

Gender Sensitization Cell

It is hereby informed to all that a Gender Sensitization Cell is constituted to provide an integrated and interdisciplinary approach to understand the social and cultural constructions of gender that shapes the experiences of women and men in society and to generate the awareness in regards to equality, social system and democratic activities.

Sr.	Constituency	Member	Designation
1	Head of Institute	Prof Priyadarsan Patra Vice Chancellor, NIST University	Chairperson
2	Women Cell Convener	Dr Sasmita Padhy HoD, Electrical and Hostel Superintendent	Secretary
3	Anti-ragging Committee Squad Representative	Dr Manjusree Nayak Course Coordinator, MCA	Member
4.	SC ST Cell Representative	Dr Shrabani Mahato Asso.Prof, Chemistry	Member
5	Representative of Faculty Member	Dr Runu Sahu Asso.Prof, Mathematics	Member
6	Non- Teaching Member	Ms.Soumya Mudali	Member
7	Representative of Students	Garima Panigrahy MBA 1st Year	Member
8	Senior faculty	Ms.Charulata Polei, Asst Prof ,CSE	Member
9	Nodal Officer	Dr Gayatri Panda, Asst Prof ,Management	Member Secretary

Objectives

- Achieve gender equality and empower all women and girls.
- To reduce the barriers caused due to discrimination and gender bias.
- To provide an integrated and interdisciplinary approach to understand the social and cultural constructions of gender that shapes the cultural and social experiences of women and men in society.
- To make the young boys and girl's gender sensitive and create positive values that supports the girls and their rights.
- To generate the awareness in regards to equality in law, social system and democratic activities.

Role and responsibilities

- Organize guidance sessions for all concern objectives.
- Creating awareness in the students about gender equality and empower all women.
- To provide overall guidance to the peer in integrating/mainstreaming gender in all activities of the institution.
- To raise the awareness in everyone to address prevailing gender and social issues in the society at large.
- Maintain the meetings and action taken reports in the meeting register from time to time.
- To provide an integrated and interdisciplinary approach to understand the social and cultural constructions of gender that shapes the experiences of women and men in society.
- To generate the awareness in regard to equality in law, social system and democratic activities.
- To promote gender equity & sensitization in curricular and co-curricular activities.
- To enhance specific facilities for women on campus in terms of Safety and security, Counselling, Common Rooms, Day care center for young children (if possible).
- To increase the awareness and raise women related issues and address to gender sensitizing problems.
- To prepare annual gender sensitization action plan.
- To examine all grievance letters received from the women staff/students regarding the sexual harassment in association with Sexual harassment committee.
- To examine and investigate on each complaint received from the women staff/ students by collecting the required information from connected people.
- To give feedback to the women staff/students concerned/ to find solution for their grievances.

Disciplinary action

If the person found guilty against whom the complaint is filed the Disciplinary Authority depending on the severity of the guilt may impose the following penalty;

1. Minor Penalties:

- Warning or,
- Caution, Censure or reprimand
- Cancellation/ Withheld Scholarship/Award/Prize/Medal.
- Withholding or stoppage of increment without cumulative effect.
- Withholding promotion for a period not exceeding one year.

2. Major Penalties:

- Demotion to a lower grade or reduction in post or to a lower stage in a time scale of pay for a specified period or permanent reduction in rank.
- Suspension or, Institution/Hostel.
- Expulsion from the Institution/Hostel.

- Temporary annulment from the Hostel/Institution.
- Termination, by way of removal, dismissal from service.
- Rustication from the Institution.

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Copy to:

1. The PA to Vice Chancellor for kind information
2. The PA to Registrar for information
3. The CoE/Deputy CoE/Exam Superintendents
3. All the Deans /Hods/Course Coordinators/Batch Coordinators/Facility Managers/All Faculty/All Technical Staff/All Staff /All Student for information.