



7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year.

Specific facilities provided for women at BRIG

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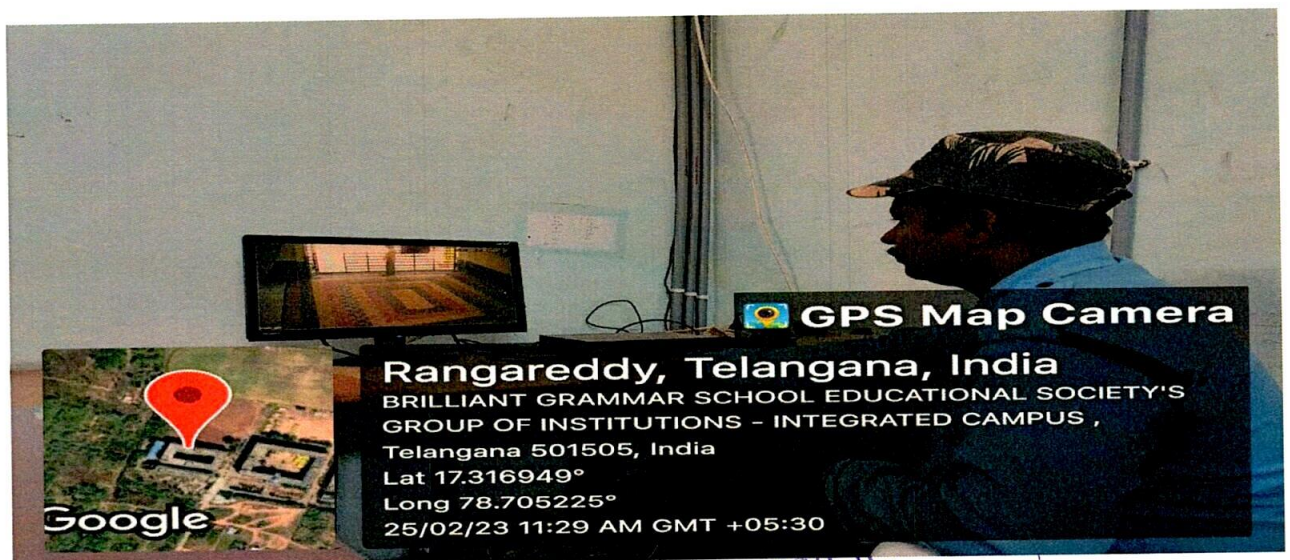


Specific facilities provided for women in terms of:

1. Safety and security
2. Counselling
3. Common Rooms
4. Day care center for young children
5. Any other relevant information

1. Safety and security:

College premises and corridors are under CCTV surveillance to ensure the effective safety of the students. Well-trained security guards are deployed at key locations. Fire extinguishers are available in labs and corridors. Regular check on fire extinguishers is taken care by administration department. . First aid box and fire alarm are provided in the main places of the college buildings. Department has a complaint box for the students grievances. Suggestions and grievances are timely redressed by the management. Students are instructed to follow safety norms while doing experiments labs. All students and employees of our Institution are allowed with ID card by our security at the main gate itself. The outside visitors will be allowed with passes. The two wheelers and four wheelers parking area are provided very near to the entry of our college and making pollution free inside the campus.



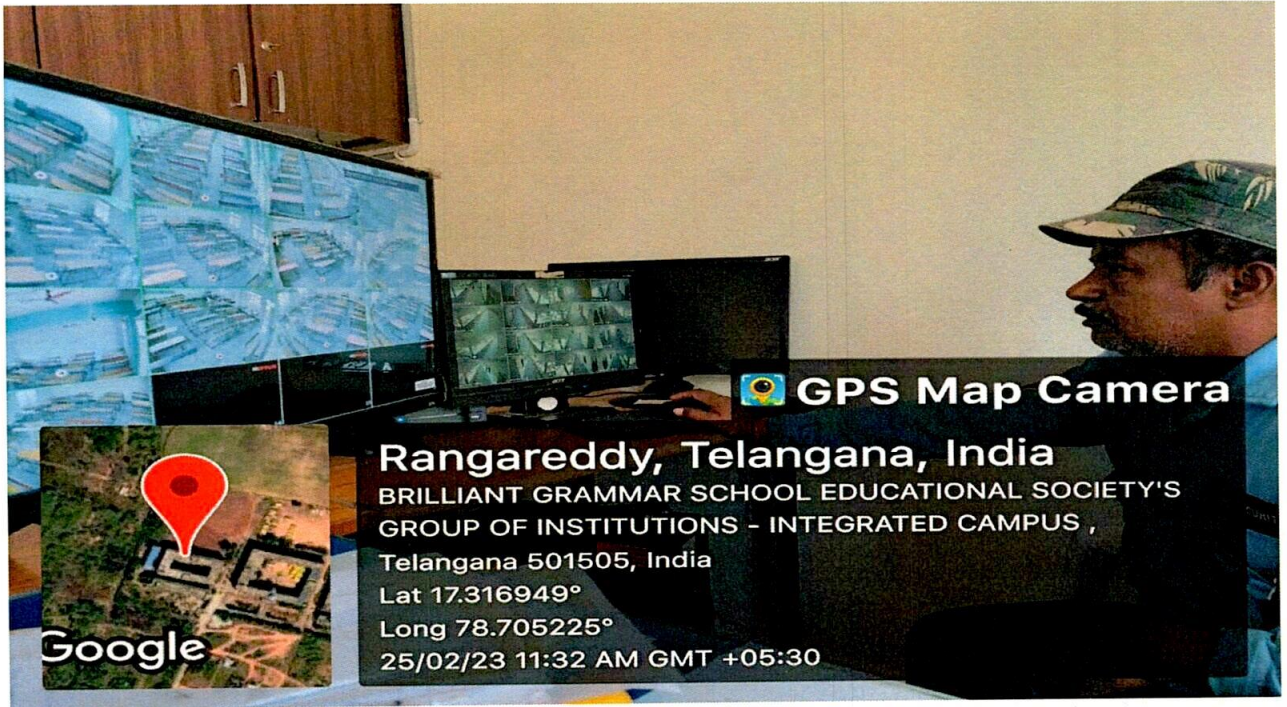
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Safety and Security provided for the students at BRIG with CCTV Surveillance .

2. Counselling:

Mentors counsel allocated mentees in their academic and personal problems to create a fearless environment. In order to resolve day to day academic problems of the students, mentors are appointed for a batch of 20 students, and they will counsel the respective students twice in a month, to solve the problems come across during their course of study. This is a continuous process till the end of academic career of the student. Counseling is arranged by the college for girl students in three major areas i.e., Counseling related to academics, career and behavioral patterns. The counselor counsels the student on issues like personal, psychological, emotional problems and difficulties. It helps them to deal with stressful or emotional feelings and to inculcate the positivity in them.

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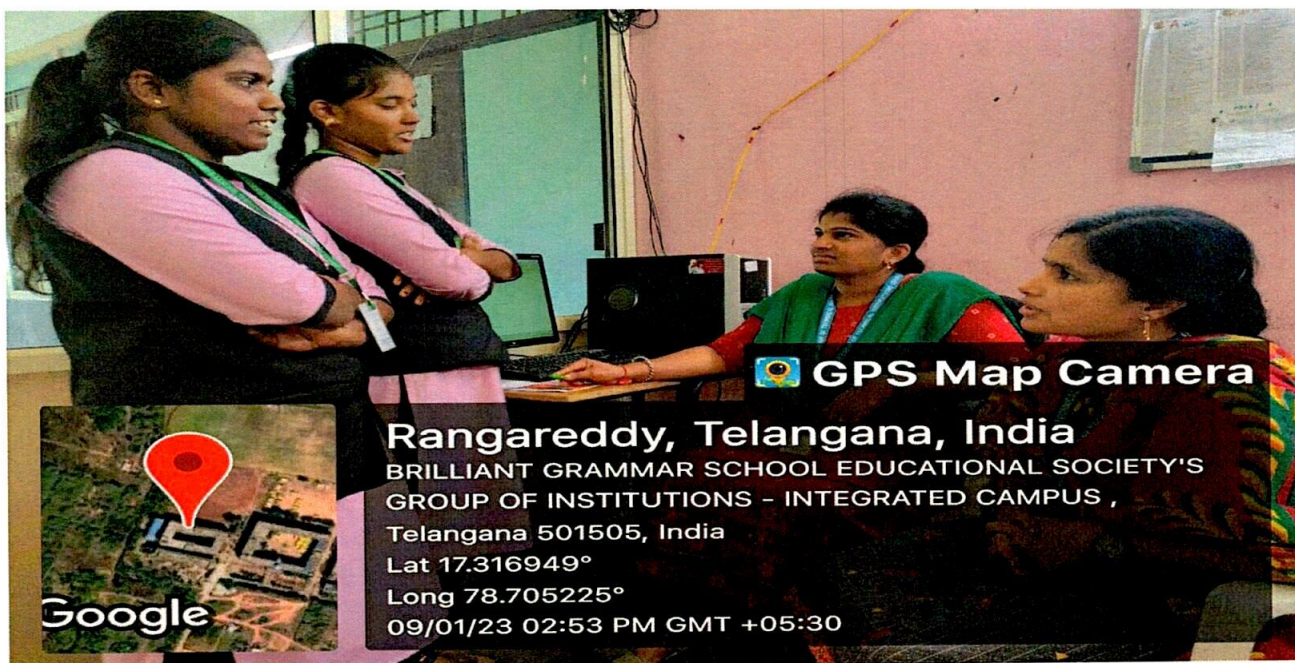
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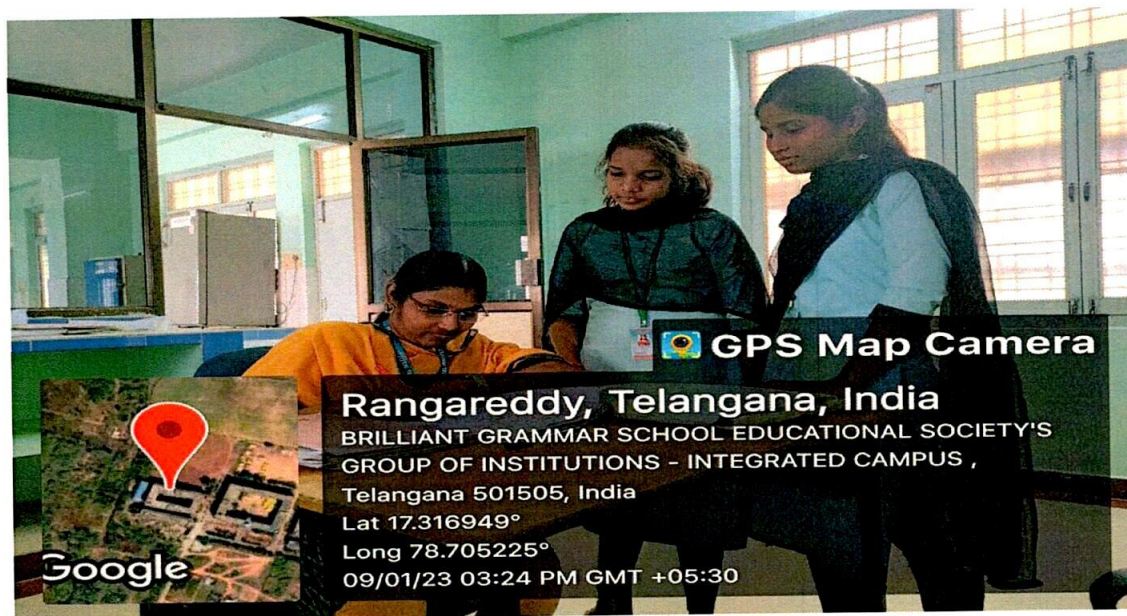
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Senior faculties Mrs. Sushma and Mrs. Jyothirmai (H&S Dept.) of BRIG are counseling the students in the academics, stress related and student personal problems.



Senior faculty Mrs. K Aruna Sri (Pharmacy Dept.) of BRIG is counseling the pharmacy students in the academics.

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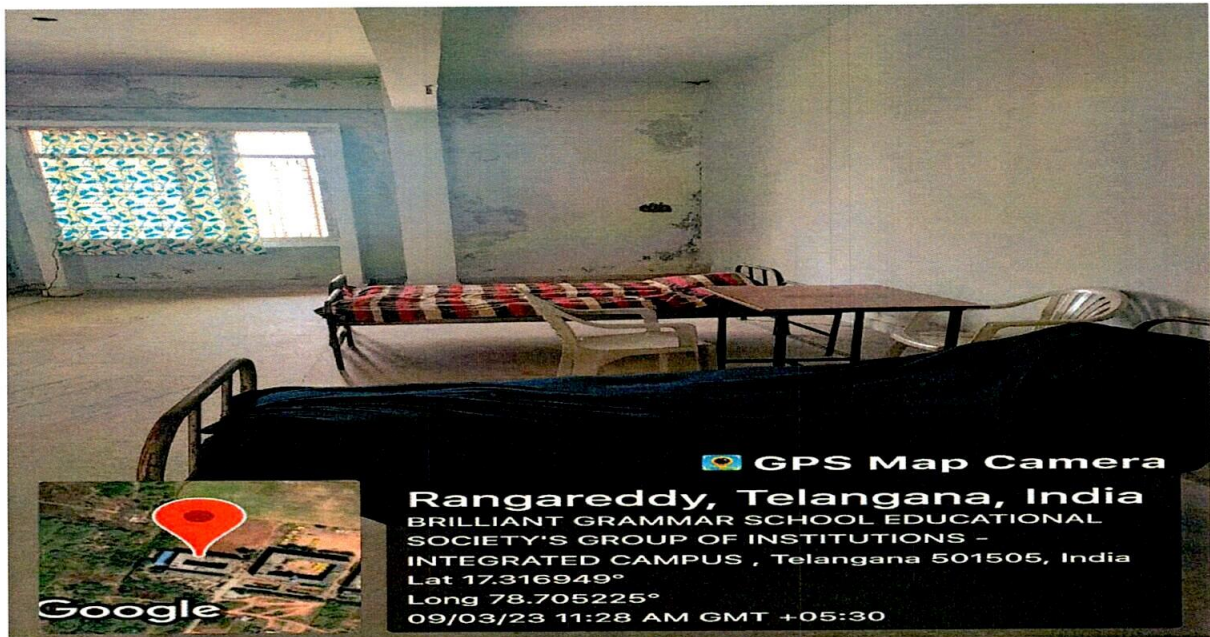
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Senior faculty Mrs. G Srivani Assistant professor of BRIGis counseling the students in stress related and student personal problems.

3. Common Rooms

Common rooms are provided to take rest for the girl students and boys whenever they required rest during their abnormal health condition. Apart from the regular facilities in common rooms, ladies rest rooms are provided with sanitary vending machines, incinerators for girls and lady faculty.



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A common room for Girl Students


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Sanitary Napkin Wending Machine for Women



4. Day care centre for young children

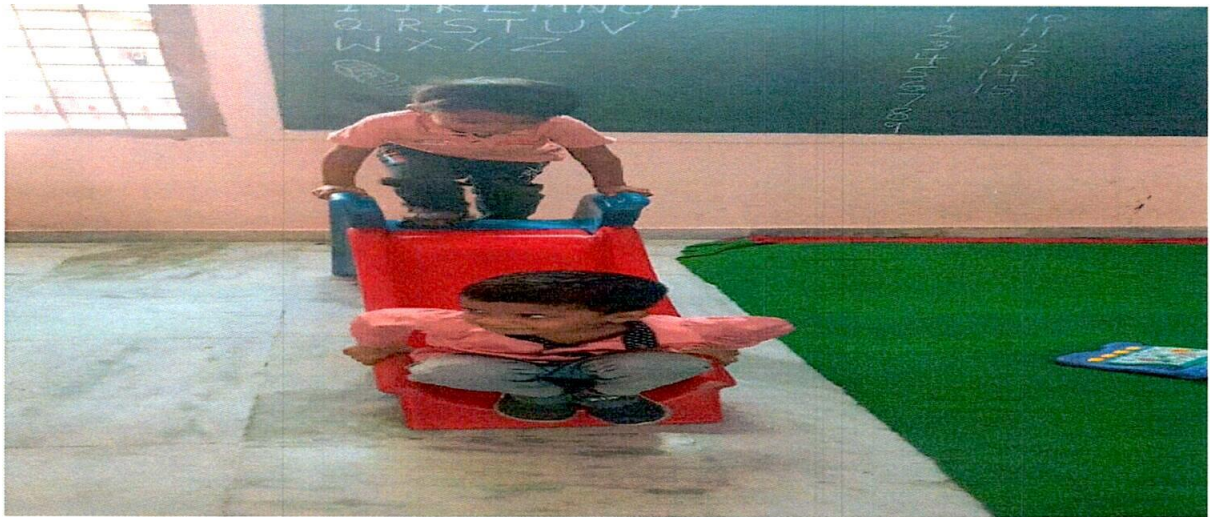
Child care is one of the most effective ways that colleges can help their employees in completing their work without being worried about their child's welfare. Institution provides an on-campus care center which is much less affordable and high in quality. Over the years, Institution has maintained the day care with essential products and services. An In-charge looks after them and takes care of their needs.

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Baby care center at BRIG to take care of Faculty children

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5. Any other relevant information:

5.1 Open and transparent system :

Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 38% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

5.2 BRIG rules and regulations:

BRIG Regulation & Policy guidelines for admission, recruitment, administrative functioning & academic activities safeguard the interests of the students, faculty & staff without any differentiation to their gender.

5.3 Awareness program:

Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are attend the programs on gender sensitization.

5.4 Active participation by female staff and student Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl's students along with female faculty members are allowed to go on industrial visits, technical exhibition etc.


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BRIG provides Maternity Leave for Female Employees and Paternity Leave for Male employees as under.

1	Maternity Leave (for Female employees)	Two Weeks (12 working days)	with pay
2	Maternity Leave for Female employee	90 days or depends on recommendations of Regd. Doctor	without pay (LOPs)
3	Paternity leave for Male Employees	One week or 6 working days	with pay

To be sanctioned with the medical certificate that the employee belongs to 1st, 2nd, and 3rd issue.

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