

Gender Sensitization is a critical issue which needs to be addressed at various levels. Apart from offering a mandatory course to all the undergraduate students, the institution also organizes programs and events at regular intervals in order to spread awareness about the issue. It is recognized that gender discrimination is a part of gender sensitization. Even though an increasing number of women are today engaged in pursuing professional courses and are found to be gainfully employed in corporates, governmental organizations, universities etc., many of them are found to be ill informed about their rights with respect to security, professional and sexual discrimination at work and equality issues.

Muffakham Jah College of Engineering and Technology has always been making efforts in order to sensitize the women on its campus on issues pertaining to gender equality and discrimination. Some of the efforts made by the institution in this area are presented below.

1. **Course on Gender Sensitization:** A new course titled ‘Gender Sensitization’ has been introduced by Osmania University, which is mandatory for all branches of Engineering at undergraduate level. Some of the course objectives of this course are: Develop student’s sensitivity with regard to issues of gender discrimination in contemporary India; provide a critical perspective on the socialization of men and women and to expose students to more egalitarian interactions between men and women. This course is being offered by the English Department in the V and VI semesters.

2. **Safety and Security:** Even though MJCET is a non-residential campus, the institution exercises utmost concern regarding safety and security of the students and staff in general and the women students and staff in particular. In this regard, various measures are undertaken from the perspective of safety and security.
 - The campus has a liberal number of security personnel posted at all key locations, especially locations which are isolated and not frequented by the students and staff. Security personnel from private agency and Society employees are deputed on vigilance duty for this purpose. The duty roster is made in three shifts so that security is not lax during any hour of the day.
 - The security personnel are assisted in discharge of their duty by closed circuit cameras. The institution has installed CC TV cameras at over 100 important locations in the campus such as main entrance, canteen and common areas etc. All the cameras are connected to a central DVR for recording and the live footage can be viewed on TV. The recording backup is maintained for a period of 30 days.
 - Complaint and suggestion boxes are made available in every floor of all the academic blocks. Women students can utilize this facility to register any issues pertaining to their safety and security. The facility maintains the confidentiality of the complainant.

- For specific complaints, the women students and faculty can approach the Women's Grievance Cell. This cell addresses the issues faced by female students and staff of the college and attempts to resolve them in a time bound manner.
- The parents get a day to day update on the class attendance through an online attendance tracking system maintained by 100pins.com portal. The feature helps the parents of women students in knowing the whereabouts of their children.
- An active Anti-Ragging Committee is functional with senior staff and students as members, to prevent incidents of ragging in the campus, especially ragging of female students. The committee includes women faculty and students as members.

3. **Counselling and mentoring**

The institution has implemented a comprehensive mentoring procedure for monitoring the student progress and addressing the various academic and personal issues faced by them during their course of study. A qualified Psychologist is available on the campus to counsel students in needs of psychological therapy.

The student counsellor counsels the students, especially female students, with respect to their various issues, either personal or professional. The student counsellor also conducts pertinent programs for the benefit of students, from time to time. Some of the events conducted are listed below:

- World Suicide Prevention Day: 10-Sep-19
- Good Friendship Awareness: 06-Aug-19
- International Day against Drug Abuse and Illicit Trafficking: 26-Jun-19
- International Women's Day: 01-Mar-19
- Emotional Intelligence and Classroom Management: 07-Jul-18

An online mentoring and counselling portal has been developed by the Institution and implemented in the year 2017. Senior faculty members from every department are designated as Mentors. Every mentor is assigned 10 students, for the entire duration of study. This will help in the establishment of a mentor-mentee bond and also provide a single point of contact to the parents for the entire course duration. All information pertaining to the mentee is available on the portal through individual logins. The mentor is permitted to send SMS to the parents, students, HOD and psychologist directly through the portal in order to report the student progress periodically or to report any other issues.

4. **Women's Common room**

A separate Common Room for female students is available with following facilities:

- Resting area
- Wash rooms
- Wash basins
- Sanitary pad vending machine and incinerator in the women's toilets
- Two female attenders who are available during college timings

Specific cleaning schedule is given to the housekeeping staff and followed meticulously in order to maintain hygiene in the women's common room.

5. Other facilities

A Dispensary is available in the campus with a qualified doctor and a nurse available on all working days to attend to the day to day emergencies if any.