



## <<WOMEN EMPOWERMENT CELL>>

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### WOMEN EMPOWERMENT AND SAFETY POLICY

#### Preamble:

Empowerment of women is a socio-political ideal envisioned in relation to the wider framework of women's rights. It is a process that leads women to realize their full potential, their rights to have access to opportunities, resources and choices with the freedom of decision making both within and outside home.

The policy serves to guide all the stakeholders for the implementation of Women Empowerment Cell and contains the following:

(1) Intent of the policy (2) Vision (3) Policy Statement (4) Procedures that explain its implementation/operation and (5) Additional information, if any.

- 1. Intent of the Policy:** This policy intends to guide BMSIT&M's efforts in implementing Feminism, Women Empowerment and Women Safety, dignity, health and happiness of women and to assert their equality and human rights.
- 2. Vision:** A society in which, women attain their full potential and are able to participate as equal partners in all spheres of life and influence the process of social change.

**Mission:**To create an effective framework to enable the process of developing policies, programs and practices which will ensure equal rights and opportunities for women in the family, community, and workplace and in governance.

- 3. Policy Statement:** Women Cell of BMS Institute of Technology and Management is established with the motto of "**towards self empowered mind**". The cell aims to empower girl students and faculty, enhance their understanding of issues related to women and to make the college campus a safe place for girls and women and to address the practical issues related to the welfare and equal opportunities for Women faculty, staff and students.

With a view to take up women's issues and problems, the cell aims at creating awareness of their rights and duties. It also provides a platform for women to share their experiences and views regarding their status in the society. Added to it suggestions for improvement and empowerment among themselves has been given. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, workshops, awareness programs and other welfare activities.

- 4. Implementation Procedure:**

- Identification of strong leadership, change-makers among women and girls and building their capacity.
- To promote a culture of respect and equality for female gender.
- To organize awareness programs on gender sensitization.
- The provision of opportunities and programs for girls and women to be financially, mentally and emotionally empowered to promote their growth as individuals in their own right.
- To conduct seminars and workshop to impart knowledge of opportunities and tools available and train the women.
- Arranging seminars to create awareness on the economic, social, political, and legal rights of women.
- Organizing different activities to make women aware of their health, sports, self-defense etc.
- Conducting various competitions to encourage their artistic talents for creative thinking.
- To highlight the importance of spirituality, health, hygiene and safety.
- Celebration of International Women's Day on March 8th, every year.
- To inculcate entrepreneurial attitude among young girls, scientists at the earliest so that they can be "job providers" rather than "job seekers".
- Counseling services for resident and non – resident students.
- Celebrate and recognize the achievements of female students, faculty, and alumni, highlighting their contributions to the institute and wider society.
- Collaborate with local women's organizations, NGOs, and community leaders to enhance the impact of women empowerment initiatives.
- Create a safe and inclusive learning environment that is free from gender-based violence, harassment, and discrimination.

## **5. Other/Additional Information:**

### **List of Women Empowerment Schemes in India**

- Beti Bachao Beti Padhao Scheme. ...
- Working Women Hostel Scheme. ...
- One-Stop Centre Scheme. ...
- Women Helpline Scheme. ...
- Mahila Police Volunteers Scheme. ...
- SWADHAR Greh. ...
- STEP (Support to Training and Employment Program for Women) ...
- Mahila Shakti Kendras (MSK)
- Rajiv Gandhi National Creche Scheme
- Ujjwala Scheme

## **Constitution of Women Empowerment Cell**

The Principal is pleased to constitute **Women Empowerment Cell** with the following members:

**Chief Coordinator:** Dr.Anitha V R, Associate Professor, Dept. of ECE

**Coordinator:** Dr.Radhika K R, Assistant Professor, Dept. of CSE

### **MEMBERS**

1. Dr.AnnammaAbraham, Professor, Dept. of Mathematics
2. Mrs.Thejaswini. S, Assistant Professor, Dept. of TCE
3. Mrs. Tejaswini B J, Assistant Professor, Dept. of H&S
4. Mrs.Mamatha K R, Assistant Professor, Dept. of ECE
5. Mrs.Vidya Pai, Assistant Professor, Dept. of CSE
6. Mrs. Shilpa G, Assistant Professor, Dept. of EEE
7. Dr.Shimna, Assistant Professor, Dept. of Civil
8. Dr.Vinutha, Assistant Professor, Dept. of ISE
9. Mrs.Nirupama, Assistant Professor, Dept. of MCA
10. Mrs.Rani, NCC Officer, Asst. phy Director, Sports
11. Ms. Usha G.C, Library Assistant, Dept. of Library

**Women Empowerment Cell** at BMSIT was established in the year 2010. Under this cell, various activities were organized for the benefit of Women.

### **Safety**

The Women Empowerment Cell took the initiative to install a Sanitary Napkin Dispenser and Incinerator in the campus. With the permission of the Principal, Sanitary Napkin Dispenser and Incinerator was purchased from M/S Edmetec International LLP in February 2020. The Machine is installed in Ladies rest room of 5th Floor, BSN block. A demo was given to the staff and house keeping people. All the Ladies staff and students are making use of the facility.



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I have the Freedom!"*



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The various activities were organized during the last year from July 2023 to June 2024 is as follows;

S.No.	Event	Date	Number of Participants	Remarks
1.	Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) act 2013	15 <sup>th</sup> Dec 2023	Students	<ol style="list-style-type: none"> <li>1. Prof. Tejaswini B J, Assistant Professor, HoD - HSS Department - Member of CICC &amp; WEC</li> <li>2. Dr. Geeta Amol Patil, Associate Professor, Department of ISE - Chairperson CICC</li> </ol>
2.	A Seminar on “Personality Development and Menstrual Hygiene”	12 <sup>th</sup> Jan 2024	Students, Faculty, Staff, House Keeping and Garden Staff	<ol style="list-style-type: none"> <li>1. Mrs. Shwetha Rajeev, Image Consultant and Soft Skills Trainer, Bangalore</li> <li>2. Mr.Sarvesh S Batni, Training Manager, L&amp;T F, Bangalore</li> </ol>
3.	Women’s Day Celebrations	15 <sup>th</sup> March 2024	Students, Faculty, Staff, House Keeping and Garden Staff	<p>Chief Guest:</p> <p>Dr.Balamati Choudury Scientist, CSIR-NAL, Bangalore</p>
4.	Application Development and Data Insights using “Oracle APEX” – Low Code Application Development Platform	20 <sup>th</sup> April 2024	Students of all the Departments	<ol style="list-style-type: none"> <li>1. Gowthami Gowda J S – Cloud Solution Engineer, Oracle</li> <li>2. Angeline Hilda W – Cloud Solution Engineer, Oracle</li> <li>3. KamaleshJayapandiarajArumugam – Cloud Solution Engineer, Oracle</li> <li>4. Dr. Kamal Peter – Principal Specialist, Oracle Volunteering &amp; CSR India</li> <li>5. Dr. Ajay Ahuja – Senior Director, Solution Engineering Programs, Oracle JAPAC</li> <li>6. Mr.Sai Chaduvula, Regional Account Manager- South India, ORACLE NetSuite Cloud ERP</li> <li>7. ArchanaPerumal, IT Consultant, Oracle Application Lab</li> </ol>
5.	India’s First Women Empowerment Maritime Fest 2024	30 <sup>th</sup> April 2024	Students of Core Departments	<p>Captain SUBHENDU HATI Head, Lonavala Campus Samundra Institute of Maritime Studies, Indian Merchant Navy</p>