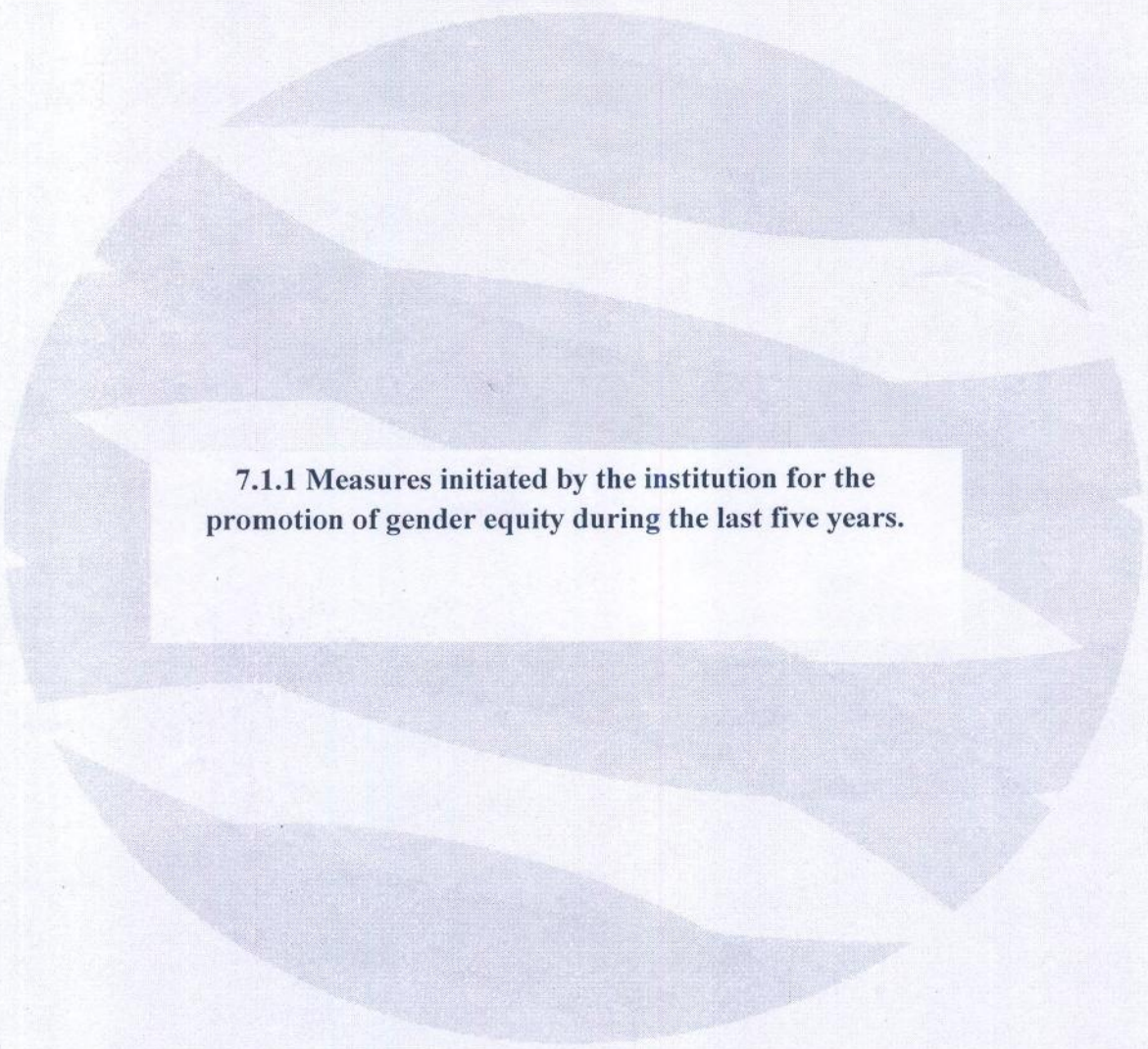


# **INVERTIS**

## **UNIVERSITY BAREILLY**

### **BUILDING VIBRANT PERSONALITIES**



**7.1.1 Measures initiated by the institution for the promotion of gender equity during the last five years.**



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**7.1.1 Measures initiated by the institution for the promotion of gender equity during the last five years.**

**Describe gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words.**

**a) Safety and Security**

Invertis University, Bareilly is committed towards the promotion and practice of the ideals of social and natural justice, human dignity and rights of all human beings. Therefore, it realizes the significance and the need for having a Gender Harmony and Anti Sexual Harassment Policy and establishment of the Committee for safety and security whose foremost role and responsibility is to create an atmosphere free from any form of sexual discrimination and sexual harassment, prevention, prohibition and social security, counseling etc.

Invertis university takes care of the safety and security not only for the persons associated with Invertis University ,Bareilly but also try to influence the people of nearby area. A women grievance Cell for redressal of grievances has been constituted to maintain safety and security of girls and Women at Invertis University. Our women grievance cell remains active all the time to prevent any sexual abuse towards the students and female workers.

Any student, staff or worker can complain at our women grievance in case of harassment or sexual abuse. The members of the Cell will look into the issues, gather the evidence, and take the necessary action against the guilty. Cell also takes precautionary measures to avoid any kind of harassment to females on the campus and stays vigilant all the time.

This cell is meant for maintaining the records of grievances, actions taken thereon and settlement of grievances. The cell is headed by the Dean Welfare , four lady faculty members and girl hostel wardens.

Special tab named complaint is introduced on our ERP system which accessible to all users , where our students or staff can submit grievances. Students or staff member are free to write applications, email or messages to Women grievance Cell in case of any harassment faced by them. Any grievance found is scrutinized and necessary actions are immediately taken by the Cell. In case of emergency, the head of Grievance calls a meeting along with proctorial board and addresses the problems immediately. During the last two years the cell is resolving the difficulties of the girl students 'grievances. It was settled harmoniously.

The members of Proctorial Board also look after the safety and security of girls and lady members of Invertis University.

*Santosh*  
Registrar  
Invertis University  
Bareilly

To uphold Women's Right to create healthy and secure environment, Our University organized the following seminar/workshop.

A seminar was organized on "Women health and hygiene " by inviting Dr.Archana Agarwal , Clara Swain Mission Hospital, Bareilly on 25/04/19 for female faculty and staff members of Invertis University

Periodical Meeting with girls students

#### **b) Counseling**

Though University has policy to do the counseling in various levels including Class In charges, engaging professional counselor etc. and has taken special care for counseling in gender equality and gender harmony. It takes pro-active role in creating social, physical and psychological environment and awareness. Counseling is provided to encourage the students for early reporting of any experience regarding sexual harassment or gender conflict. Also encourage them to create a healthy environment in and around the campus. Awareness and counseling has been generated to ensure that complaints will be dealt with in a sensitive, equitable, fair, timely and confidential manner.

#### **c) Common Room**

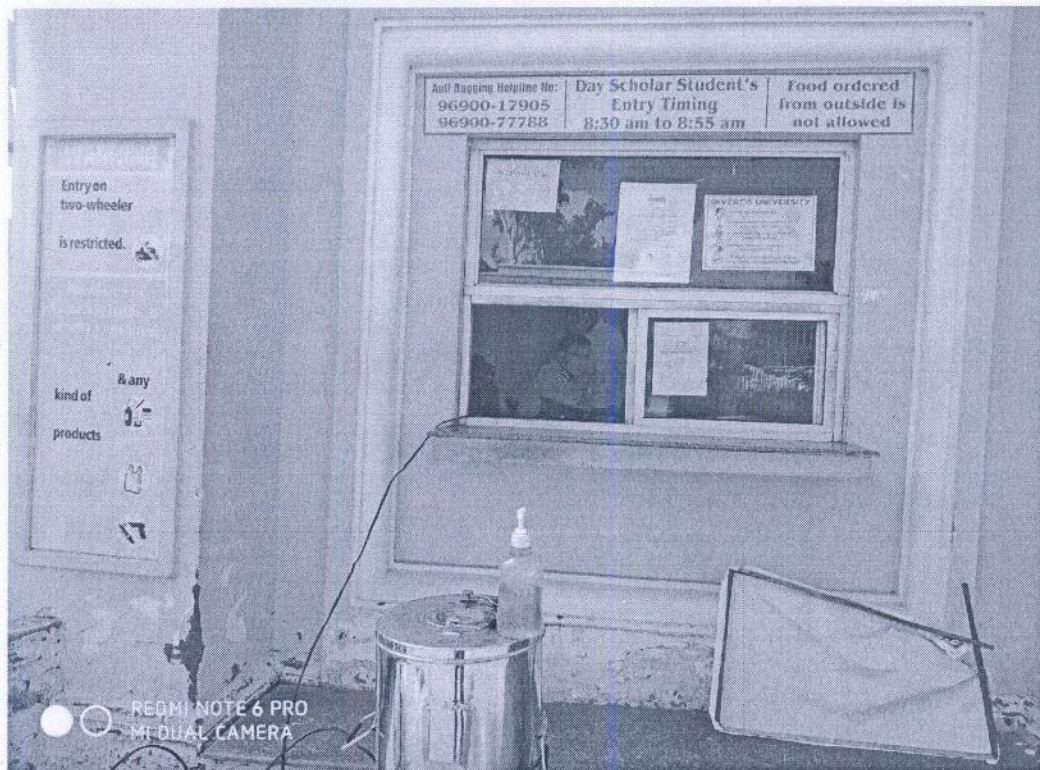
To keep the privacy as well as to eliminate unwanted incidents, University maintains separate common room for boys and girls. These common rooms are used by faculty members and students for socializing relaxation. In hostels , girls common room and boys common is designed with new Equipment to promote collaborative learning among students. These common rooms also serve as recreational area for the students.

*Santosh*  
Registrar  
Invertis University  
Bareilly

**CCTV Room**



**Security Room**



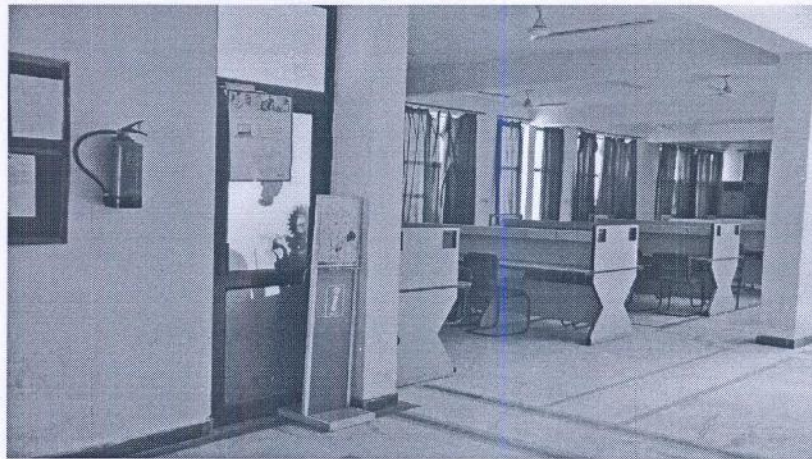
*Santosh.*  
Registrar  
Invertis University  
Bareilly



**Common Room**



*Samir Singh*  
 Registrar  
 Invertis University  
 Bareilly



ATM Services inside Campus



*Santosh*  
Registrar  
Merris University  
Zareilly

### **Annual gender Sensitization action plan**

In addition to creating a center for women's empowerment and gender equality, gender equality policies are one of the Invertis University priorities across the entire university and enable specific achievements with the action from all areas. The pioneering nature of this commitment was recognized by the Responsible Invertian organized for women empowerment and gender equality. We look at the measures Responsible Invertian has been bringing a positive change in mentalities and practices supporting equity among genders within the university. Responsible invertia acknowledges we share certain values and principles, such as equality, inclusion, respect for human dignity, fairness and justice for all. We also acknowledge the support for a diversity of talent. We renew our commitment in teaching future generations and being a role model. We also commit to counteract to any existing inequalities.

Responsible invertia through its proactive faculty, staff and student programs, will annually look into the following:

- Promoting communication with respect for human dignity and social responsibility.
- Allow the recognition of multidimensional representations of women and men.
- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- A senior role in every campus whom faculty and students can reach out in matters of need related to gender-related communication.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours and at hostels.
- A network of gender equality advisers facilitated for Women Empowerment and Gender Equality.
- Balanced gender quota in hiring committees
- Our student code of conduct promotes gender parity at the governance level.

*Santosh.*  
Registrar  
Invertis University  
Bareilly

## Meeting of Women Grievance Cell Report

Inbox



**RubinaVerma** <rubina.v@invertis.org>

Fri, Jun 12,  
12:09 PM

to me, Darshneel, Nasreen, Priyanka, Meeta, Nishu, Jitendra, Singh, santosh, Santosh

Dear All,

Women Grievance Cell of Invertis University is constantly working for the safety, security, and welfare of female faculty, staff, and students. In the present situation of COVID -19, we ensure our support and safety to females.

In this regard, All the members of the Women grievance cell are requested to attend the meeting on June 13, 2020, at 9:15 am in Admin Block. Chairperson, Ms. ShaliniAnand will preside the meeting on " Health and Safety Measures for Women" with the following agenda:

1. Health and Safety Measures for Working Women.
2. Stress Management Activities
3. Work-related challenges during Pandemic
4. To propose a national seminar or guest lecture on "Women's health and safety during COVID-19."

Looking forward to your timely presence.

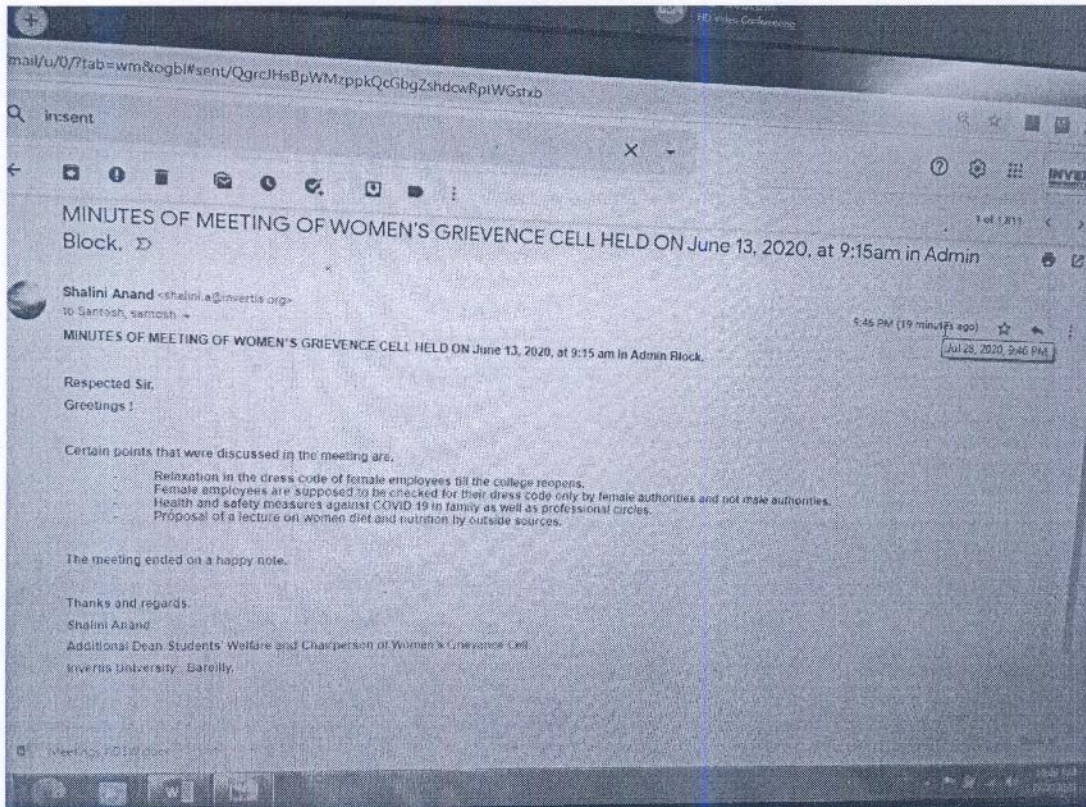
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Thanks and Regards,

**Dr. RubinaVerma**  
Head Of Department  
Professional Communication  
Invertis University,  
Bareilly

*Santosh.*  
Registrar  
Invertis University  
Bareilly

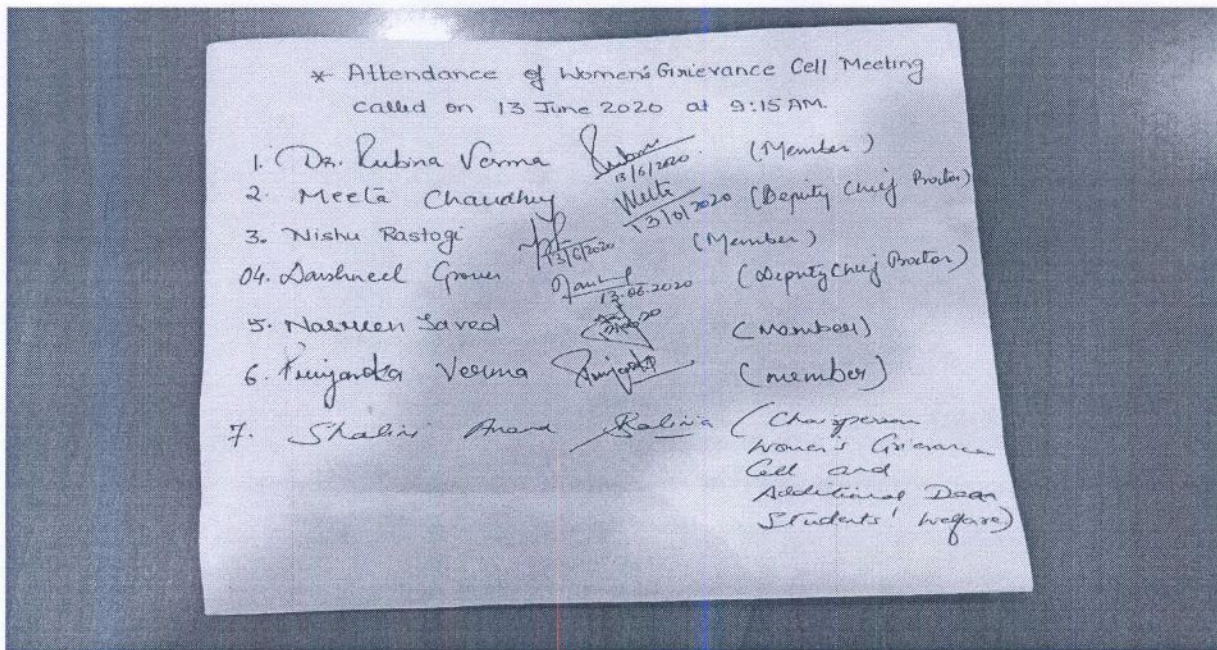




BELOW ARE THE PHOTOS OF THE METTING DISCUSSED ABOVE .....



*Santosh.*  
Registrar  
Inverta University  
Bareilly



• **RECORD OF MEETINGS CONDUCTED BY ADDITIONAL DEAN STUDENTS WELFARE AND LADY DEPUTY CHIEF PROCTORS FOR THE WELFARE OF GIRL STUDENTS AND THEIR HEALTH AND HYGIENE.**

Meeting of all girl students @11:15 AM today.

Inbox

Ajay Indian <ajay.i@invertis.org>

Mon, May 7, 2018, 10:56 AM

to All, Kushal, Hires, Gaurav, umesh, Sonal, Vice, YDS, Shivangi, me, Darshneel, Shradha, Anshika, Pratibha, Neeraj, Ankita

Dear All,

You all are requested to inform all the girl students of Invertis University that they are required to assemble in Main Auditorium for a short meeting at 11:15 AM today.

*Santosh*  
Registrar  
Invertis University,  
Bareilly

Respective UT-II in-charges are also requested to do the same by informing the girl students in their respective buildings.

Following members are also requested to attend the meeting-

Ms. ShaliniAnand (ADSW)

Ms. ShivangiGhildiyal (DCP)

Ms. PratibhaGautam (DCP)

Ms. Darshnil Grover

Ms. Anshika Agarwal

Thanking you all.

(Ajay Indian)

Associate Professor & Chief Proctor

Department of Computer Applications

Invertis University, Bareilly.

Off. Phone-0581-2460442,443, Ext. No. 152( UB Block), 273(M Block)

Personal Mobile No.-09410245761

Official Mobile No.-09690077788

*Santosh*  
Registrar  
Invertis University  
Bareilly



## Minutes of Meeting

<b>Subject:</b>	Discussion with the girls student	<b>Coordinator</b> :	Chief Proctor Sir
<b>Date &amp; Time:</b>	7 <sup>th</sup> May 2018 & 11:30 am – 12:00 pm	<b>Venue:</b>	Auditorium (Campus)
<b>Address By:</b>	ADSW Ms. ShaliniAnand, Ms. ShivangiGhildiyal and Ms. Darshneel Grover.	<b>Attendees:</b>	All Girls student in campus.
<b>Submission Date:</b>	8 <sup>th</sup> May 2018	<b>Submitted By:</b>	Ms. ShivangiGhildiyal
<b>Duration:</b>	30 minutes		

### AGENDA:

S. No.	AGENDA	Address By
1	Discussion about Women Hygiene and basic etiquettes to use Bathrooms.	DCP

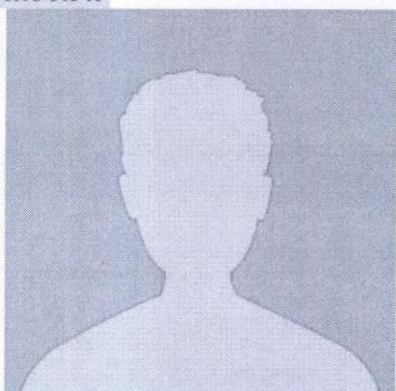
*Sant*  
Registrar  
Invertis University  
Bareilly

**MINUTES:**

S. No.	DISCUSSION
1.	To ensure that students should follow the bathroom etiquettes.
2.	A complaint from students regarding flush/dustbins and handwash not available in the bathroom is noted down to their concerned buildings.
3.	Make sure that building supervisor should be convey for the same and make it correct ASAP before end semester exam.
4.	Also discussed with the student regarding dress code to be followed in the campus during casual days too.

Short meeting of all girl students of University

Inbox x



Ajay Indian <ajay.i@invertis.org>

Tue, Sep 25, 2018,  
9:15 AM

to All, umesh, Sonal, Vice, YDS, santosh, Rajesh, Manish, Prem, Ialta, me, Darshneel, Meeta,

Dear All,

Good morning.

You all are requested to inform **all the girl students of Invertis University** that they are required to assemble in **Main Auditorium for a short meeting at 2:00 pm today.**

Following members are also requested to join the meeting:

*Santosh.*  
Registrar  
Invertis University  
Bareilly

S. No.	AGENDA	Address By
1	Discussion about Women Hygiene and basic etiquettes to use washroom facilities through powerpoint presentation prepared by Ms. Darshneel Grover.	DCP Ms. Darshneel Grover and ADSW Ms. ShaliniAnand.

MsShaliniAnand (ADSW)  
MsDarshneel Grover (DCP)  
MsMeeta Chaudhary(DCP)  
MsAnshika Agarwal (Proctorial Board Member)

*Santosh.*  
Registrar  
Invertis University  
Bareilly

Thanking you all.

(  
Ajay Indian)  
Associate Professor & Chief Proctor  
Department of Computer Applications  
Invertis University, Bareilly.  
Off. Phone-0581-2460442,443, Ext. No. 15  
2( UB Block), 273(M Block)

Personal Mobile No.-09410245761  
Official Mobile No.-09690077788



## Minutes of Meeting

<b>Subject:</b>	Discussion with girl students	<b>Coordinator:</b>	Chief Proctor Sir
<b>Date &amp; Time:</b>	25 <sup>th</sup> Sept.2018 at 2:00pm	<b>Venue:</b>	Auditorium (Campus)
<b>Address By:</b>	ADSW Ms. ShaliniAnand,DCP Academic Block3 Ms. Darshneel Grover with DCP Academic Block 1 and 2 Ms. Meeta Chaudhary and Hostel Warden Ma'am Ms. Swati Bajpai.	<b>Attendees:</b>	All girl students in campus.
<b>Submission Date:</b>		<b>Submitted By:</b>	
<b>Duration:</b>	1 hour.		

*Santosh.*

Registrar  
Invertis University  
Bareilly

**AGENDA:**

S. No.	DISCUSSION
1.	To ensure that students should follow the washroom etiquettes and take care of personal grooming.
2.	A request from the students of BSc. Fashion Designing to maintain wash room facility in Computer Block as they have to come to M Block during breaks and which is overcrowded.
3.	For the smooth functioning of toilet facilities, regular soap and water supply three girls as student supervisors have been appointed from each block. Academic Block 1 – Vertika Verma B.Sc regular 3 <sup>rd</sup> sem. Academic Block 2 – Kavya Saxena .B.Sc Hons 3 <sup>rd</sup> sem Academic Block 3 – Priya BCom Hons 1 <sup>st</sup> sem.
4.	Early morning the tap water is muddy in Academic Block 3. Ensured the girls that it will be taken care of.
5.	Also discussed with the student regarding dress code to be followed in the campus during casual days too.

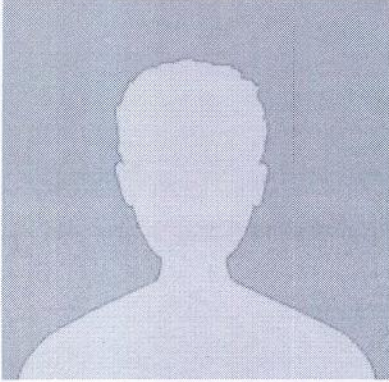
**MINUTES:**

*Santosh.*  
Registrar  
Invertis University  
Bareilly



Meeting of all the girl students

Inbox x



Ajay Indian <ajay.i@invertis.org>

Wed, Jan 30,  
11:43 AM

to All, umesh, Sonal, YDS, Rajesh, Prem, Manish, santosh, lalta, me, Darshneel, Meeta

Dear All,

You all are requested to inform **all the girl students of Invertis University** that they are required to assemble in **Main Auditorium for a short meeting at 2:15 pm today.**

Following members are also requested to attend the meeting-

Ms. ShaliniAnand (ADSW)  
Ms. Darshnil Grover (DCP)  
Ms. Meeta Chaudhary(DCP)

*Santosh.*  
Registrar  
Invertis University  
Bareilly

Thanking you all.

(  
**Ajay Indian)**  
**Associate Professor & Chief Proctor**  
**Department of Computer Applications**  
**Invertis University, Bareilly.**  
**Off. Phone-0581-2460442,443, Ext. No. 15**  
**2( UB Block), 273(M Block)**

**Personal Mobile No.-09410245761**  
**Official Mobile No.-09690077788**

**MINUTES OF MEETING WITH GIRL STUDENTS CONDUCTED ON 30-1-2019.**

**Subject – Discussion with girl students**

**Cordinator – Chief Proctor Sir**

**Date and Time – 30-1-2019 at 2:15 pm.**

**Venue – Main Audi.**

**Duration – 45 minutes.**

**Address by – ADSW Ms. ShaliniAnand**

**DCP Academic Block 3 Ms. Darshneel Grover.**

**DCP Academic Block 1 and 2 Ms. Meeta Chaudhary.**

**Hostel warden Ma'am Ms. Swati Bajpai.**

**Discussion - Building up the confidence level in girls , women hygiene and basic etiquettes.**

**In the meeting conducted on 25th Sept 2018 the following three girls were appointed as supervisors for the smooth functioning of washroom facilities and other requirements.**

**Academic Block 1 – VertikaVermaBsc reg. 4<sup>th</sup>sem**

**Academic Block 2 – KavyaSaxena BSc. Hons 4<sup>th</sup>sem**

**Academic Block 3 – PriyaBCom Hons. 2<sup>nd</sup> sem.**

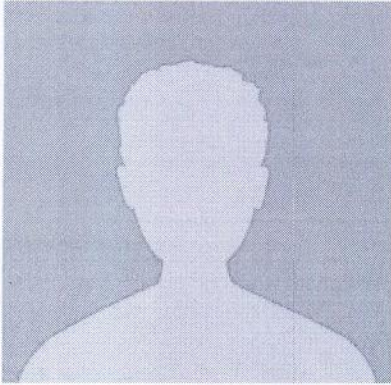
**These girls were given gifts for their good performance.**

**The meeting ended on a satisfactory note.**

Meeting of girl students of academic block 3 today at 2:15 pm

Inbox x

*Santosh.*  
Registrar  
Invertis University  
Bareilly



Ajay Indian <ajay.i@invertis.org>

Wed, May 1,  
12:27 PM

to All, umesh, YDS, santosh, Manish, Prem, Rajesh, Ialta, me, Darshneel

Dear All,

You are requested to inform all the girl students of Academic Block 3 that they are required to assemble in the Architecture Hall on the second floor for a short meeting at 2:15 pm today.

Following members are also requested to convene the meeting-

MsShaliniAnand (ADSW)  
MsDarshnil Grover (DCP)

Thanking you all.

(  
Ajay Indian)  
Associate Professor & Chief Proctor  
Department of Computer Applications  
Invertis University, Bareilly.  
Off. Phone-0581-2460442,443, Ext. No. 15  
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Official Mobile No.-09690077788

MINUTES OF MEETING CALLED ON 1-5-2019 WITH GIRL STUDENTS OF ACADEMIC BLOCK 3.

*Santosh.*  
Registrar  
Invertis University  
Bareilly

**Subject – Discussion with girl students**

**Cordinator – Chief Proctor Sir Mr. Ajay Indian.**

**Date and Time – 1-5-2019 at 2:15 pm.**

**Venue – Architecture Hall.**

**Duration – 45 minutes.**

**Address by – ADSW Ms. ShaliniAnand  
DCP Academic Block 3 Ms. Darshneel Grover.**

**Discussion – Recently two major issues came up from the girls of academic block 3.**

- 1. Using abusive language publicly.**
- 2. Writing dirty comments on the doors of the washrooms.**

**ADSW and DCP warned the girl students against any such issues coming up in future and strict action will be taken against those found guilty. Also told them about the difficulty the supervisor had to face in getting the doors cleaned because the comments were written in fast and pesky ink. They could not be wiped out and finally that area of the doors had to be painted.**

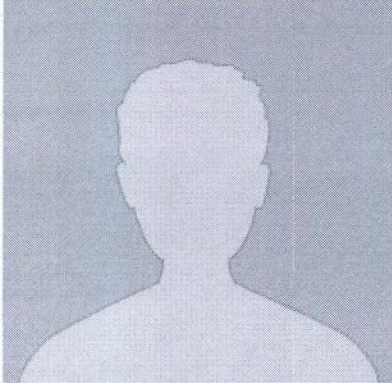
**The meeting ended on a satisfactory note.**

**Thanks and regards  
ShaliniAnand.  
ADSW  
Invertis University.**

*Santosh*  
**Registrar**  
**Invertis University**  
**Bareilly**

## Regarding precautionary measures for girl students

Inbox



**ShaliniAnand <shalini.a@invertis.org>**

Sat, Feb 2,  
2019, 1:45 PM

to Hod, YDS, Ialta, Rajesh, Dr.P.P.Singh, Manish, santosh, Ajay

Respected All ,

Greetings !

With due respect it is humbly requested of you to kindly inform all the faculties of your respective departments that on precautionary grounds avoid engaging girl students for attending or escorting male guests who visit our university campus for lectures or other purposes.

They may engage boy students for this work especially for the responsibilities of the guest house in their presence.

Thanks and warm regards.

Shalini Anand.

ADSW

Invertis University.

Bareilly.

*Santosh*  
Registrar  
Invertis University  
Bareilly

### Describe gender equity & sensitization in curricular and co-curricular activities, facilities for women

Year	Date and duration of the initiative	Name of the initiative	Issues addressed
2020	21-25th May- 2020	Mask- Task Competition	To aware the citizens of Bareilly about significance of using Mask during Covid 19. The online competition organised to persuade and to spread the awareness among the people that how mask is becoming important part of their life. Participants have to make a mask and give a message that how we can defeat CORONA.
2019	23-28th Sept-2019	WOMEN Self Defense workshop	To empower the girl's and to enable them to defend against any type of physical assault. Workshop helps to build self confidence so that they can contribute meaningfully to their own development and shape their own destiny and capacity enhancement through Self-defense training. The workshop also teaches to develop self respect, warrior reflex and spirit to girls along with street awareness for unwanted situations.
	12-Jan-19	Mobile cloth Distribution	It is not possible for everyone who can come and take clothes from wall of humanity so RI decided to distribute clothes in different location, where people need RI services. JED village was one of unprivileged village near bareilly so RI went there and distributed approximately 550 clothes
	4-Jun-19	Traffic rules awareness campaign	To aware citizens of Bareilly about traffic rules. Value of wearing helmet and seat belt. To aware people about disadvantages of not following traffic rules. To aware people to minimize traffic disturbances during peak hours. Don't give vehicle to kids not having valid authority from RTO. Aware people about speed limit.
	12-Jan-18	Priority Card Distribution camp	Priority card a medical card is a personal document in the form of a plastic card issued to all the Invertian including students, Faculty Members all the staff and BPL citizens of Bareilly, who are entitled to free or reduced-rate medical treatment. The medical card system is administered by "The Responsible Invertian Club" in association with Clara Swain Mission Hospital, Bareilly to ensure discounted medical facilities to all who need it

2018	12-Apr-18	Blood donation camp	Blood bank Participated: Clara Swain Mission Hospital, Bareilly, District Hospital, Bareilly, JMA Blood Bank, Bareilly, Rohilkhand Medical College Blood Bank, Bareilly
	27-Sep-18	Blood donation camp	Blood has no boundaries and the distinction of class, community and creed gets wiped out when good people get together and donate freely. To facilitate this cause the blood donation camp (अटल रक्तदान शिविर) was organized by "The Responsible Invertian club" on Thursday, 27th September, at Invertis University in collaboration with Clara Swain Mission Hospital, Bareilly under the strong supervision of the Honorable Chancellor Dr. Umesh Gautam, who is also the first person (Mayor) of Bareilly city
2017	5-May-17	Wall of Humanity	Perhaps the greatest social service that can be rendered by anybody to the country and to mankind is to bring up a family. Governments allocate enormous resources for social programs. And it is true that for many years we have had one of the best social service systems in the world. Yet we are still incapable of meeting the needs of tens of millions of Indian families.
2016	14-Oct-16	Blood donation camp	To facilitate a great cause the blood donation camp was organized by "The Responsible Invertian club" on Thursday, 14th October, at Invertis University in collaboration with Lions Club, Bareilly, under the supervision of the Honorable Chancellor Dr. Umesh Gautam. Entire team of "The Responsible Invertian Club" was carrying the different aspects of Blood Donation Camp like: on the spot registration, ensure proper testing of donors including their weight, BP, Sugar, Hemoglobin, ensure all the medical facility, maintaining of queue, after donation requisites etc.

*Bareilly*