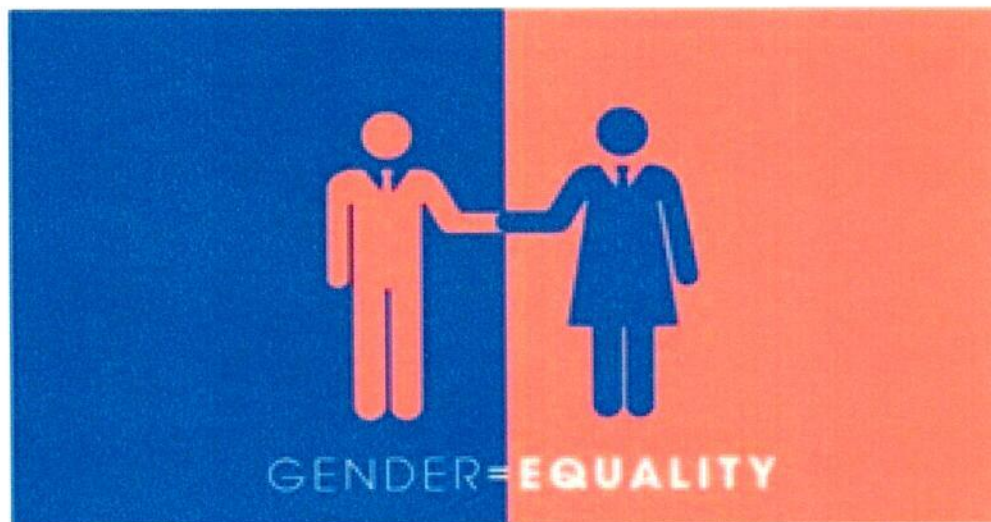




7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equality during the last five years.



**GENDER AUDIT OF
BRILLIANT GRAMMAR SCHOOL EDUCATIONAL SOCIETY'S
GROUP OF INSTITUTIONS - INTEGRATED CAMPUS
(2017-2018 to - 2021-2022)**

Contents:

- ❖ Introduction.
- ❖ Objectives of Gender Audit.
- ❖ Gender balance in Student Enrolment at BRIG (2017-18 to 2021-22).
- ❖ Gender Difference in Teaching Staff.
- ❖ Strength and Gender Sensitive Initiation in BRIG.
- ❖ Future Plan.
- ❖ Conclusion.


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INTERDUCTION OF INSTITUTION:

Brilliant Grammar School Educational Society's Group of Institutions - Integrated Campus is a highly reputed Institute, established in 2009 with EAMCET Counseling Code BRIG. The college is under the dynamic leadership of the veteran Director, **Dr. S PENIEL PAUL DOSS, M.Tech (Thermal Engg.), Ph.D** and Principal Pharmacy, **Dr. CH. KANTLAM, M.pharm (Pharmaceutical Chemistry), Ph.D**, who have more than 17 years of experience in Technical Education. The Brilliant Group turned a golden leaf with the icon of technical education in Telangana who steered the Engineering education onto the echelons of national and international corridors, a versatile, sagacious genius **Sri Kasireddy Narayan Reddy**, an eminent and dynamic educationalist of our state, taking reigns as the Chairman of all the colleges in Brilliant Group of Technical Institutions. He has been leading the Brilliant Grammar High Schools to be among the top-notch schools in our state since 1986. With the same motivation and dynamism, he established the Brilliant Group of Technical Institutions in 2009 and has been constantly upgrading them perpetually to promote a valued technical education in our state.

VISION:

To be a Centre of Excellence in higher education with a focus on innovative teaching and learning methods, research and consultancy and outreach and extension activities with an aim to build a creative, enlightened and a productive civil society.

MISSION:

- To provide the students with requisite knowledge of skills and values required to become a responsible and gender sensitive citizen.
- To create and disseminate knowledge through interdisciplinary research and creative inquiry towards developing a meaningful, progressive and gender neutral society.
- To equip the students with problem solving, leadership and team work skills and inculcating a sense of commitment to equality, ethical behavior and respect for all.
- To provide a platform for free flow of ideas where discovery, creativity and professional development finds a scope for fulfillment in making the world a better place to live in.
- To ensure academic excellence in this dynamic knowledge economy by exposing the students to new ideas, new way soft thinking and understanding, new ways of knowing in their journey of intellectual transformation.

With a view to reaffirm its vision of creating an enlightened productive Civil Society, BRIG initiates a gender audit to assess whether its internal plan, policies, practices and related support system for gender mainstreaming are effective. Through audit it tries to establish a baseline documentation of gender segregated data on every section of its system to bring gender balance in the campus and society at large



THE MAJOR OBJECTIVES OF THIS GENDER AUDIT ARE:

- To generate a gender segregated database of students and staff of the Institution.
- To identify the gender gaps and challenges.
- To execute the policies, rules and actions of the Institution in promoting gender equality and equity keeping the need and interest of all genders.
- To eliminate gender discrimination in any form including sexual harassment within the Campus premises.

Methodology:

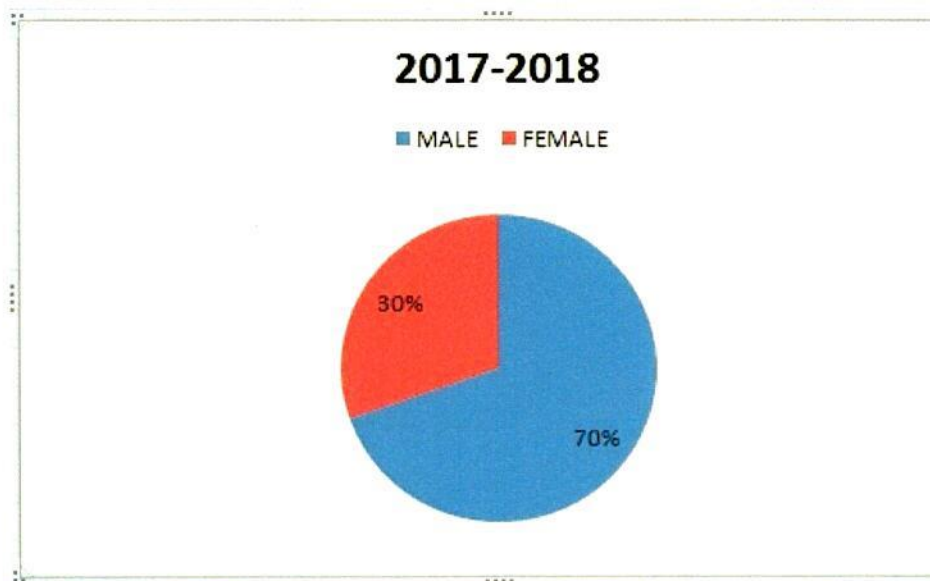
To undertake a comprehensive gender audit a committee was constituted comprising the experienced expert faculties of the Institution and gender experts of the state. Required gender based information and data was collected through standardized formats from each teaching and administrative departments. The final result of data analyse has been categorized in three different sections. Section-I is about Student's profile for UG programs, Section-II is about the profile of teaching staff.

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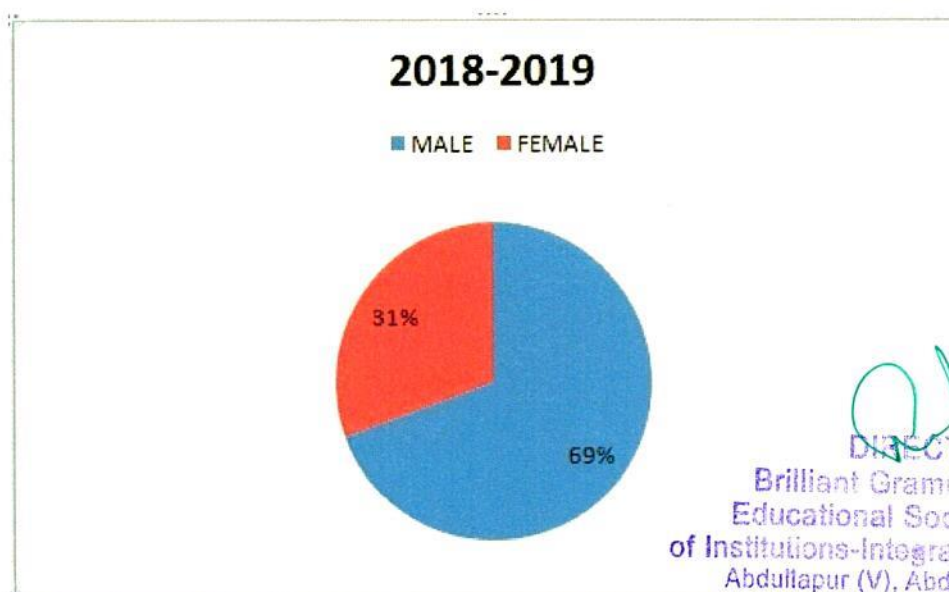



SECTION-I
GENDER BALANCE IN STUDENT ENROLLMENT at BRIG

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2017-2018	229	100	70	30	329



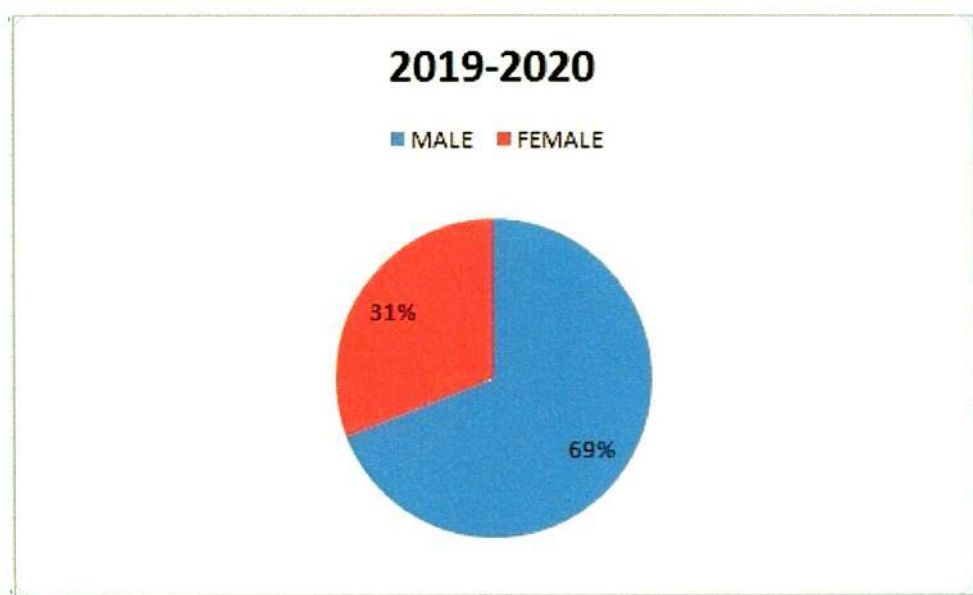
Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	323	142	69	31	465




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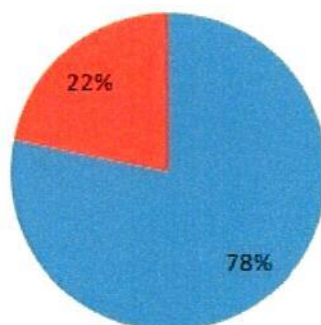
Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	313	140	69	31	453




Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	387	107	78	22	494

2020-2021

■ MALE ■ FEMALE




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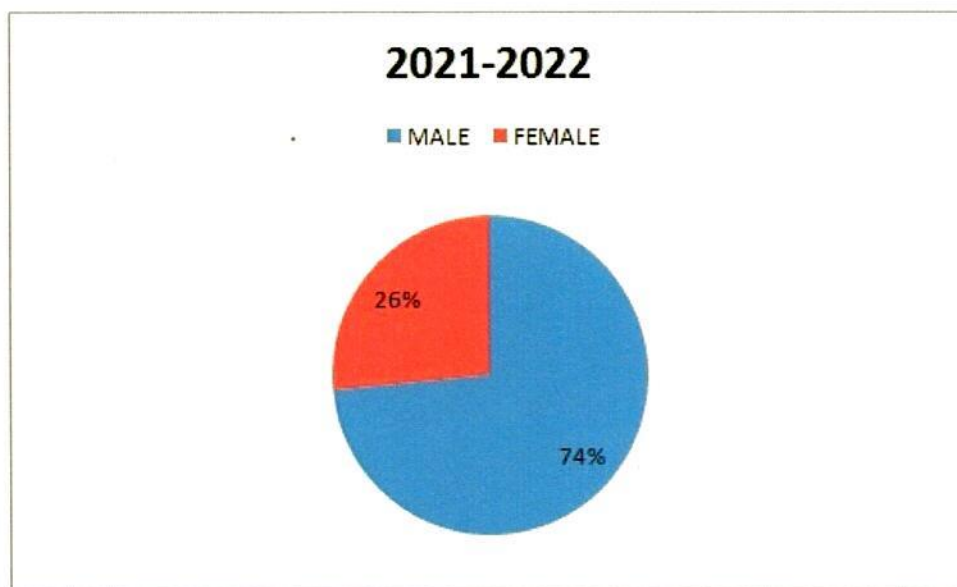


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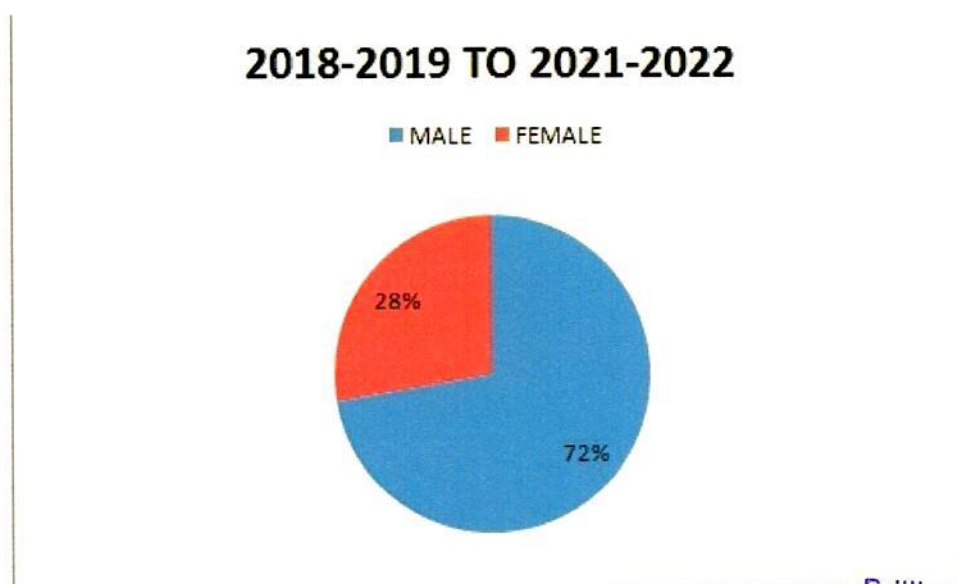
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Abdullapur (V), Abdullapurmet (M), R.R.Dist., Hyderabad - 501 505. Ph: 08415-201007
Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	455	164	74	26	619



Overall

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2021-2022	1707	653	72	28	2255





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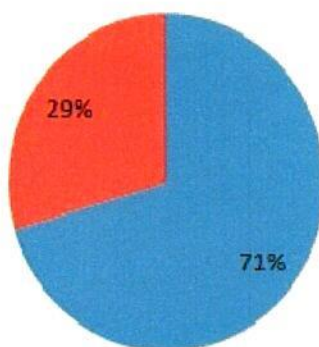
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Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457

**SECTION-II
GENDER STATISTICS OF TEACHING STAFF**

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2017-2018	134	56	71	29	190

2017-2018

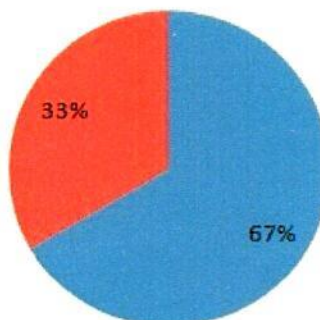
■ MALE ■ FEMALE



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019	124	62	67	33	186

2018-2019

■ MALE ■ FEMALE





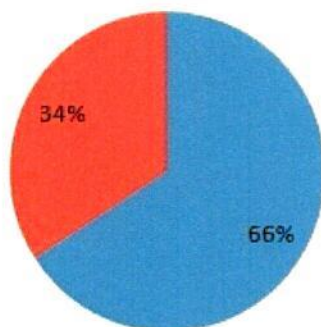
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Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2019-2020	102	53	33	34	155

2019-2020

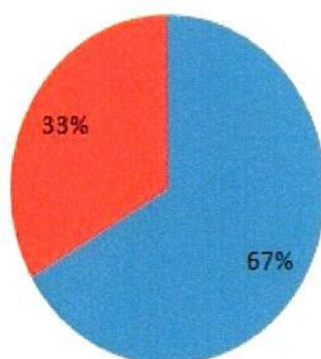
■ MALE ■ FEMALE



Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2020-2021	106	53	67	33	159

2020-2021

■ MALE ■ FEMALE

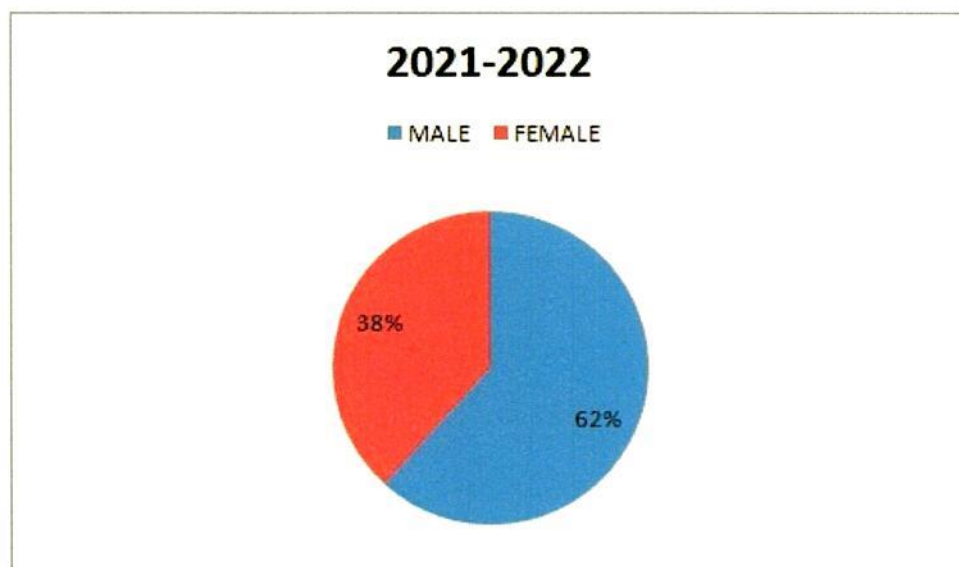




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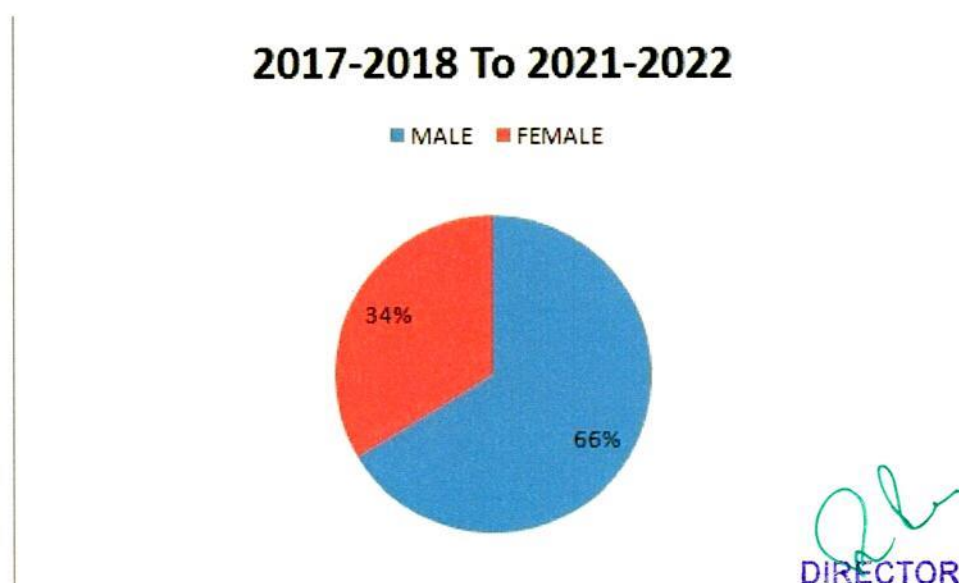
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Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2021-2022	106	66	62	38	172



Overall

Academic Year	MALE	FEMALE	MALE %	FEMALE %	TOTAL
2018-2019 TO 2021-2022	572	290	66	34	862




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STRENGTH AND GENDER SENSITIVE INITIATION in BRIG:

- ❖ Women are represented in the top ranks of academic as well as non-academic Functionaries.
- ❖ "Women grievance redressal cell" or GRC aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all member of the BRIG community are encouraged to achieve their full potential.
- ❖ The College monitors the experiences of all the students through feedback system and annual progress review meetings. It encourages the participation of all the students in all spheres of college life.
- ❖ The College fosters an atmosphere of zero tolerance for gender discrimination.
- ❖ The College committee allows resource for extra-curricular activities on a gender-neutral basis.
- ❖ The College faculty both women and men, are encouraged equally to participate in training and professional development programs throughout their career. Such opportunities are provided to all members and staff.
- ❖ During Covid-19 Pandemic period special care was taken to sanitize the campus and Antigen and RTPCR test camps were organized free of cost.
- ❖ Last but not most important, College has a woman's studies center to sensitize the campus at regular intervals and conduct/organize various outreach programmes on gender issues

FUTURE PLAN:

- ❖ BRIG proposes To organize more and more gender sensitization programmes both in the campus and outside the campus.
- ❖ To collaborate with the civil societies, GOS and NGOS working on gender issues and organise gender sensitive workshops, group works and campaigns.

CONCLUSION:

The foregoing auditing of the gender situation in the campus clearly projects that BRIG stands out in having a good gender balance in its academics and administrative spheres .It is a gender sensitive campus and the gender balancing is well maintained so far as the staffing and student components and achievements are concerned. However some steps should be taken to develop gender sensitive infrastructure and our university is actively considering the short falls to overcome them and to make its vision a reality.



7.1.1: Measures initiated by the Institution for the promotion of gender equity during the last five years

Specific facilities provided for women at BRIG

INDEX

S.No.	Details	Page No.
1	Safety and security	12
2	Counselling	13
3	Common Rooms	15
4	Day care centre for young children	17
5	Any other relevant information	19


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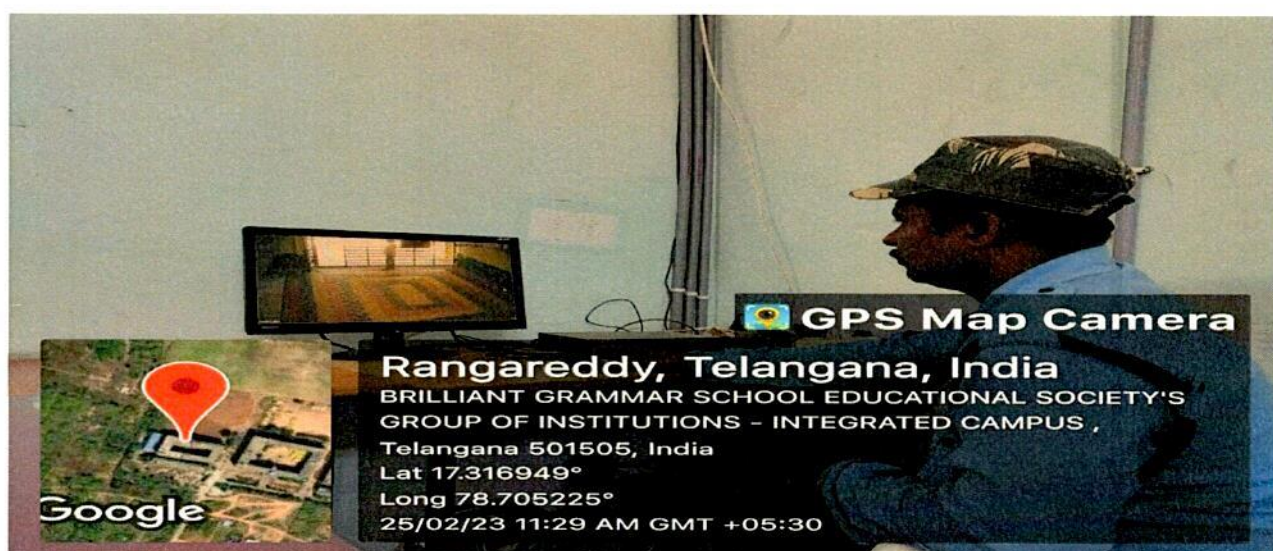


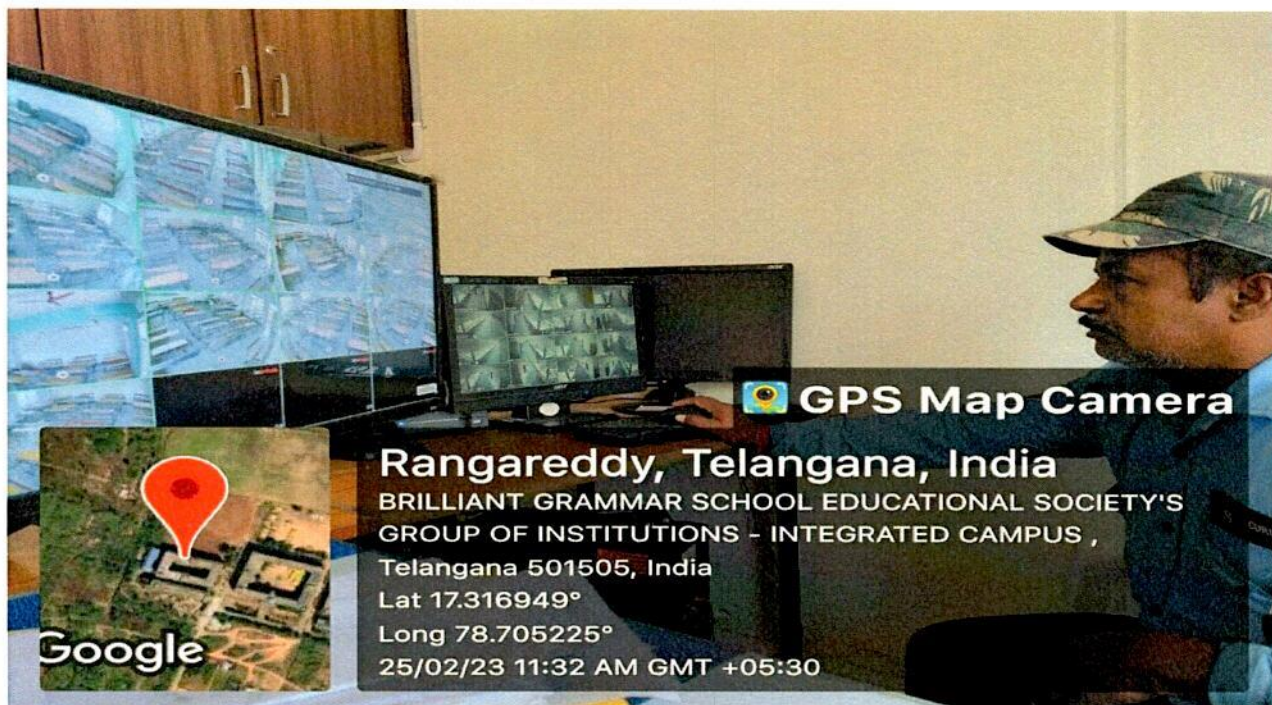
Specific facilities provided for women in terms of:

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.





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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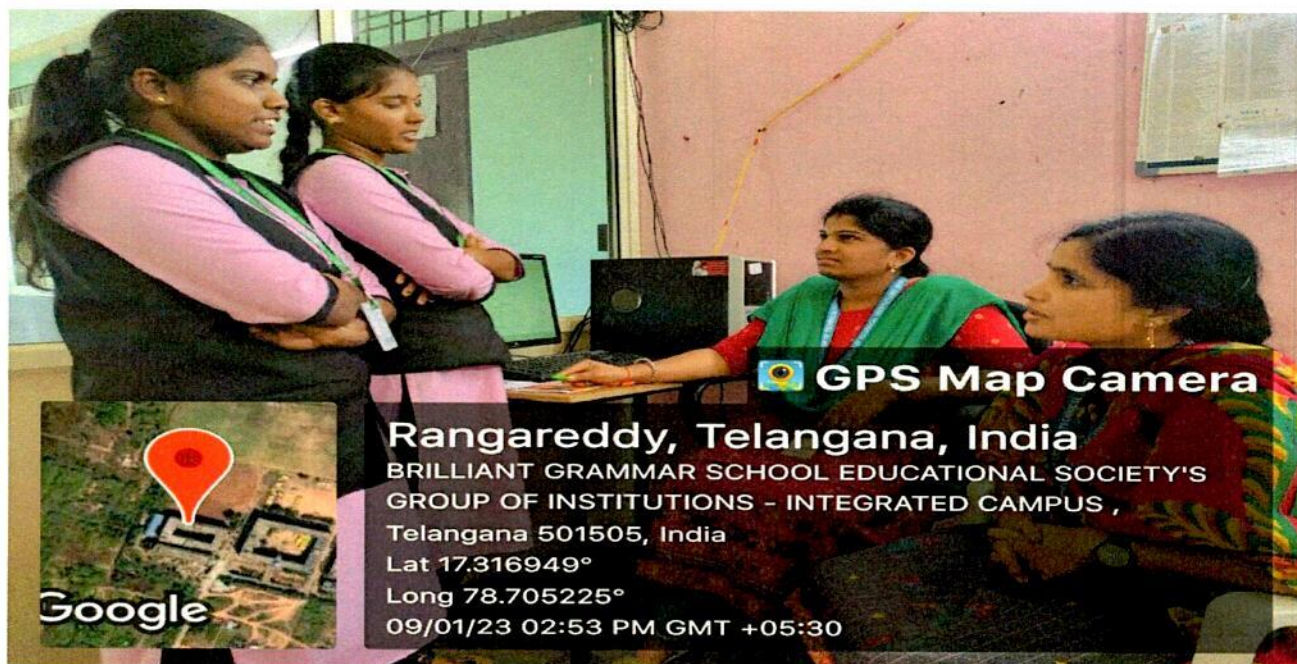
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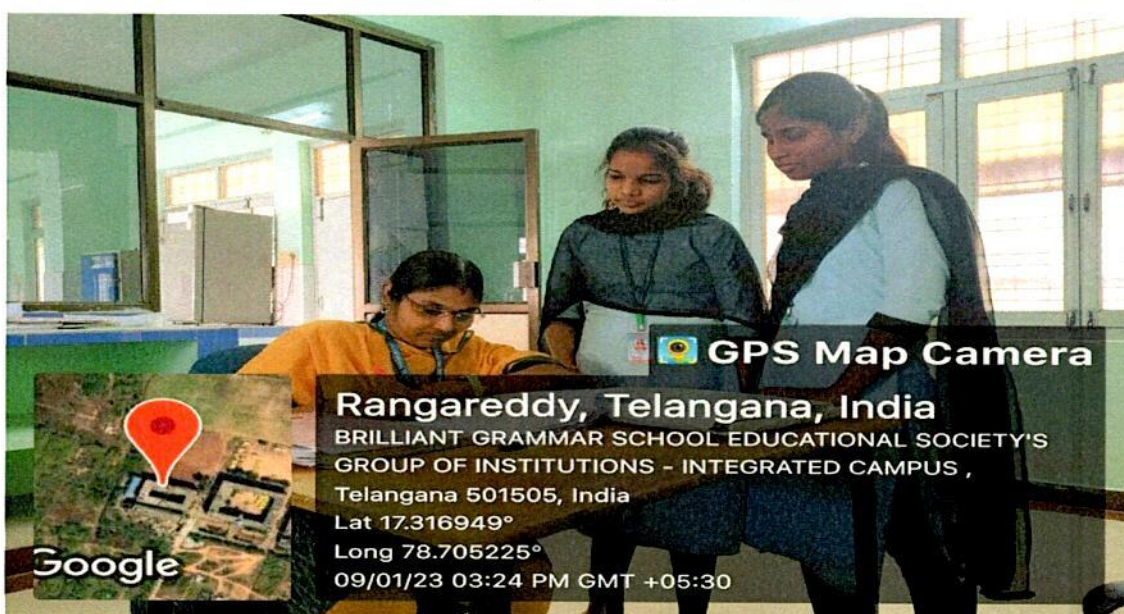
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Abdullapur (V), Abdullapurmet (M), R.R.Dist., Hyderabad - 501 505. Ph: 08415-201007

Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457



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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Senior faculty Mrs. G. Srivani Assistant professor of BRIG is 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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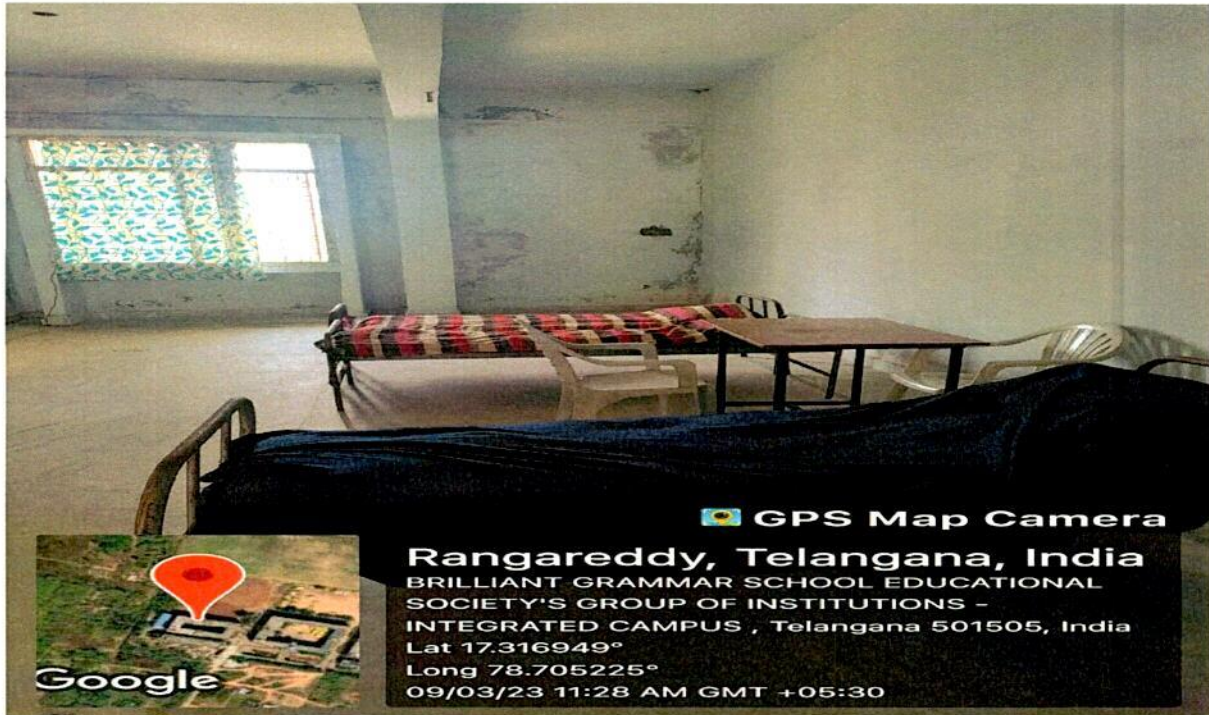
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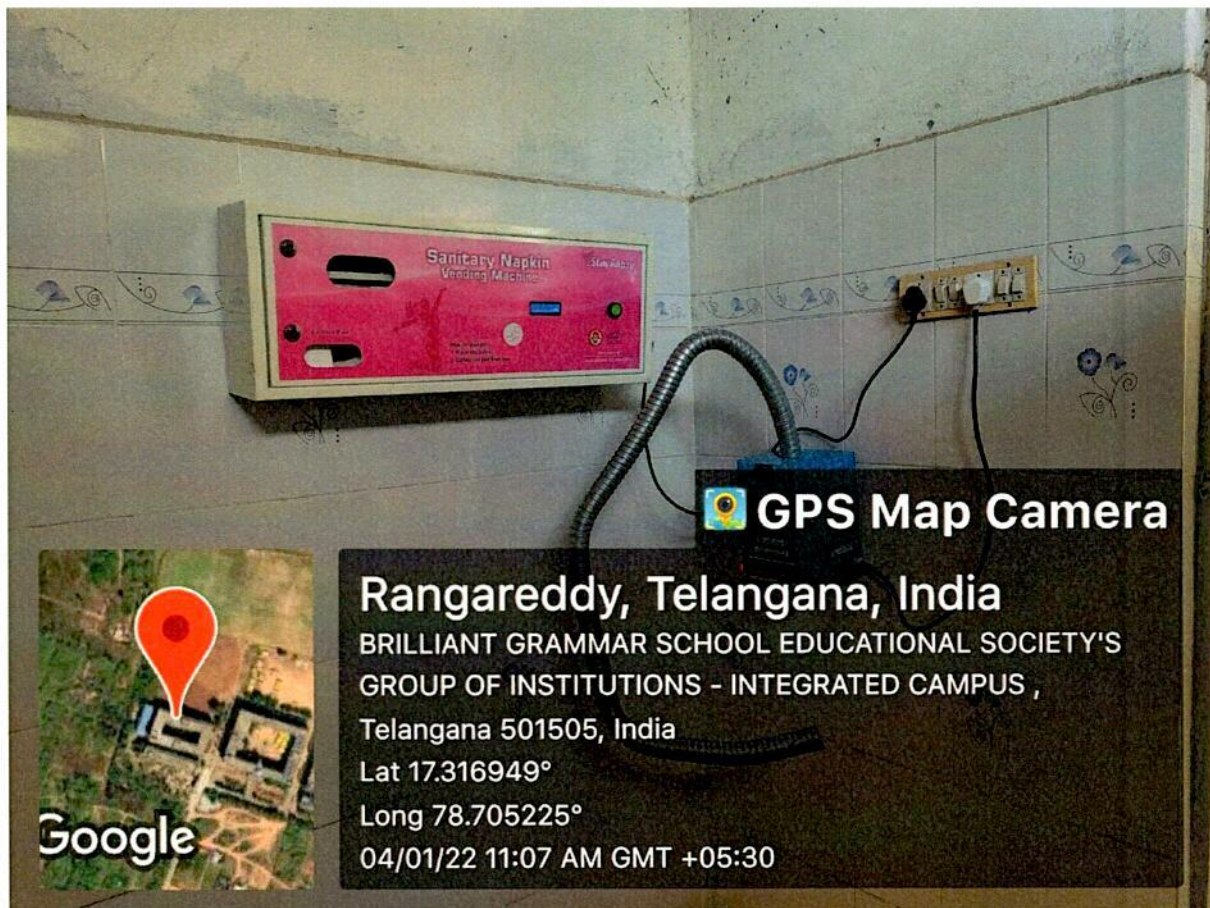
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A common room for Girl Students




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.

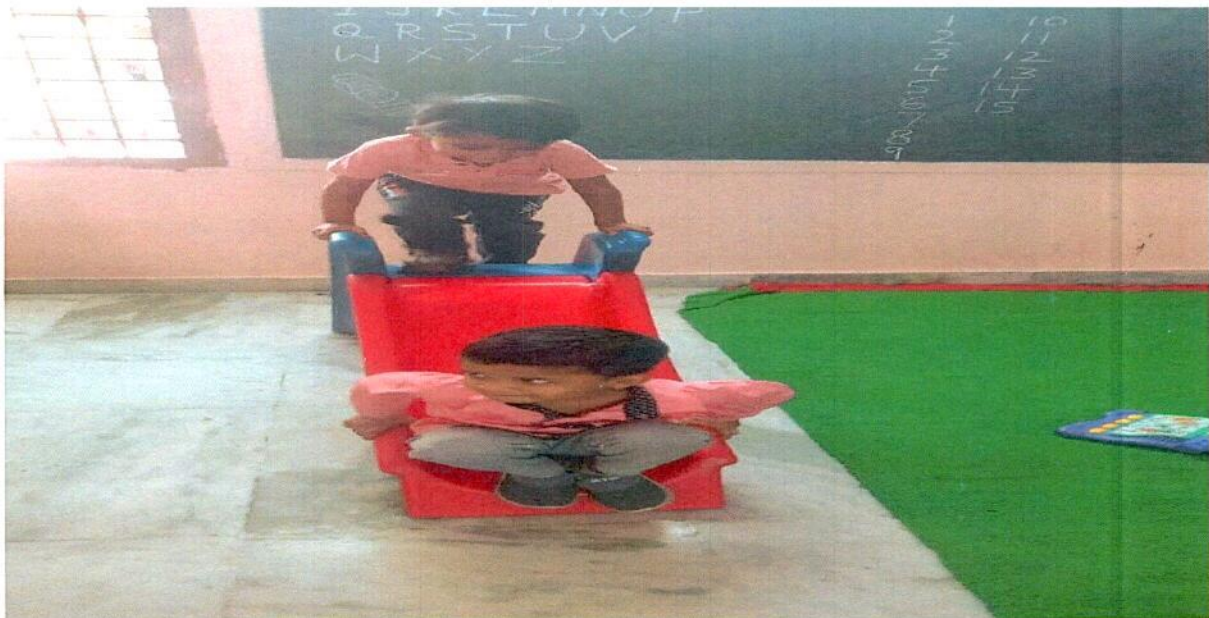

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Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457



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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Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457

7.1.1: Measures initiated by the Institution for the promotion of gender equity during the last five years.**Annual gender sensitization action plan****INDEX**

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7.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years.

BRIG has set gender equity as one of its goal. The following are the gender equity promotion programs organized as follows.

1. Gender Sensitization Lab:

R18 B.TECH.CSE

***MC309/*MC409:GENDERSENSITIZATIONLAB**

(An Activity-based Course)

B.TECH II Year II Sem.

LT PC

0 0 2 0

COURSEDESCRIPTION

This course offers an introduction to Gender Studies, an interdisciplinary field that asks critical questions about the meanings of sex and gender in society. The primary goal of this course is to familiarize students with key issues, questions and debates in Gender Studies, both historical and contemporary. It draws on multiple disciplines – such as literature, history, economics, psychology, sociology, philosophy, political science, anthropology and media studies – to examine cultural assumptions about sex, gender, and sexuality.

This course integrates analysis of current events through student presentations, aiming to increase awareness of contemporary and historical experiences of women, and of the multiple ways that sex and gender interact with race, class, caste, nationality and other social identities. This course also seeks to build an understanding and initiate and strengthen programmes combating gender-based violence and discrimination. The course also features several exercises and reflective activities designed to examine the concepts of gender, gender-based violence, sexuality, and rights. It will further explore the impact of gender-based violence on education, health and development.

Objectives of the Course:

- To develop students sensibility with regard to issues of gender in contemporary India.
- To provide a critical perspective on the socialization of men and women.
- To introduce students to information about some key biological aspects of genders.
- To expose the students to debates on the politics and economics of work.
- To help students reflect critically on gender violence.
- To expose students to more egalitarian interactions between men and women.

Learning Outcomes:



- Students will have developed a better understanding of important issues related to gender in contemporary India.
- Students will be sensitized to basic dimensions of the biological, sociological, psychological and legal aspects of gender. This will be achieved through discussion of materials derived from research, facts, everyday life, literature and film.
- Students will attain a finer grasp of how gender discrimination works in our society and how to counter it.
- Students will acquire insight into the gendered division of labour and its relation to politics and economics.
- Men and women students and professionals will be better equipped to work and live together as equals.
- Students will develop a sense of appreciation of women in all walks of life.
- Through providing accounts of studies and movements as well as the new laws that provide protection and relief to women, the textbook will empower students to understand and respond to gender violence.

UNIT-I: UNDERSTANDING GENDER

Introduction: Definition of Gender-Basic Gender Concepts and Terminology Exploring Attitudes towards Gender-Construction of Gender-Socialization: Making Women, Making Men-Preparing for Womanhood. Growing up Male. First lesson on caste.

UNIT-II: GENDER ROLES AND RELATIONS

Two or Many?-Struggles with Discrimination-Gender Roles and Relations-Types of Gender Roles-Gender Roles and Relationships Matrix-Missing Women-Sex Selection and Its Consequences-Declining Sex Ratio. Demographic Consequences-Gender Spectrum: Beyond the Binary

UNIT-III: GENDER AND LABOUR

Division and Valuation of Labour-Housework: The Invisible Labor- "My Mother doesn't Work." "Share the Load."-Work: Its Politics and Economics-Fact and Fiction. Unrecognized and Unaccounted work.

-Gender Development Issues-Gender, Governance and Sustainable Development-Gender and Human Rights-Gender and Mainstreaming

UNIT-IV: GENDER-BASED VIOLENCE

The Concept of Violence- Types of Gender-based Violence-Gender-based Violence from a Human Rights Perspective-Sexual Harassment: Say No! -Sexual Harassment, not Eve-teasing- Coping with Everyday Harassment-Further Reading: "Chupulu".

Domestic Violence: Speaking Out Is Home a Safe Place? -When Women Unite [Film].

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Abdullapur (V), Abdullapurmet (M), R.R.Dist., Hyderabad - 501 505. Ph: 08415-201007

Website : www.bgiic.ac.in, E-mail: principal@bgiic.ac.in, principal.7q@gmail.com Cell: 9442263457

Rebuilding Lives. Thinking about Sexual Violence Blaming the Victim-“I Fought form y Life....”

UNIT-V:GENDERANDCULTURE

Gender and Film-Gender and Electronic Media-Gender and Advertisement-Gender and Popular Literature-Gender Development Issues-Gender Sensitive Language-Gender and Popular Literature -Just Relationships: Being To gather as Equals


Mary Kom and Onler. Love and Acid just do not Mix. Love Letters. Mothers and Fathers. Rosa Parks-The Brave Heart.

Note: Since it is Interdisciplinary Course, Resource Persons can be drawn from the fields of English Literature or Sociology or Political Science or any other qualified faculty who has expertise in this field from engineering departments.

- *Classeswillconsistofacombinationofactivities:dialogue-basedlectures,discussions, collaborative learning activities, group work and in-class assignments.Apartfromtheaboveprescribedbook,Teacherscanmakeuseofanyauthentic materialsrelatedtothe topics given in the syllabus on "Gender".*
- **ESSENTIAL READING:** The Textbook, “Towards a World of Equals: A Bilingual Textbook on Gender” written by A.Suneetha,UmaBhrugubanda, Duggirala Vasanta, Rama Melkote,Vasudha Nagaraj, Asma Rasheed, GoguShyamala, Deepa Sreenivas and Susie Tharu published by Telugu Akademi, TelanganaGovernmentin2015.

ASSESSMENT AND GRADING:

- **Discussion&ClassroomParticipation:20%**
- **Project/Assignment: 30%**
- **End Term Exam:50%**


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DEBATE ON GENDER EQUITY (Gender equity is the process of being fair to women and men).



A DEBATE ON GENDER EQUITY

[Signature]
D. S. S. S. S.

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2. Self-defense and Karate Program:

In these days and ages, self-defense is one of the utmost important things. Children are now getting abused and violated as they don't have that vulnerability and ability to fight back. Self Defense is the act of defending oneself, one's property or someone else from physical harm. Self-Defense is the method by which one can protect oneself with one's own strength. It involves various techniques but the first step towards it is Fitness. Learning self-defense through fitness is of prime importance as there are tremendous power imbalance and un safety where we live to day. Self Defense has an important role in the life of women. This also tends to break the stereotype about women. Self Defense is a skill which every woman should acquire to make their own and others live safer on a daily basis or whenever the situation requires. To attain and empower the students BRIG conducting Karate workshop every year.



**Self-Defense and Karate training programme to train girl students for self-defense
organized by NSS at BRIG**


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**Self-Defense and Karate performed by girl students under the guidance of Karate
Coach**



Self-Defense and Karate performed by BRIG girls


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Self-Defense and Karate performed by BRIG girls

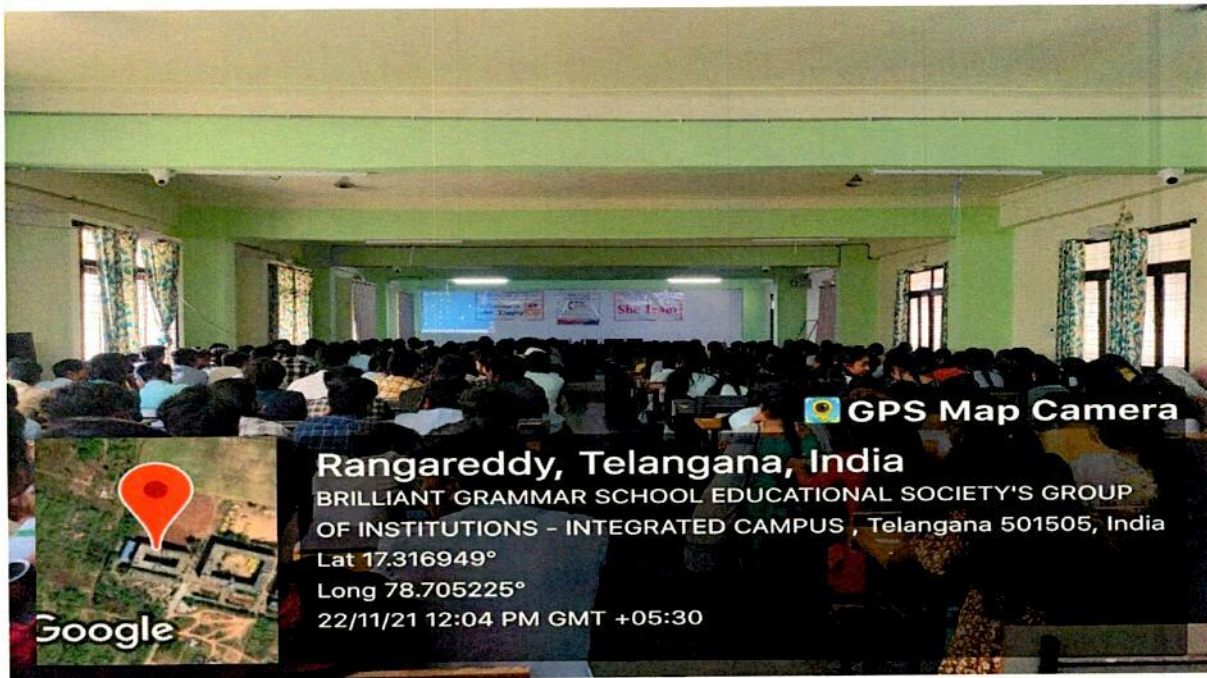
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3. She Team:

SHE Teams is a division of Telangana Police for enhanced safety and security of women. They also work to prevent child marriages in Telangana State. The teams work in small groups to arrest eve teasers, stalkers and harassers. BRIG invited she team personals and conducted awareness program about women safety.





4. Yoga:

Yoga is a mind and body practice. Various styles of yoga combine physical postures, breathing techniques, and meditation or relaxation. Yoga is an ancient practice that involves physical poses, concentration, and deep breathing. Yoga offers flexibility to the body and relaxation to the mind. There are different asanas practiced by people, and each asana has its benefits on the mind and body. Yoga is designed to sharpen our minds and to improve our intelligence. Regular practice of yoga can help in controlling our emotions and promote well-being.



BRIG conducting Yoga sessions to improve girl student's will-power to achieve their goals easily.


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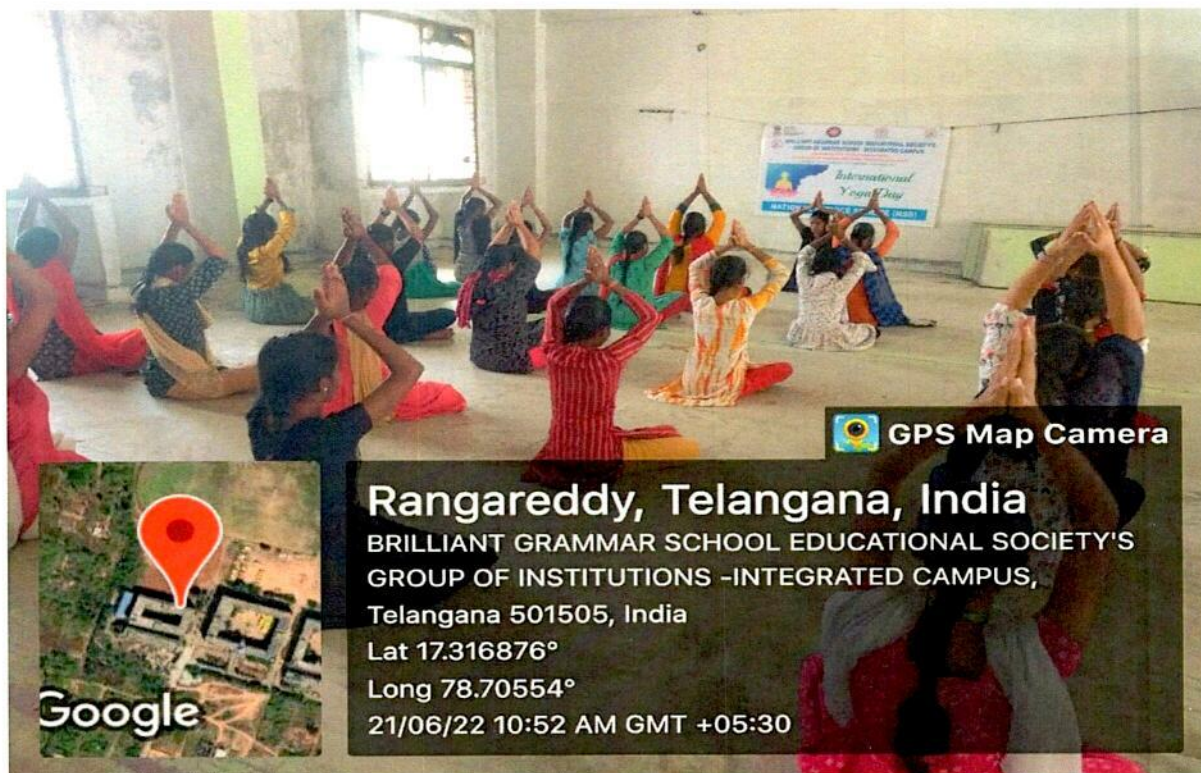
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Yoga performed by students in BRIG campus



Yoga performed by girl students in BRIG campus

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5. Sports:

Sport has the power to change lives. The ability to drive gender equality by teaching women and girls teamwork, self-reliance, resilience and confidence. Women in sport defy gender stereotypes and social norms, make inspiring role models, and show men and women as equals. Helps maintain healthy bones, muscles, and joints. Helps control weight, build lean muscle, and reduce body fat. BRIG's sports club play a significant role in helping the girl students improve their sports and physical fitness. BRIG conducting common sports remove the barrier between gender.



BRIG conducted Sports for the faculty for AY 2017-2018



BRIG conducted Sports for the faculty for AY 2018-2019



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BRIG organized Sports for the faculty & girl students for AY 2019-2020


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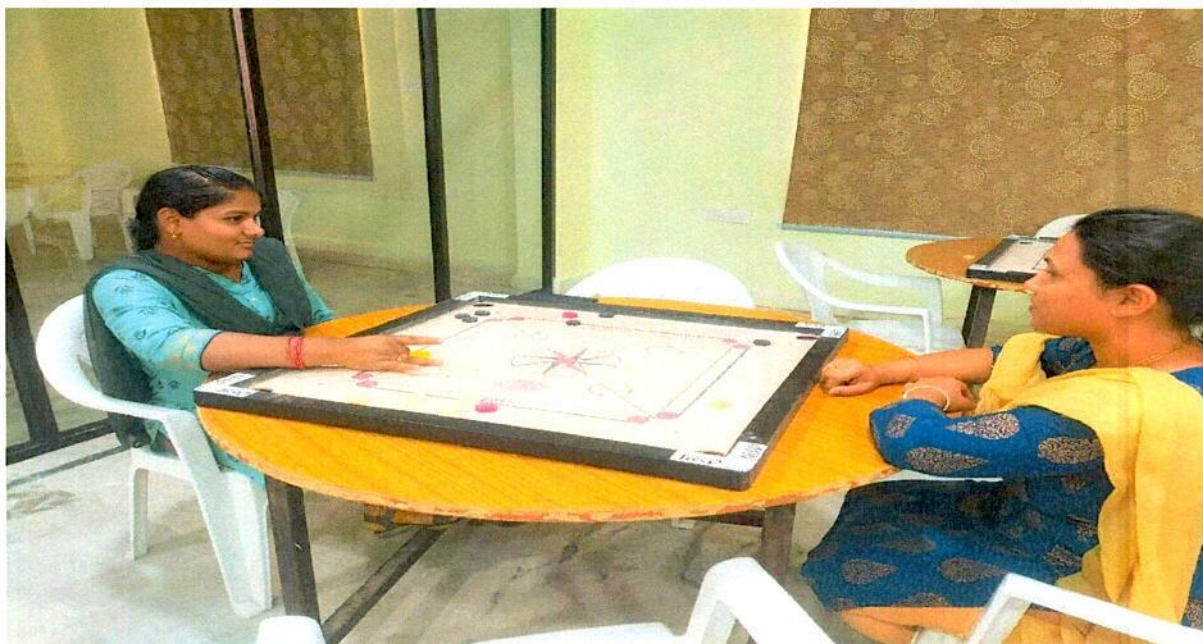
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BRIG organized Sports for the faculty & girl students for AY 2020-2021



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**BRIG organized Sports for the faculty for AY 2021-2022****6. Rangoli Competition:**

Keeping in view to students appetite for activities apart from academics, we keep them occupied with various extra-curricular cultural Activities like Rangoli Competition. Rangoli Competition is organized in the institution to enhance creativity and unleash the hidden potential of the students. Students made Rangolis and presented beautiful designs.





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7. Women Welfare committee:

The main objective of the committee is to motivate, empower women and secure feminine gender. It aims to prevent sexual harassment and to promote general well-being of female students, teaching and non-teaching women staff of the college. Women Welfare committee has organized seminars on Women Welfare Laws, women trafficking, violence at home, self development.



Women Empowerment and social responsibilities in gender perspective by

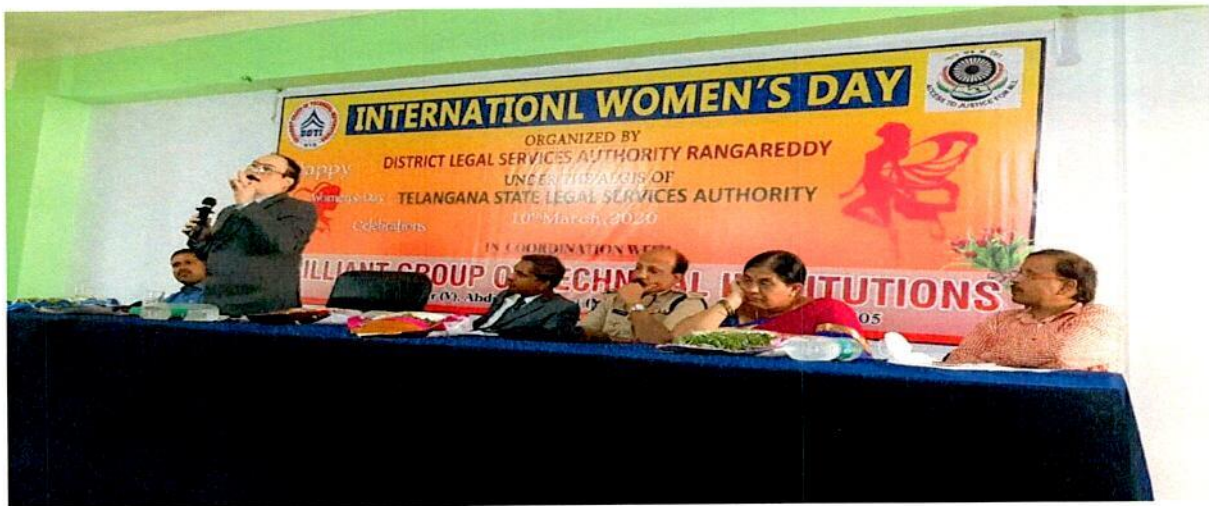
M.NAVANEETHA.


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8. International women's day:

International Women's Day is an occasion to celebrate the progress made towards achieving gender equality and women's empowerment but also to critically reflect on those accomplishments and strive for a greater momentum towards gender equality worldwide. BRIG celebrates International Women's Day to empower women with motivational talk on self confidence, decision making and their rights in all aspects.



**Women's Day Celebration on 10/03/2020 District session Judge G.V. Subramanyam
Garu**



Women's Day Celebration on 08/03/2022 at BRIG

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9. Bhathukamma celebrations :





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10. Mehendi Competition :





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11. Self-Development Program:



Self-development program for B.Pharmacy Students.


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Self-development program for Engineering Students.


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11. Annual Gender Sensitization Action Plan for last five years**2021-2022**

S.NO	EVENT	Date
1	Gender Equity	13-09-2021
2	Yoga Day	25-09-2021
3	Self defense and Karate Programme	04-10-2021
4	Bhathukamma celebrations	12-10-2021
5	Faculty Sports Day	31-10-2021
6	She Teams	22-11-2021
7	Self-Development	10-12-2021
8	Women Empowerment	03-01-2022
9	Rangoli competition	07-01-2022
10	International Women's Day 2021	08-03-2022
11	Mehendi Celebrations	06-04-2022

2020-2021

S.NO	EVENT	Date
1	Gender Equity	04-09-2020
2	Yoga Day	26-09-2020
3	Self defense and Karate Programme	06-10-2020
4	Bhathukamma celebrations	19-10-2020
5	Faculty Sports Day	29-10-2020
6	She Teams	21-11-2020
7	Self Development	19-12-2020
8	Women Empowerment	05-01-2021
9	Rangoli competition	12-01-2021
10	Mehendi Celebrations	06-03-2021
11	International Women's Day 2021	08-03-2021

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2019-2020

S.NO	EVENT	Date
1	Gender Equity	10-07-2019
2	Self defense and Karate Programme	20-07-2019
3	Yoga Day	06-09-2019
4	She Teams	24-09-2019
5	Bhathukamma celebrations	05-10-2019
6	Faculty Sports Day	08-11-2019
7	Self-Development	24-12-2019
8	Rangoli competition	10-01-2020
9	Mehendi Celebrations	06-03-2020
10	International Women's Day 2021	07-03-2020

2018-2019

S.NO	EVENT	Date
1	Yoga Day	21-06-2018
2	Gender Equity	25-07-2018
3	She Teams	04-08-2018
4	Bhathukamma celebrations	12-10-2018
5	Rangoli competition	11-01-2019
6	Faculty Sports Day	02-03-2019
7	Self Development	05-03-2019
8	Mehendi Celebrations	07-03-2019
9	International Women's Day 2021	10-03-2019


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2017-2018

S.NO	EVENT	Date
1	Yoga Day	22-06-2017
2	Self Development	15-07-2017
3	Bhathukamma celebrations	23-09-2017
4	Rangoli competition	12-01-2018
5	Gender Equity	23-02-2018
6	Mehendi Celebrations	07-03-2018
7	International Women's Day 2021	08-03-2018
8	Faculty Sports Day	15-03-2018


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