for the event. Ms. Kaushik is an expert in the field of menstrual hygiene, bringing a wealth of knowledge and experience to share with the students.

Introduction:




Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

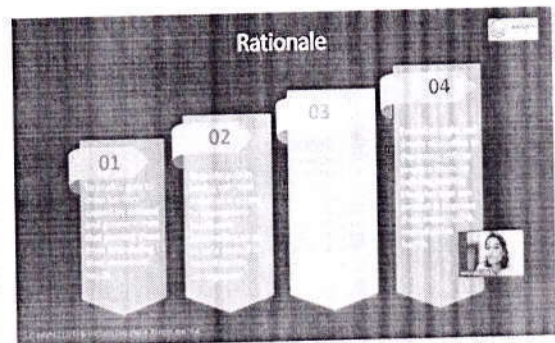
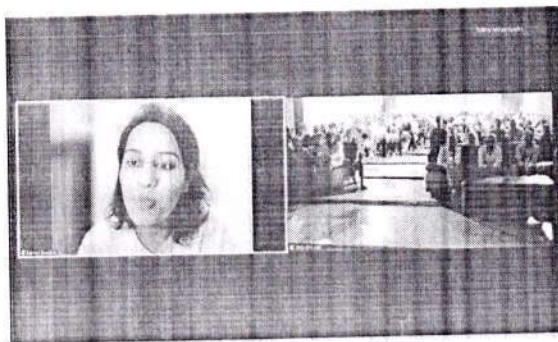
Mr. Paridhi Tullani, Assistant Professor in the Computer Science and Engineering Department, provided a warm welcome to the attendees and introduced the esteemed speaker, Ms. Meghna Kaushik. Mr. Tullani highlighted Ms. Kaushik's achievements and expertise in the field, setting the tone for an informative session.

Program Highlights:

The event covered essential topics related to menstrual hygiene, including the importance of awareness, common misconceptions, and the significance of proper hygiene practices.

Ms. Meghna Kaushik shared valuable insights into the latest developments in menstrual hygiene products, shedding light on the innovations brought forth by Unicharm.

The virtual format allowed for interactive sessions, enabling students to ask questions and engage in discussions regarding menstrual health.



Audience Participation:

The engineering and management students actively participated in the program, demonstrating a keen interest in the subject matter. The interactive nature of the event facilitated a dynamic exchange of ideas and information.

Q&A Session:

A dedicated question-and-answer session provided students with the opportunity to seek clarification on various aspects of menstrual hygiene. Ms. Kaushik addressed queries with expertise and empathy, fostering an open and informative discussion.

Conclusion:

The Virtual Awareness Program on Menstrual Hygiene proved to be a significant initiative in promoting health awareness among students. The collaboration with Million Minds and Unicharm contributed to the success of the event, ensuring that students gained valuable insights from an industry expert.



M. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

Acknowledgments:

The Training and Placement Department expressed gratitude to Million Minds, Unicharm, Ms. Meghna Kaushik, and Mr. Paridhi Tutlani for their valuable contributions to the success of the program.

The event successfully achieved its objectives by imparting knowledge, dispelling myths, and promoting a positive and informed outlook on menstrual hygiene among the students of RPS Group of Institutions.




Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

Virtual Awareness Program on Menstrual Hygiene

ATTENDANCE SHEET

First Name	Last Name	Email	Registration Time	Approval Status	Phone
Vikas	Sharma	placement@rpsinstitutions.org	24-01-2021 15:54	approved	8222999151
Riddhi	Arora	riddhi999161@gmail.com	25-01-2021 19:28	approved	8307643861
Priyanshi	Saini	sainipriyanshi058@gmail.com	25-01-2021 19:28	approved	8221032454
Preeti	Yadav	nikkirao27301@gmail.com	25-01-2021 19:28	approved	7419346527
Monika	Sharma	spdmpp17@gmail.com	25-01-2021 19:29	approved	8307872675
Monika	Yadav	monichitosiya@gmail.com	25-01-2021 19:30	approved	7015417587
Himanshi	Yadav	himanshiyadav3122@gmail.com	25-01-2021 19:31	approved	9416963122
Nishu	Phogat	nishuphogat2005@gmail.com	25-01-2021 19:31	approved	8396999239
Manisha	Kumari	Manishay027@gmail.com	25-01-2021 19:44	approved	9671539906
Ritu	Yadav	rituyadav062001@gmail.com	25-01-2021 19:49	approved	8901195702
Dr. Jyoti	Yadav	decentjyoti7@gmail.com	25-01-2021 19:54	approved	7876138533
Anita	Bai	anita78922371@gmail.com	25-01-2021 19:54	approved	9817613196
Neetu	Yadav	neetuyadav3645@gmail.com	25-01-2021 19:56	approved	9306636484
Priyanka	Yadav	py8970995@gmail.com	25-01-2021 20:02	approved	7988722846
Madhusha	Yadav	yadavmadhusa9887@gmail.com	25-01-2021 20:02	approved	9468388397
Anju	Anju	anju9466395428@gmail.com	25-01-2021 20:11	approved	9466395428
Ekta	Gaur	Svanshika535@gmail.com	25-01-2021 20:15	approved	8708765676
Niketa	Yadav	nikiyadav12135@gmail.com	25-01-2021 20:19	approved	7988317272
Taniya		Tanyachandna888@gmail.com	25-01-2021 20:28	approved	7056078779
Reetika	Kaushik	reetikakaushik072@gmail.com	25-01-2021 20:42	approved	8307217072
Khushboo	Yadav	khushirao1998@gmail.com	25-01-2021 20:46	approved	9499366605
Bharti	Yadav	bhartiyadavdadan08@gmail.com	25-01-2021 21:08	approved	8307863801
20CHEM33	Charu	Charuadlakha091100@gmail.com	25-01-2021 21:21	approved	9582540137
Poonam	Yadav	poonamyadav972815@gmail.com	25-01-2021 21:55	approved	8930255424
Ayesha	Yadav	v.ayesha2806@gmail.com	01-02-2021 07:54	approved	7206067674
Uma	Parmar	umaparmaruma41@gmail.com	01-02-2021 08:02	approved	9050691958
Nikita	Yadav	ynikita0003@gmail.com	01-02-2021 09:28	approved	8800647626
Bhoomika	Sohlot	sohlotbhoomika@gmail.com	01-02-2021 10:07	approved	7027733127
Jyoti	Yadav	yadavjyoti3335@gmail.com	01-02-2021 12:43	approved	9350102901
Nancy	Goyal	nancy1000.ng@gmail.com	01-02-2021 13:36	approved	9817507309
Seena	Yadav	prashantiyadav11034@gmail.com	01-02-2021 15:45	approved	7082254014
Taksha	Jangra	devjotram@gmail.com	01-02-2021 19:55	approved	8572010640
Shikha	Bansal	bshikha453@gmail.com	02-02-2021 10:13	approved	8053916676
Rachna	Yadav	rgsatoria@gmail.com	02-02-2021 13:08	approved	9053479225
Shashi	Bala	shashibala95071@gmail.com	02-02-2021 19:34	approved	7056794457
Neeru	Yadav	neeruyadav769@gmail.com	03-02-2021 07:14	approved	9517463510
Preeti	kumari	preetiskumari94@gmail.com	12-02-2021 16:00	approved	0981 381 2171
Priyanka	.....	priyankabansal9050570234@gmail.com	12-02-2021 17:54	approved	9050570234
Anita	Lamba	Lambaanita616@gmail.com	12-02-2021 17:02	approved	9517629882
Khusbu	Yadav	yadavkhusbu2001@gmail.com	12-02-2021 17:58	approved	8053474229
Komal	Phogat	Komalphogat02@gmail.com	12-02-2021 20:21	approved	8053091347
Karuna	Kumari	rewasa2021@gamil.com	12-02-2021 20:39	approved	8307702989
Mamta	Sangwan	sameersangwan@gmail.com	13-02-2021 22:26	approved	9813143165
Minakshi		minakshi02116@gmail.com	17-02-2021 09:10	approved	9588748643
Anuja	Yadav	anujayadav903@gmail.com	17-02-2021 11:06	cancelled by self	8957732981
Mamta	Kumari	mamtaku445566@gmail.com	17-02-2021 11:12	approved	8168411439
Nandinee	Sharma	nandinees317@gmail.com	17-02-2021 11:13	approved	9812725385
Yogita	Dahiya	yogita123029@gmail.com	17-02-2021 11:14	approved	9728068291
Manju	Dahiya	dahiyam079@gmail.com	17-02-2021 11:16	approved	9350164879
Shagun	Yadav	Shagunsuzenyadav@gmail.com	17-02-2021 11:16	approved	8222078719
Vanshika	Yadav	Vanshika6yadav@gmail.com	17-02-2021 11:17	approved	9996753821
Sheetal	Ghanghas	Ghanghassheetal15@gmail.com	17-02-2021 11:17	approved	8295014992
Ritu	Dagar	ritudagar2000@gmail.com	17-02-2021 11:17	approved	9306308848
Amisha	Singh	mishasingh741@gmail.com	17-02-2021 11:20	approved	8851017390
Kalpana	Choudhary	dhindhwalkalpana06@gmail.com	17-02-2021 11:20	approved	8685084010
Mehak	Kaushik	mehak@globalhuntfoundation.org	17-02-2021 12:26	approved	8130923939
vidya	R	vidya.r@globalhunt.in	17-02-2021 12:36	approved	9591171238



M. Yadav
Principal
R P S College of Engg. & Tech
Balana, Morindergarh (Hiv.)



RPS
GROUP OF INSTITUTIONS

Organizing
**Virtual Awareness
Program on**

MENSTRUAL HYGIENE

in association with
Global Hunt Foundation & Unicharm



Global Hunt
FOUNDATION



unicharm

Date: 18th April, 2022



Ms. Mehak Kaushik
Unicharm India



Ms. Nitya
Unicharm India

#rpsgoi



Nitya
Principal
R.P.S College of Engg. & Tech
Balana Mohindergarh (HR.)

Report on Virtual Awareness Program on Menstrual Hygiene

Conducted by Training and Placement Department, RPS Group of Institutions

Date: April 18, 2022

Introduction:

The Training and Placement Department of RPS Group of Institutions organized a virtual awareness program on Menstrual Hygiene on January 28, 2022, for engineering and management students. The event was powered by Million Minds and Unicharm, two prominent organizations dedicated to promoting health and well-being. Ms. Mehak Kaushik from Unicharm served as the esteemed speaker for the event.

Event Overview:

The virtual awareness program aimed to educate and create awareness among students about menstrual hygiene, a crucial yet often overlooked aspect of women's health. The event was thoughtfully designed to address the stigma surrounding menstruation, dispel myths, and provide practical insights into maintaining good menstrual hygiene practices.



Collaboration with Million Minds and Unicharm:

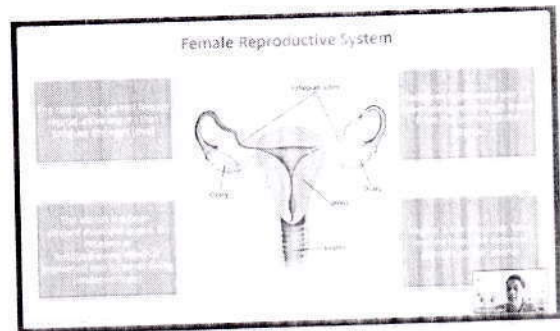
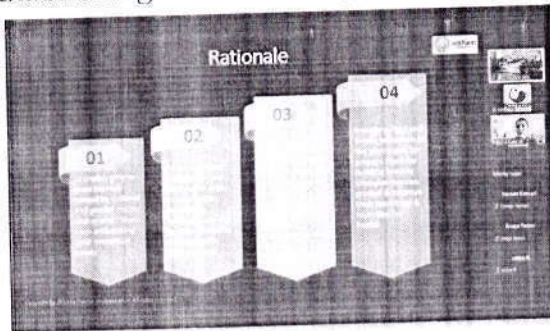
The collaboration with Million Minds and Unicharm brought valuable expertise and resources to the event. Million Minds, known for its commitment to mental health and well-being, contributed to the holistic approach of the program. Unicharm, a leading company in personal care and hygiene, provided essential insights and product knowledge.



Mehak Kaushik
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

Speaker Profile: Ms. Mehak Kaushik, Unicharm:

Ms. Mehak Kaushik, representing Unicharm, brought a wealth of knowledge and experience to the virtual awareness program. As a seasoned professional in the field of personal care and hygiene, Ms. Kaushik shared valuable insights, combining practical information with a compassionate approach to discussing menstrual hygiene.



Key Highlights of the Program:

Educational Content: The program began with an informative session covering the basics of menstrual hygiene, including the menstrual cycle, common misconceptions, and the importance of using safe and hygienic products.

Dispelling Myths: Ms. Kaushik addressed prevalent myths and taboos surrounding menstruation, fostering an open and honest dialogue to break down barriers and reduce stigma.

Product Awareness: Unicharm provided insights into their products, emphasizing the importance of choosing quality sanitary products for women's health. A Q&A session allowed students to clarify doubts and gain a better understanding of available options.

Interactive Sessions: To engage the audience actively, interactive sessions, quizzes, and polls were conducted, making the virtual program both educational and participatory.

Holistic Well-being: The event didn't only focus on physical aspects but also highlighted the importance of mental and emotional well-being during menstruation. This aligns with the overall mission of Million Minds to promote comprehensive health.




M. Yadav
Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

Feedback and Future Initiatives:

The virtual awareness program received positive feedback from students, expressing gratitude for the informative and inclusive approach. The Training and Placement Department plans to collaborate with Million Minds and Unicharm for future initiatives, continuing the dialogue on important health topics and promoting overall well-being among students.

In conclusion, the Virtual Awareness Program on Menstrual Hygiene was a successful and impactful event, contributing to the holistic development and awareness of students at RPS Group of Institutions. The collaboration with Million Minds and Unicharm added significant value to the initiative, ensuring a comprehensive and well-rounded approach to menstrual health.




Principal
R.P.S. College of Engg. & Tech
Balana Mohindergarh (HR.)

Virtual Awareness Program on Menstrual Hygiene

ATTENDANCE SHEET

First Name	Last Name	Email	Registration Time	Approval Status	Phone
Vikas	Sharma	placement@rpsinstitutions.org	30-03-2022 15:59	approved	8227999141
Mikkry	Aggarwal	mikkeyaggarwal74616@gmail.com	31-03-2022 11:12	approved	8278984650
Pooja	Pooja	kumari.pooja56651@gmail.com	31-03-2022 11:12	approved	8930182554
Priyanka	.....	priyankabansal9050570434@gmail.com	31-03-2022 11:12	approved	9050570434
Monika	Monika	monikamehra198@gmail.com	31-03-2022 11:12	approved	8307636144
Aika	Kumari	aikakoharar@gmail.com	31-03-2022 11:13	approved	9588378401
Khushbu	Shekhawat	omvirshekhawat@gmail.com	31-03-2022 11:13	approved	7014634485
Tamanna	Yadav	tamannaydv9712@gmail.com	31-03-2022 11:13	approved	6393653176
Dr. Kusum	Lata	Kusum142@gmail.com	31-03-2022 11:13	approved	9813831063
Seema	Jangra	seemajangra224@gmail.com	31-03-2022 11:14	approved	7988004177
Nikita	Meel	jatinmeel1@gmail.com	31-03-2022 11:15	approved	9306147400
Babli	Phogat	phogatbabli143@gmail.com	31-03-2022 11:16	approved	8053260958
Pooja	Yadav	py158990@gmail.com	31-03-2022 11:16	approved	9518290330
Mamta	Kumari	manitaku445566@gmail.com	31-03-2022 11:16	approved	8168412439
Ishika	Yadav	yadavishika442@gmail.com	31-03-2022 11:16	approved	9050647793
Shweta Singh	Shekhawat	shwetasingh23031928@gmail.com	31-03-2022 11:22	approved	8506015943
Renu	Yadav	renuy1430@gmail.com	31-03-2022 11:23	approved	9350726917
Deepika	Rajput	deepikabai2110@gmail.com	31-03-2022 11:24	approved	7206129975
Varsha	Saini	varshusaini111@gmail.com	31-03-2022 11:24	approved	7419183013
Laxmi	Rajput	rajputlaxmi@gmail.com	31-03-2022 11:29	approved	8930728569
Monika	.....	Monipali843@gmail.com	31-03-2022 11:33	approved	9350115361
Himanshi	Aggarwal	marjuagg13@gmail.com	31-03-2022 11:51	approved	9350115106
Amanat	Yadav	amanatyadav66@gmail.com	31-03-2022 12:06	approved	8708286397
Madhu	Kumari	madhukumari232003@gmail.com	31-03-2022 12:10	approved	9350180155
Pinki	Saini	pinkisaini825945@gmail.com	31-03-2022 12:12	approved	8295825945
Priya	Yadav	jitenderyadavmori@gmail.com	31-03-2022 12:12	approved	9416453244
Kalpna	Choudhary	dhindhwalkalpna06@gmail.com	31-03-2022 12:15	approved	8685084010
Kumari	Arju	arjutanwar123027@gmail.com	31-03-2022 12:16	approved	9518684759
Komal	Nainwaya	Komalnainwaya36@gmail.com	31-03-2022 12:28	approved	9817625476
Priyanka	Yadav	nyadav07022002@gmail.com	31-03-2022 12:52	approved	8708669203
Manisha	Saini	manishakanina2002@gmail.com	31-03-2022 13:04	approved	9050930418
Ankita	Shekhawat	rajputrajputankita@gmail.com	31-03-2022 13:24	approved	8401579136
Eva	Agarwal	hagarwal1991@gmail.com	31-03-2022 13:46	approved	9306087870
Laxmi	Sharma	shrmavarsha27@gmail.com	31-03-2022 14:27	approved	8307297819
Pooja	Singh	poojasingh22p22@gmail.com	31-03-2022 15:30	approved	9817092149
Yogita	Dahiya	yogita123029@gmail.com	31-03-2022 16:55	approved	9728068271
Manisha	Sangwan	manisangwan201@gmail.com	31-03-2022 17:41	approved	7027427939
Amisha	Singh	mishasingh741@gmail.com	31-03-2022 18:26	approved	8851018390
Kejal	Chauhan	Chauhankajal4444@gmail.com	01-04-2022 16:35	approved	9817339037
Soniya	Dhatteval	Snehasethiji@gmail.com	04-04-2022 13:33	approved	8278079866
Kavita	Kavita	yadav.kavita8456@gmail.com	12-04-2022 11:28	approved	8750070375
Shiksha	Narawat	shikshamahawat@gmail.com	12-04-2022 11:29	approved	9079562944
Dishu	goyal	goyalshiksha077@gmail.com	12-04-2022 11:30	approved	07988303609
Yadav	Soniya	Cutex8584@gmail.com	12-04-2022 11:30	approved	9817858437
Annu	Yadav	annuyadav27052001@gmail.com	12-04-2022 11:30	approved	9416622531
Yogita	Dhillon	yogitadhillon123@gmail.com	12-04-2022 11:30	approved	9306817568
Rinki	Sheoran	rinkisheoran@gmail.com	12-04-2022 11:44	approved	9306581184
Pooja	Soni	sonipooja7040@gmail.com	12-04-2022 12:23	approved	9306825471
Anjali	Sangwan	anjalisangwan2109@gmail.com	12-04-2022 12:24	approved	9521574730
Muskan	Rani	muskam6649@gmail.com	12-04-2022 13:49	approved	7419206549
Ankita	Garg	ankitaankita8930@gmail.com	12-04-2022 13:54	approved	8571838997
Jyoti	Sharma	vyot.sharma79741@gmail.com	12-04-2022 14:14	approved	9306815476
Poonam	Yadav	poonamyadav972815@gmail.com	12-04-2022 15:03	approved	8930755474
Priti	Priti	rajputpriti466@gmail.com	12-04-2022 15:48	approved	9996266846
Anita	Lamba	lambaanita616@gmail.com	12-04-2022 16:28	approved	9518629882
Kajal	Yadav	yadavkajal7542@gmail.com	12-04-2022 18:00	approved	9813274165
Dr. Priyanka	Jain	jainpriyanka125@gmail.com	12-04-2022 18:31	approved	9756627041
Priya	Yadav	priyadav2175@gmail.com	12-04-2022 22:57	approved	9416455344
Mamta	Sangwan	sameersangwan@gmail.com	12-04-2022 23:30	approved	9813143165
Pinki	Khola	pydv012@gmail.com	13-04-2022 22:24	approved	8571883727
Suman	Kumari	sv930626@gmail.com	16-04-2022 20:05	approved	8607081806
Bharti	Kagde	rajputbharti1511@gmail.com	17-04-2022 15:41	approved	9053235059
Tannu	Tanwar	tanwartannu76@gmail.com	18-04-2022 09:11	approved	9817873074
Neeru	Yadav	yneeru941@gmail.com	18-04-2022 11:07	approved	9306729279
Preet	Dhindhwal	preetichoudhary4010@gmail.com	18-04-2022 11:08	approved	9728934010
Nandinee	Sharma	nandinee317@gmail.com	18-04-2022 11:09	approved	9812725325
Monika	Yadav	armonika98177@gmail.com	18-04-2022 11:10	approved	9817744686
Rinkee	Kumari	kumaririnkee9355@gmail.com	18-04-2022 11:10	approved	7015830447
Renu	Dhindhwal	renu19137@gmail.com	18-04-2022 11:10	approved	9817505740
Nidhi	Baldia	nidhibaldia@gmail.com	18-04-2022 11:10	approved	8816881739
Radhika	Bansal	bansairadhika1213@gmail.com	18-04-2022 11:11	approved	8307758130
Neha	Garg	ngarg4814@gmail.com	18-04-2022 11:11	approved	8708133240
Swati	Yadav	swatidydv532@gmail.com	18-04-2022 11:11	approved	9996151844
Muskan	Yadav	muskanyadav17295@gmail.com	18-04-2022 11:11	approved	7897185132
Isha	Chhillar	chhillarisha18@gmail.com	18-04-2022 11:11	approved	8059714745
Usha	Gulia	ushagulia02@gmail.com	18-04-2022 11:12	approved	7087380688




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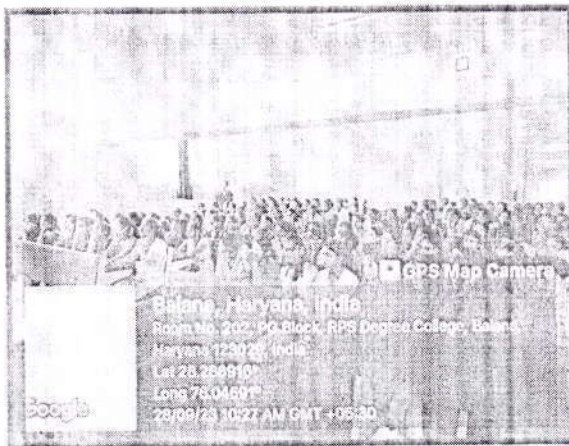
RPS Group of Institutions
Report on Menstruation Awareness Program
Date: September 28, 2023

Introduction:

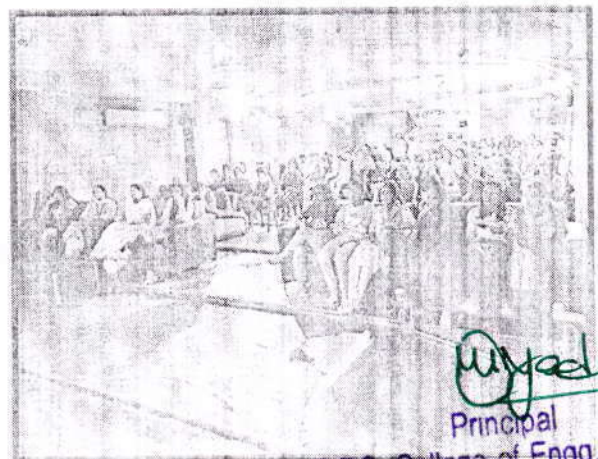
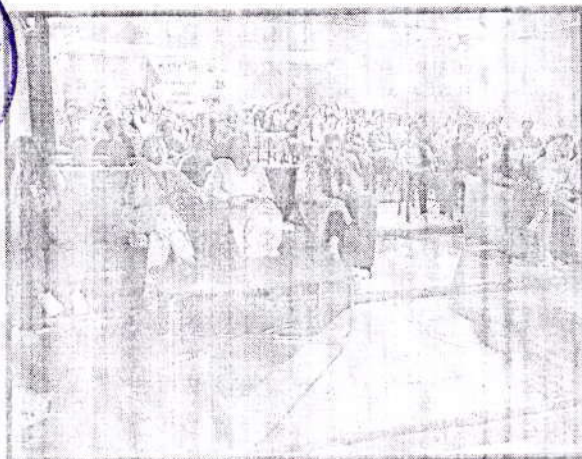
The CRC Team at RPS Group of Institutions organized a 60-minute online **Menstruation Awareness Program** in collaboration with **UNICHARM**, a leading Japanese firm in India. The program was conducted on **September 28, 2023**, with consecutive sessions held for Degree students and Engineering/Management students.

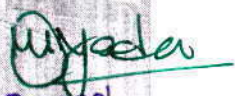
Session Coordination:

Degree Students Session: The session for Degree students was expertly coordinated by **Dr. Smita Yadav**, who ensured a smooth and informative experience for all participants.



Engineering and Management Students Session: For the Engineering and Management students, **Ms. Komal Arora** took charge of coordination, facilitating an engaging session tailored to their specific interests and concerns.




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Speaker Profile:

Ms. Nitya Chaudhary, a specialist in Social work, women empowerment, and project management, served as the keynote speaker for both sessions. She has been an integral part of *UNICHARM India's CSR team* since 2016 and brought her wealth of knowledge and experience to the program.

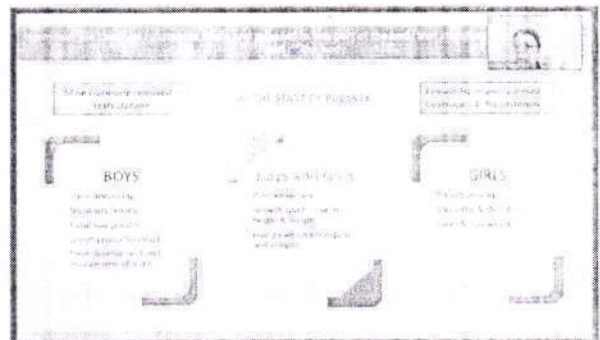
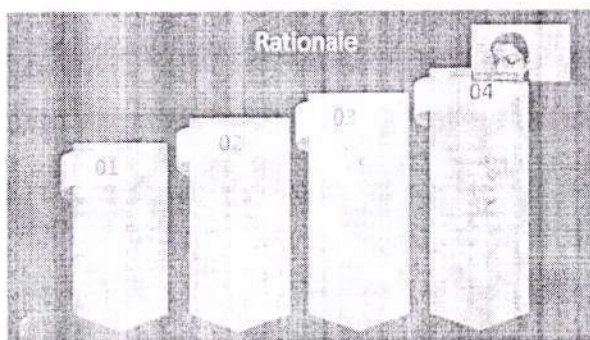


Program Highlights:

The Menstruation Awareness Program covered a range of crucial topics, including:

Understanding Menstruation: Ms. Chaudhary provided insights into the biological aspects of menstruation, emphasizing its significance and the menstrual cycle.

Hygiene and Care: Participants learned about essential hygiene practices and effective menstruation management techniques to promote comfort and confidence.

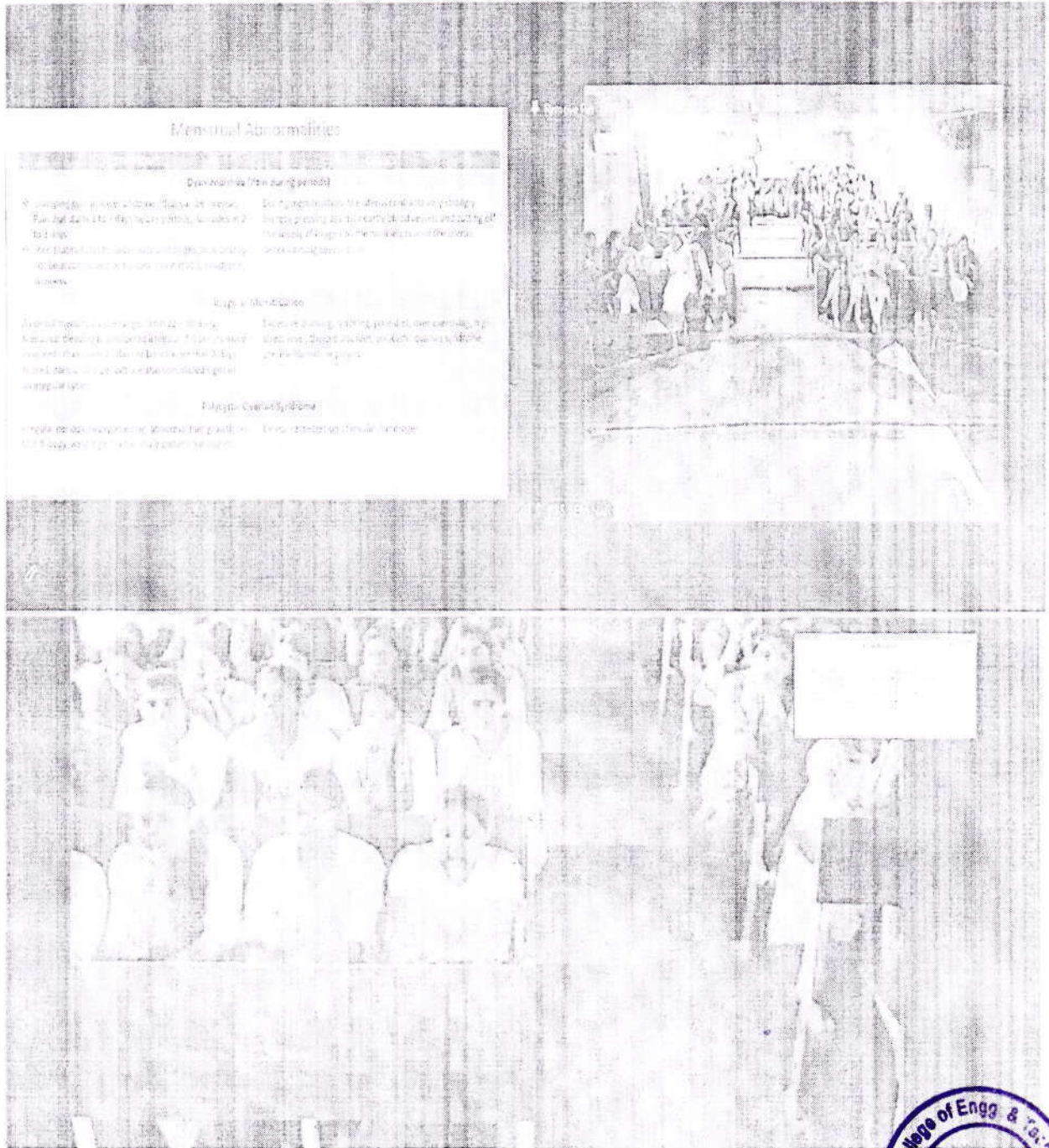


Breaking Stigmas: The program addressed societal myths and taboos surrounding menstruation, encouraging participants to actively challenge and dispel these misconceptions through education and awareness.



Nitya Chaudhary
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Interactive Q&A: Both sessions included an interactive Q&A segment, allowing participants to seek expert advice and gain further clarity on menstruation-related topics.



Conclusion:

The Menstruation Awareness Program was a resounding success. It empowered our female students with valuable knowledge and insights into a topic that is often shrouded in stigma and misconceptions. We extend our heartfelt gratitude to Ms. Nitya Chaudhary and UNICHARM for their invaluable contributions to this initiative.

Empowering our students with information and promoting open dialogue about menstruation is essential to ensuring their well-being and fostering a more inclusive and informed society.



Nitya Chaudhary
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We look forward to organizing more such informative sessions in the future and continuing our partnership with organizations like UNICHARM to bring about positive change in our community.

Report Prepared By:


Head: Corporate Affairs/Trng. &
Vilas Sharma RPS Group of Institutions,
Balana, Mahendergarh (Haryana)-123029
Head: Corporate Relations
RPS Group of Institutions




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Balana Mohindergarh (HR.)

Menstruation Awareness Program

ATTENDANCE SHEET

Date: 28th Sep, 2023

Sl. No.	Name	Class Roll No.	Course	Branch	Signature
1	Aanchal	22CS58	B Tech	CSE	Aanchal
2	Abhilasha	22CS30	B Tech	CSE	Abhilasha
3	Anisha	22 CV 07	B Tech	Civil	Anisha
4	Anjali	22CS96	B Tech	CSE	Anjali
5	Anju	22CS15	B Tech	CSE	Anju
6	Ankita	21CS22	B Tech	CSE	Ankita
7	Anshita	23BCA11	BCA	CSE	Anshita
8	Anu	22cs87	B Tech	CSE	Anu
9	Bharti	20CS09	B Tech	CSE	Bharti
10	Chhavi	22bba20	BBA	Management	Chhavi
11	Deepika	L23CV27	B Tech	B Tech	Deepika
12	Deepika	22BBA57	BBA	Management	Deepika
13	Deepika	29	BBA	Management	Deepika
14	Deepika	23BCA27	BCA	CSE	Deepika
15	Deepika	23BCA25	BCA	CSE	Deepika
16	Deepika	23BCA01	BCA	CSE	Deepika
17	Dharna	9	BBA	Management	Dharna
18	Diksha	22CS56	B Tech	CSE	Diksha
19	Dimple	22CV06	B Tech	Civil	Dimple
20	Disha yadav	22BBA34	BBA	Management	Disha yadav
21	Ekta	22bba46	BBA	Management	Ekta
22	Eva	21BBA13	BBA	Management	Eva
23	Garima Dhillon	21CS20	B Tech	CSE	Garima
24	Harshita	22BBA08	BBA	Management	Harshita
25	Himanshi	22CS52	B Tech	CSE	Himanshi
26	Himanshi	22BBA15	BBA	Management	Himanshi
27	Jyoti	23BBA26	BBA	Management	Jyoti
28	Kajal	21cs67	B Tech	CSE	Kajal
29	Kajal	22EC14	B Tech	ECE	Kajal
30	Kajal	20CS26	B Tech	CSE	Kajal
31	Kajal Sharma	22ECE27	B Tech	ECE	Kajal




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32	Kalpna	20CS27	B Tech	CSE	Kalpna
33	Kalpna	22BBA53	BBA	Management	KALPANA
34	Kareena	22CS61	B Tech	CSE	Kareena
35	Khushboo	22bba13	BBA	Management	Khushboo
36	Khushbu	21bba02	BBA	Management	Khushbu
37	Khushi	23BCA19	BCA	CSE	Khushi
38	Khushi Prashar	22CS103	B Tech	CSE	Khushi Prashar
39	Kiran	21EE07	B Tech	Electrical	Kiran
40	Kiran	23BBA02	BBA	Management	Kiran
41	Lalita	23bca56	BCA	CSE	Lalita
42	Laxmi	21BBA15	BBA	Management	Laxmi
43	Madhu	20cs37	B Tech	CSE	Madhu
44	Mahak	20CS100	B Tech	CSE	Mahak
45	Manita	20cs39	B Tech	CSE	Manita
46	Manisha	20CS41	B Tech	CSE	Manisha
47	Manisha	21cs13	B Tech	CSE	Manisha
48	Manisha	22cs48	B Tech	CSE	Manisha
49	Manisha	20CS40	B Tech	CSE	Manisha
50	Minakshi	20cs93	B Tech	CSE	Minakshi
51	Mohani	22bba18	BBA	Management	Mohani
52	Muskan	23BBA42	BBA	Management	Muskan
53	Namarta	DP21ME24	Diploma 5th	Mechanical	Namarta
54	Nandini	23BBA13	BBA	Management	Nandini
55	Neejam	22BBA27	BBA	Management	Neejam
56	Neha	212351700518	Diploma	Mechanical	Neha
57	Nikita	22BBA28	BBA	Management	Nikita
58	Nitika	22cs16	B Tech	Cse	Nitika
59	Nitika	30	BBA	Management	Nitika
60	Nitu	23BBA59	BBA	Management	Nitu
61	Palak	22BBA56	BBA	Management	Palak
62	Pankaj	22BBA03	BBA	Management	Pankaj
63	Parul	22BBA44	BBA	Management	Parul
64	Pooja	21cs95	B Tech	CSE	Pooja
65	Pooja	20cs59	B Tech	CSE	Pooja
66	Pooja	23BCA55	BCA	CSE	Pooja



M. Yadav
Principal

67	Pooja	23BCA60	BCA	CSE	
68	Pooja	22cs33	B Tech	CSE	Pooja
69	Prachi	23bba33	BBA	Management	
70	Preeti	20CS60	B Tech	CSE	Preeti
71	Priya	21cs69	B Tech	CSE	
72	Priya	21cs59	B Tech	CSE	
73	Priya	22BBA58	BBA	Management	Priya
74	Priya	23BCA17	BCA	CSE	Priya
75	Priya	21CS14	B Tech	CSE	Priya
76	Priya yadav	21bba22	BBA	Management	Priya
77	Priyanka	22cv12	B Tech	Civil	Priyanka
78	Pushpa	22ec16	B Tech	ECE	Pushpa
79	Rachna	20CS62	B Tech	CSE	Rachna
80	Ravina lamba	22CS62	B Tech	CSE	Ravina
81	Renu	20cs65	B Tech	CSE	Renu
82	Rinki	21cs81	B Tech	CSE	Rinki
83	Rishika	23BCA59	BCA	CSE	Rishika
84	Rishum kumari	23bba 34	BBA	Management	Rishum
85	Ritu	22cs90	B Tech	Cse	Ritu
86	Riya kumari	22cs76	B Tech	CSE	Riya
87	Ruchi Suhag	23BBA16	BBA	Management	Ruchi
88	SAKSHI	22cs27	B Tech	Cse	Sakshi
89	Saloni	23BCA07	BCA	CSE	Saloni
90	Saniu	DP21ME25	Diploma 5th	Mechanical	Saniu
91	Sapna	22EC41	B Tech	ECE	Sapna
92	Seema	23BBA 50	BBA	Management	Seema
93	Shruti	22CS13	B Tech	CSE	Shruti
94	Sonam	20CS73	B Tech	Computer Science	Sonam
95	Sonu	23 BBA05	BBA	Management	Sonu
96	Suvidha yadav	23BBA40	BBA	Management	Suvidha
97	Tamanna yadav	21CS36	B Tech	Computer science	Tamanna
98	Taniya	23BBA03	BBA	Management	Taniya
99	Tanu	22EC69	B Tech	ECE	Tanu
100	Tanu Kumari	21EE09	B Tech	EE	Tanu
101	UMANG	21CS62	B Tech	CSE	Umang



102	Varsha	22EC04	B Tech	ECE	Varsha
103	Vinika kumari	22ECE13	B Tech	ECE	Vinika
104	Yashika	23BBA21	BBA	Management	Yashika
105	Anuradha	RPS GOI faculty	Maths	Mathematics	Anuradha
106	Deepika	23MBA09	MBA	Management	
107	Nikita	23mba42	Mba	Mba	Nikita
108	Yadav		45 Mba	Commerce	
109	Gunma yadav	22MEA43	MBA	MBA	Gunma
110	Priya sharma	22 Mba 46	Mba	Management	Priya
111	Nikita	22 Mba 41	Mba	Mba	Nikita
112	Sakshi	22MBA26	MBA	Management	Sakshi
113	Anju	23MBA23	MBA	Management	Anju
114	Khushboo	23MBA46	Mba	Mba	
115	Apurva	23MBA20	MBA	Management	Apurva
116	Simran	23MBA29	MBA	Management	Simran
117	Preeti	23MBA31	MBA	Management	Preeti
118	Anisha	23 MBA 40	MBA	Management	Anisha
119	Parveen	23MBA18	MBA	Management	Parveen
120	Khushi	23 MBA24	MBA	Management	Khushi
121	Manisha	22MBA38	MBA	Management	Manisha
122	Bhavna	22 mba 40	Mba	Commerce	Bhavna
123	Soniya yadav	22MBA36	MBA	Management	Soniya
124	Jyoti	22MBA11	MBA	Management	Jyoti
125	Vishakha	22MBA50	MBA	Management	Vishakha
126	Ruchika Goyal	23mba39	MBA	MBA	Ruchika
127	PRITI	22MBA42	MBA	Management	Priti
128	Muskan		404 MBA	Management c	Muskan
129	Sudesh	22MBA04	MBA	Management	Sudesh
130	Shelja Saini		30 MBA 1st year	MBA	Shelja



Mysalau
Principal
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Balana Mohindergarh (HR.)



GENDER EQUALITY INITIATIVES

RPS College of Engineering & Technology undertakes to promote gender equality and support students of all genders:

For Males:

- 1. Men's Health and Wellness Programs:**
 - Workshops and seminars addressing men's physical and mental health.
 - Health screenings and awareness campaigns on issues specific to men.
- 2. Men's Support Groups:**
 - Creating a safe space for male students to discuss and address their concerns.
 - Peer support programs to encourage positive mental health.
- 3. Career Development Workshops:**
 - Focused sessions on career planning, goal-setting, and leadership for male students.
 - Mentorship programs connecting male students with successful male professionals.
- 4. Fatherhood and Family Support:**
 - Workshops on parenting, work-life balance, and family dynamics for male students.
 - Discussions on shared responsibilities within families.
- 5. Diversity and Inclusion Training:**
 - Training programs to promote understanding and acceptance of diverse perspectives among male students.
 - Encouraging dialogue on topics like toxic masculinity.

For Females:

- 1. Women in Leadership Programs:**
 - Leadership workshops and mentorship programs for female students.
 - Guest lectures by successful women leaders in various fields.
- 2. Women's Health and Wellness Initiatives:**
 - Health fairs and workshops addressing women's health issues.
 - Accessible and affordable healthcare resources for female students.
- 3. Women's Empowerment Clubs:**
 - Student-led clubs focusing on empowerment, advocacy, and community engagement for female students.
 - Events celebrating women's achievements and contributions.
- 4. Gender Sensitization Workshops:**
 - Training programs to raise awareness about gender-based discrimination and harassment.
 - Creating a culture of respect and understanding among all students.
- Parental and Maternity Support:**
 - Providing resources and information about balancing academics and parenting.
 - Support systems for pregnant or parenting faculties and students.
- 6. Scholarships and Grants for Women:**
 - Financial aid and scholarships to encourage female students to pursue education in various fields.



M. Prakash
Principal
R.P.S. College of Engg. & Tech.
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