BAREILLY INTERNATIONAL UNIVERSITY, BAREILLY
FACULTY OF PARAMEDICAL SCIENCES

NAAC
CRITERIA-7
(7.1.1)

Principal

Rohilkhand Medical College Campus, Pilibhit by Pass Road, Bareilly. (U.P) – 243006 INDIA
Phone:- 0581-2526011, 2526012 (EPABX) Fax: 2526054, 2303345
E-mail: info@rmcbareilly.com, www.rmcbareilly.com

MEASURES FOR THE PROMOTION OF GENDER EQUITY POLICY

1. Purpose and Scope

This policy outlines the commitment of Bareilly International University to fostering gender equity by eliminating gender-based disparities and promoting an inclusive culture. It applies to students, faculty, staff, and visitors of the university.

2. Guiding Principles

- **Equality:** Ensuring equal opportunities regardless of gender.
- **Inclusion:** Encouraging participation of underrepresented genders in all areas of university life.
- **Prevention of Discrimination:** Prohibiting gender-based discrimination, harassment, and bias.
- **Empowerment:** Enabling individuals to realize their full potential, free of gendered constraints.

3. Key Measures Initiated

3.1 Gender Sensitization Programs

- Conduct workshops, seminars, and training sessions to raise awareness about gender equity and unconscious biases.
- Include gender sensitivity modules in the curriculum for all students and staff.

3.2 Inclusive Policies and Infrastructure

- Provide safe and inclusive facilities such as gender-neutral restrooms, nursing rooms, and accessible infrastructure.
- Adopt flexible policies for maternity, paternity, and caregiving leaves.
- Ensure equitable representation in leadership roles, committees, and decision-making bodies.

3.3 Anti-Harassment Initiatives

- Establish a robust Gender Equity Cell or Internal Complaints Committee (ICC) as per legal mandates.
- Maintain a zero-tolerance policy toward gender-based harassment, with a clear mechanism for filing and resolving complaints.

3.4 Scholarships and Financial Aid

- Provide targeted scholarships and financial aid to encourage participation of underrepresented genders in various academic programs.

3.5 Recruitment and Hiring

- Promote gender diversity in recruitment by implementing equitable hiring practices.
- Monitor and address any gender pay gaps.

3.6 Mentorship and Leadership Programs

- Organize mentorship programs to support and guide individuals from underrepresented genders.

ASHAN Principal BAREILLY

- Facilitate leadership development initiatives to promote gender-balanced leadership.

3.7 Data Monitoring and Reporting

- Regularly collect and analyze gender-disaggregated data to assess progress.
- Publish an annual Gender Equity Report to ensure transparency and accountability.

4. Implementation and Accountability

- Appoint a Gender Equity Officer to oversee the implementation of the policy.
- Establish a Gender Equity Committee, comprising representatives from all stakeholders, to monitor and evaluate initiatives.
- Provide adequate funding and resources for gender equity programs.

5. Awareness and Outreach

- Celebrate events like International Women's Day, Pride Month, and other relevant observances to promote awareness.
- Partner with external organizations and NGOs to collaborate on gender equity initiatives.

6. Review and Updates

This policy shall be reviewed annually to incorporate best practices and adapt to evolving needs.

7. Grievance Redressal

- Any concerns related to gender equity should be addressed promptly by the designated committee.
- Ensure confidentiality and fairness in grievance handling.



FACULTY OF PARAMEDICAL SCIENCES

Rohilkhand Medical College Campus, Pilibhit by Pass Road, Bareilly. (U.P) – 243006 INDIA
Phone:- 0581-2526011, 2526012 (EPABX) Fax: 2526054, 2303345
E-mail: info@rmcbareilly.com, www.rmcbareilly.com

Bareilly International University

Date: - 03/03/2025

GENDER SENSITIZATION AND SEXUAL HARASSMENT PREVENTION CELL

Objective:
The Gender Sensitization and Sexual Harassment Prevention Cell aims to create awareness about gender equality and prevent any form of sexual harassment within the institution. The cell is committed to fostering a culture of mutual respect and inclusivity.

Roles & Responsibilities:

- Organize gender sensitization workshops and seminars.
- Educate students and staff about sexual harassment laws and preventive measures.
- Provide a safe platform for individuals to report grievances related to gender discrimination or harassment.
- Ensure strict implementation of policies related to gender equality and harassment prevention.
- Promote gender equity through academic and extracurricular activities.

Procedure for Complaint Handling:

- Affected individuals can submit a complaint either directly to the cell or through a designated online/offline mechanism.
- The committee will investigate complaints, ensuring confidentiality and impartiality.
- Based on findings, appropriate recommendations and disciplinary actions will be taken.
- The cell will also offer support services, including counseling and legal guidance.

Members of the Cell
Ms. Gulafshan Saifi (9045249751)
Mrs. Mahima Tiwari (7983757803)

ASHANT 03/03/2025

Principal

PRINCIPAL
FACULTY OF PARAMEDICAL SCIENCE
BAREILLY

FACULTY OF PARAMEDICAL SCIENCES

Bareilly International University

Rohilkhand Medical College Campus, Pilibhit by Pass Road, Bareilly. (U.P) – 243006 INDIA
Phone:- 0581-2526011, 2526012 (EPABX) Fax: 2526054, 2303345
E-mail: info@rmcbareilly.com, www.rmcbareilly.com

Annual Gender Sensitization Action Plan

Session: 2023–2024

Introduction:

The Faculty of Paramedical Sciences (FOPS) at Bareilly International University is dedicated to fostering an inclusive academic environment that upholds the values of gender equity, respect, and justice. In alignment with the university's vision, the faculty commits to creating a safe and supportive campus for all individuals by implementing structured gender sensitization activities.

Objectives:

- Raise awareness about gender-related issues.
- Promote equality in academic, professional, and social spheres.
- Provide mechanisms for prevention and redressal of gender-based grievances.
- Empower students and staff to contribute to a gender-equal campus environment.

Annual Action Plan:

Month	Activity	Description
August 2023	Student Induction & Gender Orientation	Orientation session for new students covering gender equality, university policy on harassment, and introduction to ICC.
September 2023	Workshop on "Gender Equity & Health	Expert-led interactive workshop focusing on gender roles in healthcare and the importance of equity in service delivery.
November 2023	Nukkad Natak & Poster Making Competition	Students will perform street plays and prepare posters on themes like "Respect for All Genders" and "Say No to Gender Discrimination."
January 2024	Cyber Security & Self-Defence Training	Practical session for students and faculty, emphasizing online safety, cyber laws, and physical self-defence tactics.
March 2024	Women's Day Seminar:"Breaking Barriers in Paramedical Professions"	Celebrating women achievers in paramedical sciences, panel discussion on empowering women in healthcare fields.

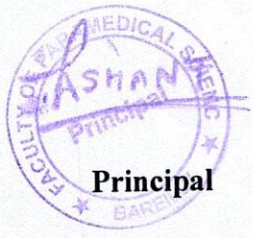
SHAN
Principal

Continuous Initiatives:

- Bi-monthly meetings of the Women Grievance Redressal Committee and ICC to monitor campus climate and address any complaints.
- Mentor-Mentee Programme to offer regular academic and emotional support to students.
- Encouragement for equal participation of all genders in leadership roles, projects, workshops, and sporting events.
- Awareness sessions integrated into co-curricular activities on menstrual health, emotional well-being, and rights awareness.

Monitoring & Reporting:

- Documentation of events, attendance records, and feedback surveys post each activity.
- Annual review meeting to assess outcomes and propose improvements.
- Submission of activity report to the University Gender Sensitization Monitoring Committee (GSMC).



Principal

Date: 17/08/2023

Student Induction & Gender Orientation



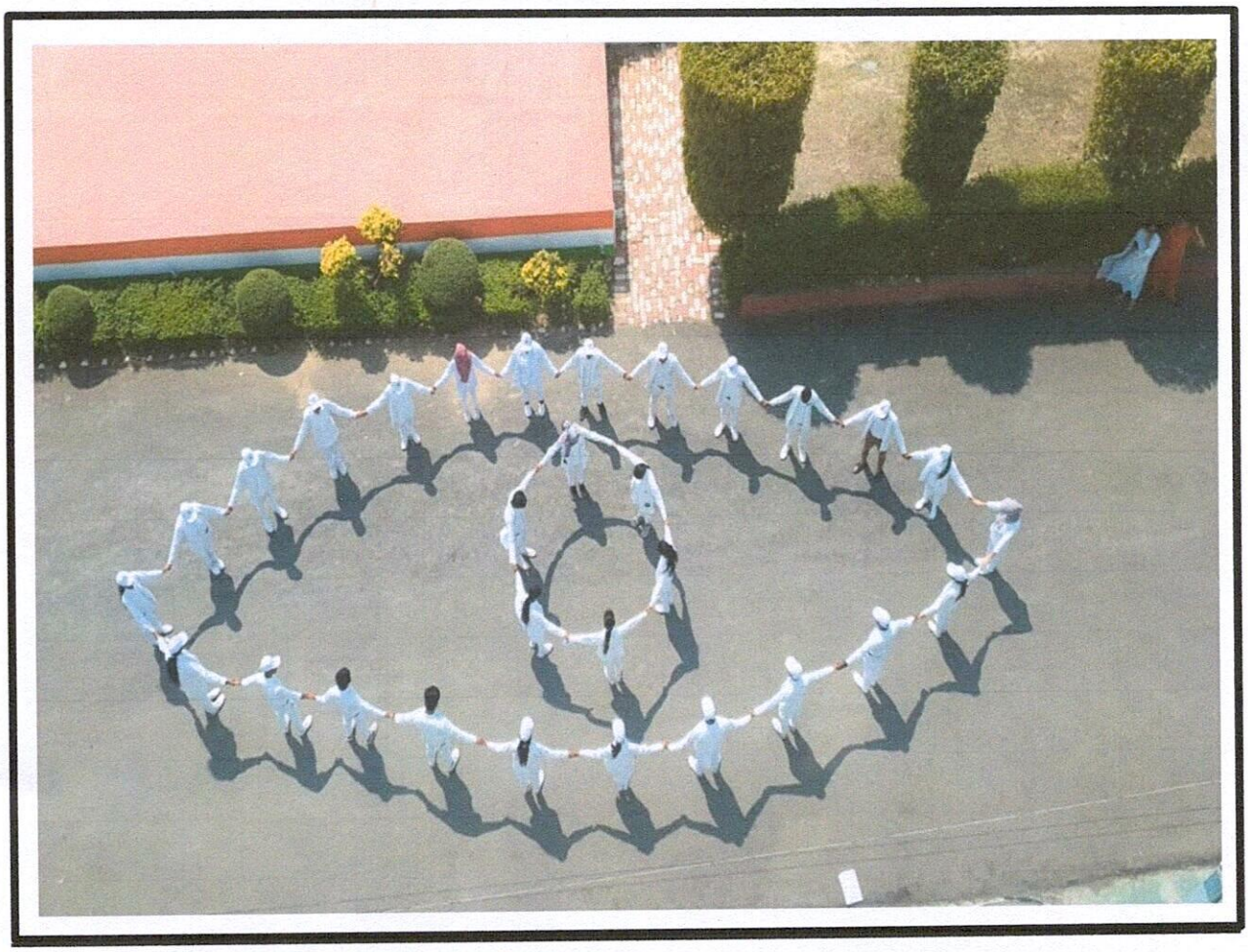


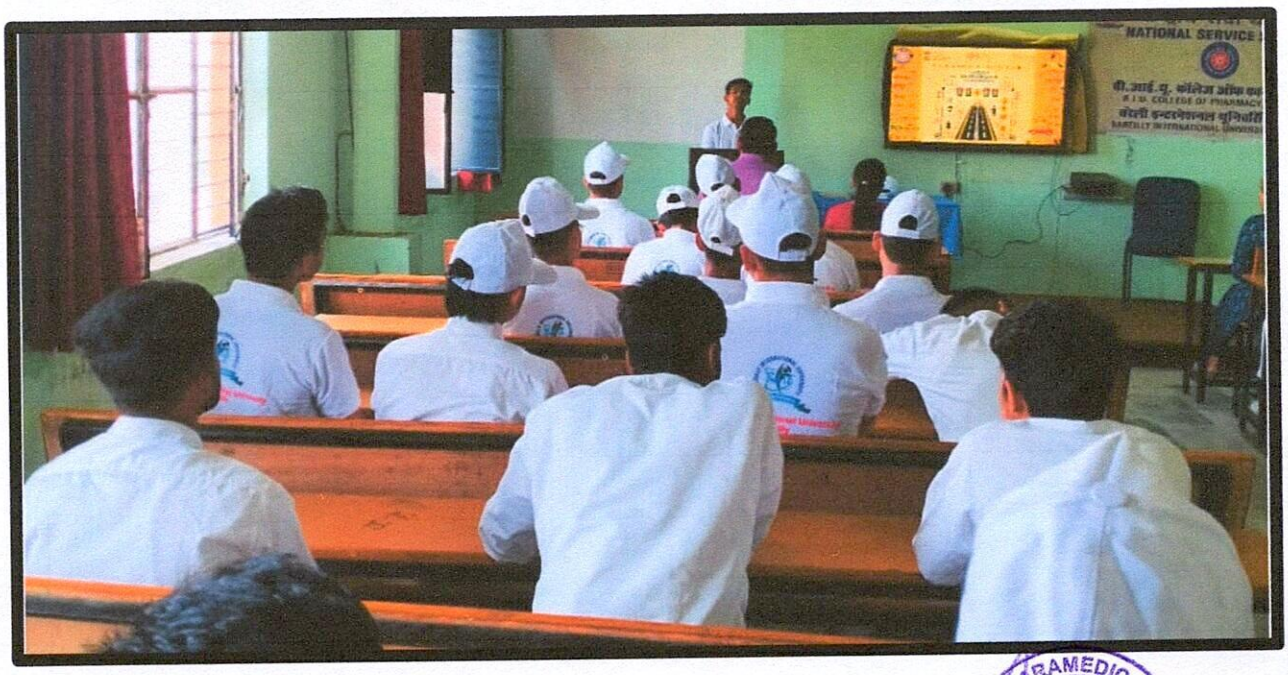


FACULTY OF PARAMEDICAL SCIENCE
Principal
BAREILLY

Date: 12/11/2023

Nukkad Natak & Poster Making Competition





FACULTY OF PARAMEDICAL SCIENC
ISHAN
Principal
BAREILLY

Date: 08/03/2024

International Women's Day









FACULTY OF PARAMEDICAL SCIENCES
Principal
BAREILLY

Bareilly International University

FACULTY OF PARAMEDICAL SCIENCES

Rohilkhand Medical College Campus, Pilibhit by Pass Road, Bareilly. (U.P) – 243006 INDIA
Phone:- 0581-2526011, 2526012 (EPABX) Fax: 2526054, 2303345
E-mail: info@rmcbareilly.com, www.rmcbareilly.com

Annual Gender Sensitization Action Plan
Faculty of Paramedical Sciences
Session: 2024–2025

Introduction:

The Faculty of Paramedical Sciences (FOPS) at Bareilly International University continues its unwavering commitment to promoting gender sensitivity, equality, and inclusiveness across all academic and administrative domains. The gender sensitization action plan for the academic year 2024–2025 aims to educate and engage the campus community through structured initiatives, awareness programs, and proactive measures to foster a safe and gender-balanced educational ecosystem.

Objectives:

- Enhance understanding of gender sensitivity among students, faculty, and staff.
- Encourage respectful interactions and inclusive behavior on campus.
- Establish support systems for gender-related challenges.
- Build leadership capacity among all genders to promote equity in healthcare education.

Annual Action Plan:

Month	Activity	Description
Jul-24	Gender Sensitization Orientation for Faculty	Training session for all faculty members to integrate gender sensitivity into pedagogy and student interactions.
Aug-24	"Know Your Rights" Awareness Session	Legal expert session on gender rights, workplace equality, and legal provisions (POSH, IPC Sections, etc.).
Aug-24	Film Screening & Open Dialogue	Screening of short films/documentaries followed by group discussion on gender roles and stereotypes.
Dec-24	Interdepartmental Debate Competition	Debate on "Is Gender Equality Achievable in Modern Healthcare Systems?" with interdepartmental student teams.

Principal

Feb-25	Self-Awareness & Gender Sensitivity Workshop	Psychologist-led workshop focused on empathy-building, emotional intelligence, and bias recognition.
Mar-25	International Women's Day Celebration: "Voices of Change"	Keynote speakers, alumni talk, and felicitation of women contributors in healthcare and academia.

Continuous Initiatives:

- Monthly review by the Internal Complaints Committee (ICC) to monitor grievance redressal, policy compliance, and feedback.
- Launch of "Gender Equity Ambassadors" among students to lead peer awareness drives and campaigns.
- Regular bulletin/newsletter on gender issues and achievements circulated via email and notice boards.
- Workshops embedded within clinical training on gender-sensitive patient care, especially in reproductive and mental health.
- Promotion of inclusive language and behaviors through classroom codes of conduct and event guidelines.

Monitoring & Reporting:

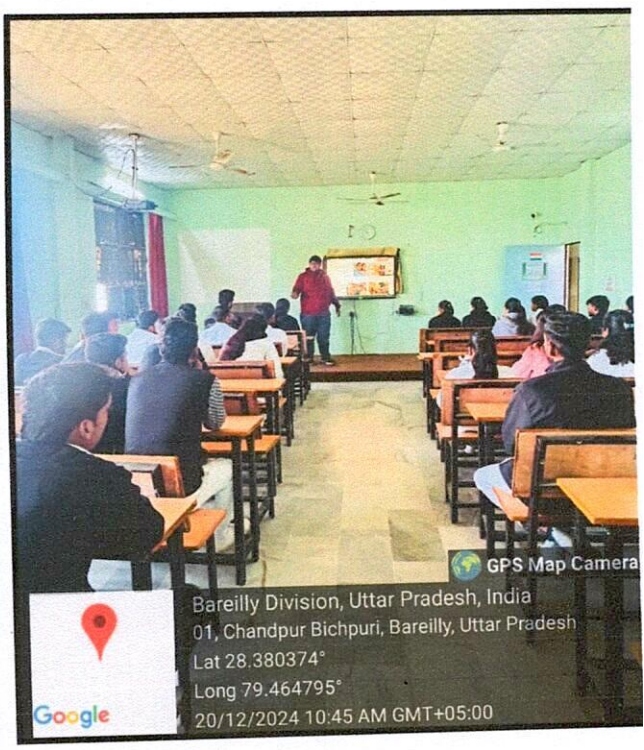
- Attendance tracking, activity documentation, and collection of anonymous feedback post-events.
- Mid-year and end-year reviews by faculty coordinators and ICC members.
- Comprehensive report submission to the University Gender Sensitization Monitoring Committee (GSMC) with recommendations for next year.



Date: 20/12/2024

International Debate Competition



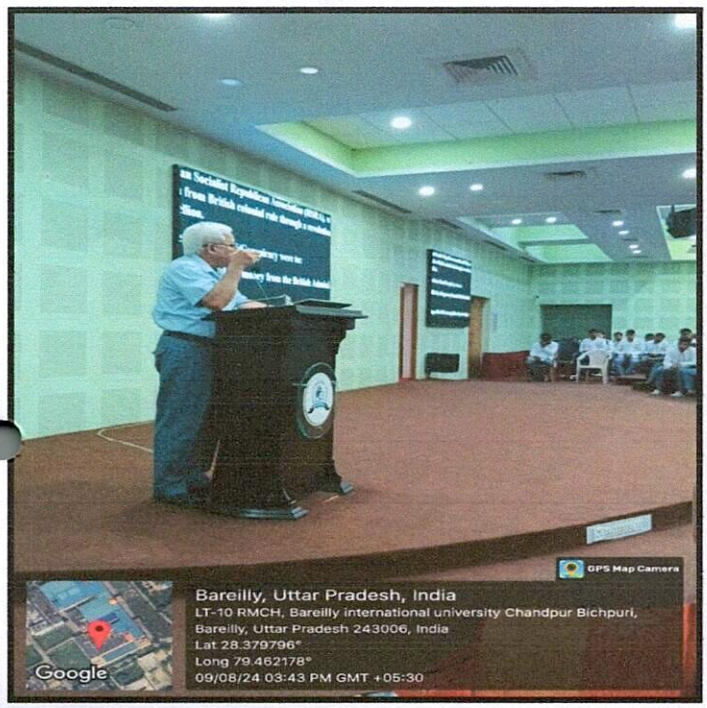




FACULTY OF PARAMEDICAL SCIENCE
Principal
BAREILLY

Date: 09/08/2024

Know your Rights – Awareness Session





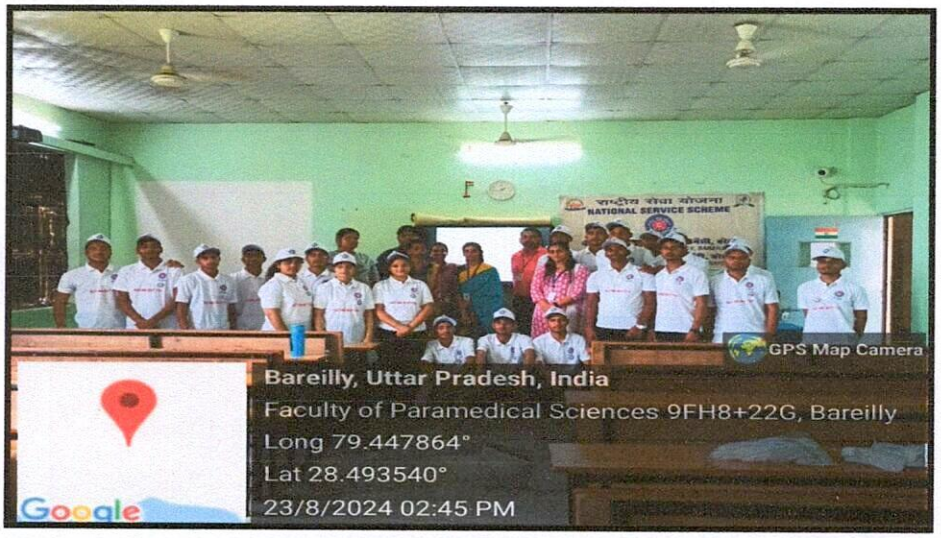


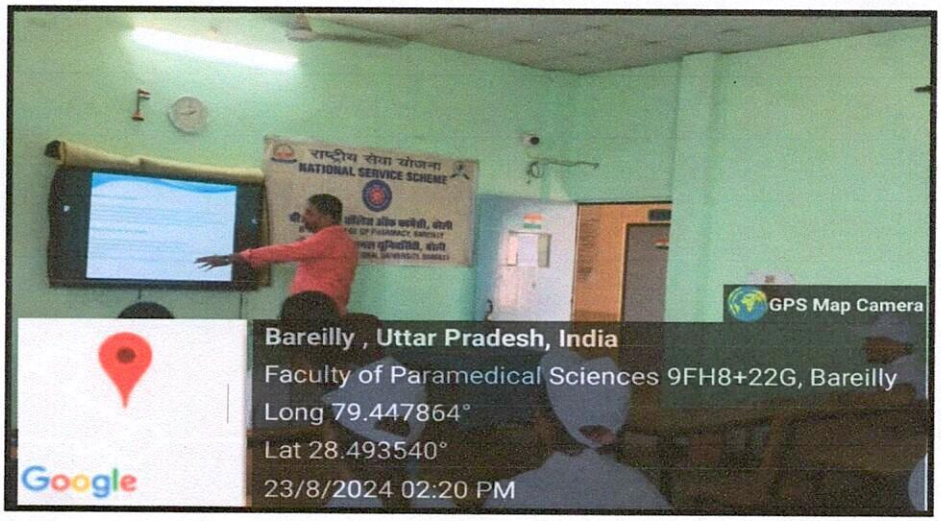


FACULTY OF PARAMEDICAL SCIENCES
ASHANTI
Principal
BAREILLY

Date: 23/08/2024

Film Screen and Open Dialogue







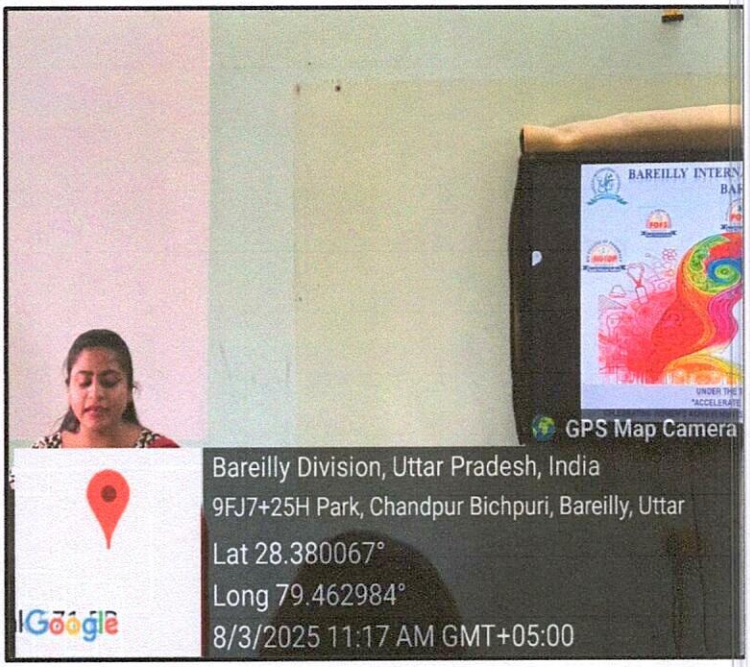
FACULTY OF PARAMEDICAL SCIENCE
SHANTI
Principal
BAREILLY

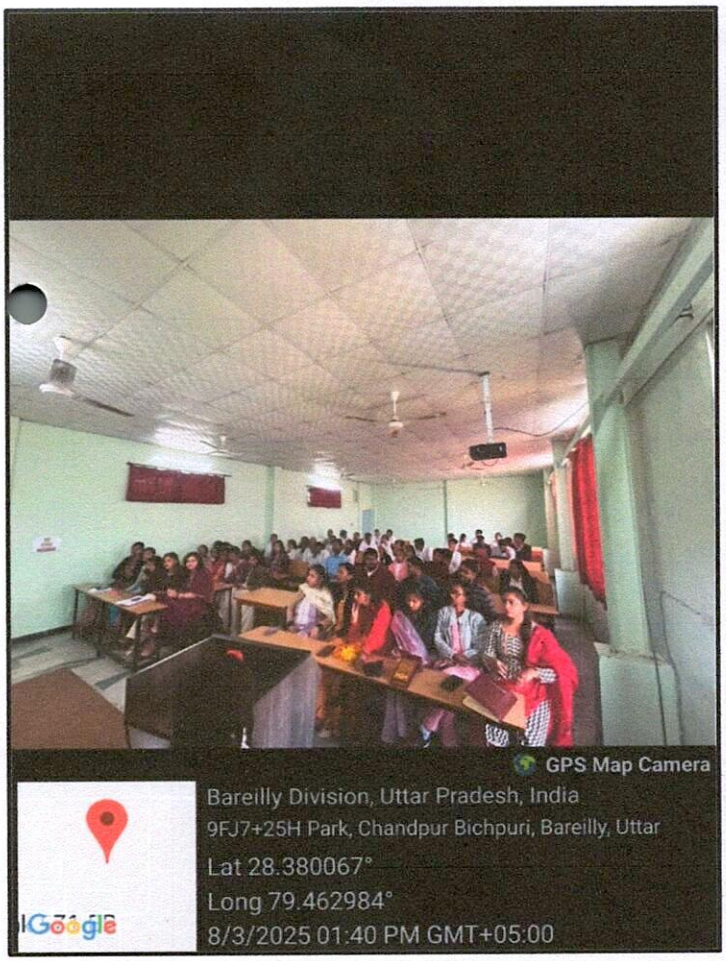
GLIMPSE OF "INTERNATIONAL WOMEN'S DAY, 2025"

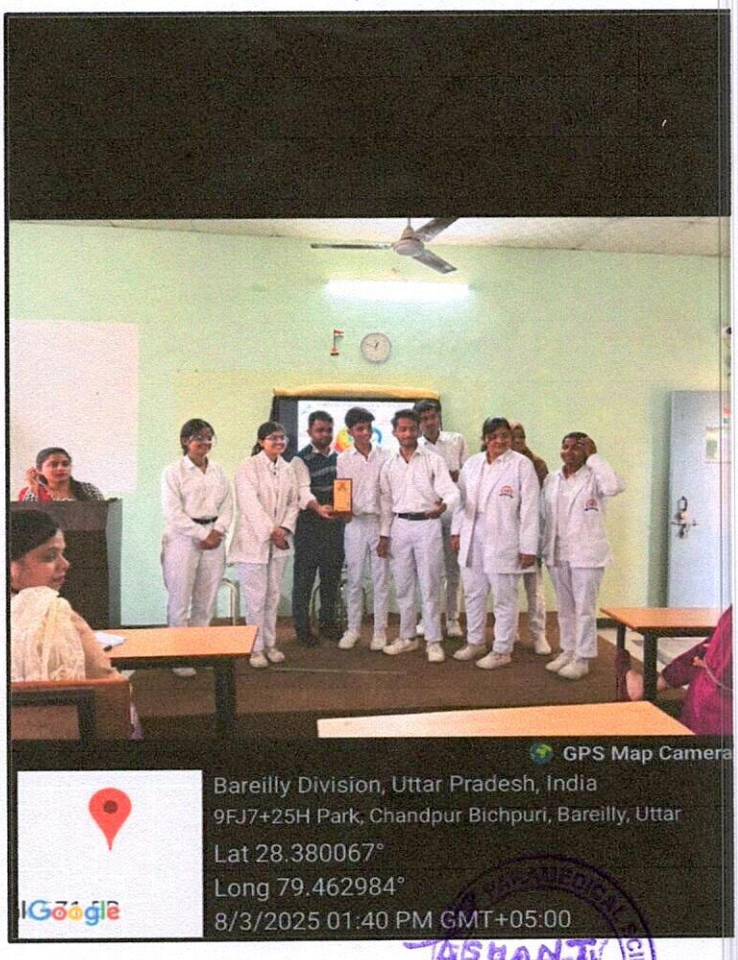
Theme: "Right, Equality and Empowerment"

Date: 08/03/2025

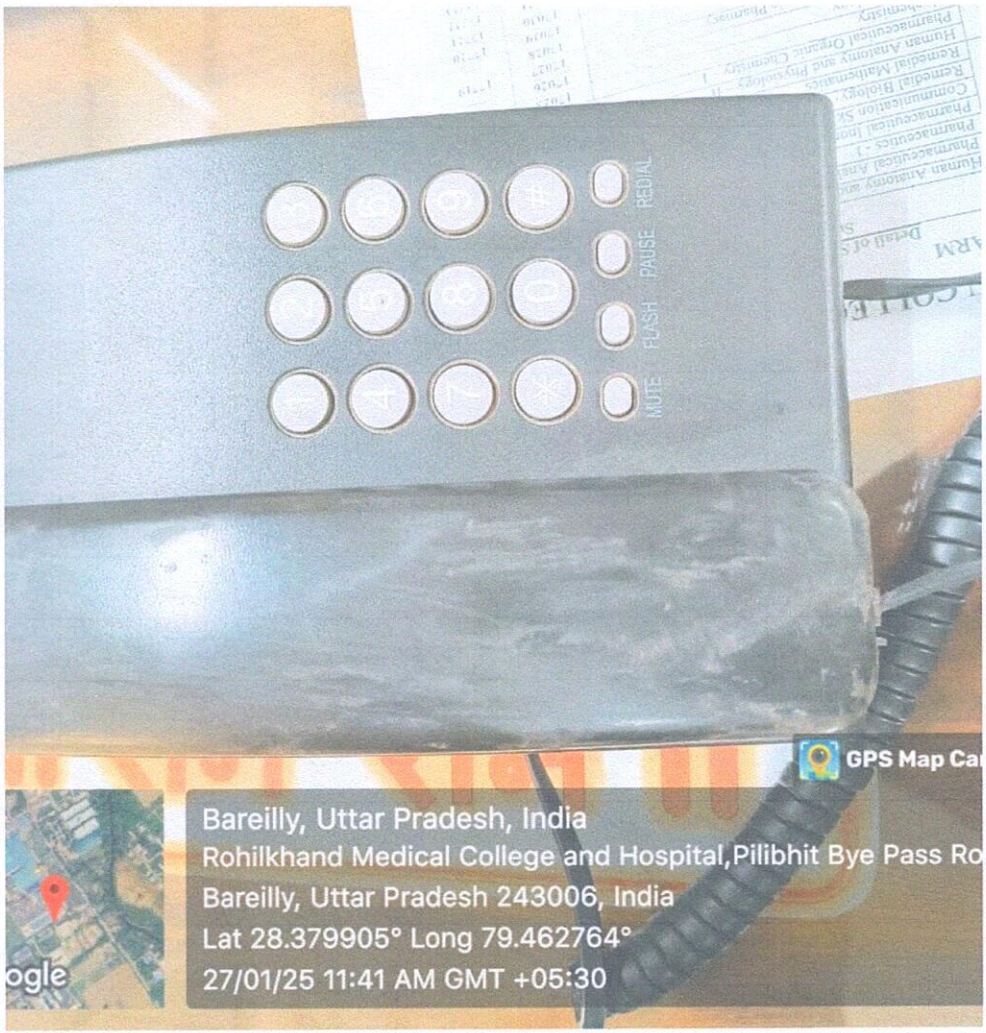








Principal
BAREILLY

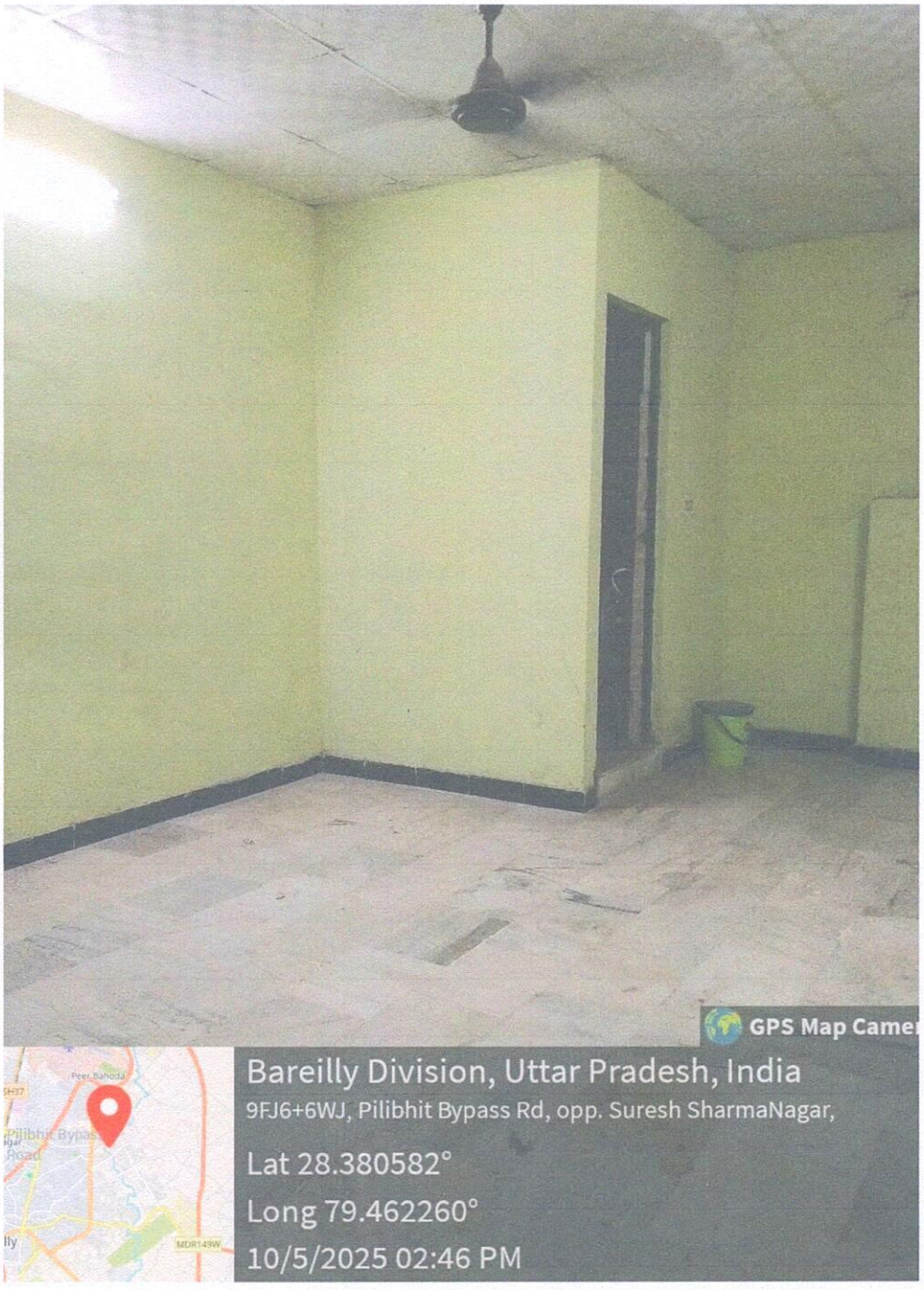


FACULTY OF PARAMEDICAL SCIENCE
Principal
BAREILLY

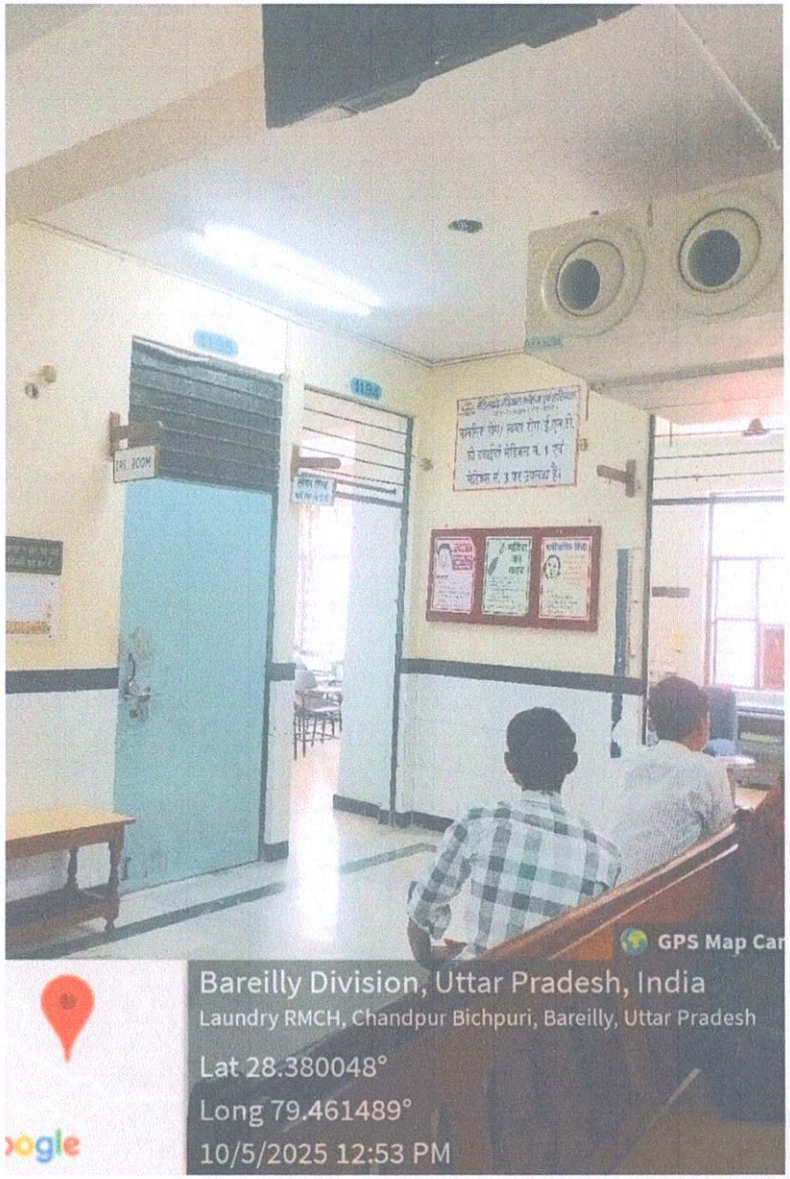


FACULTY OF PARAMEDICAL SCIENCE
ASHANT
Principal
BAREILLY

Girls Common Room



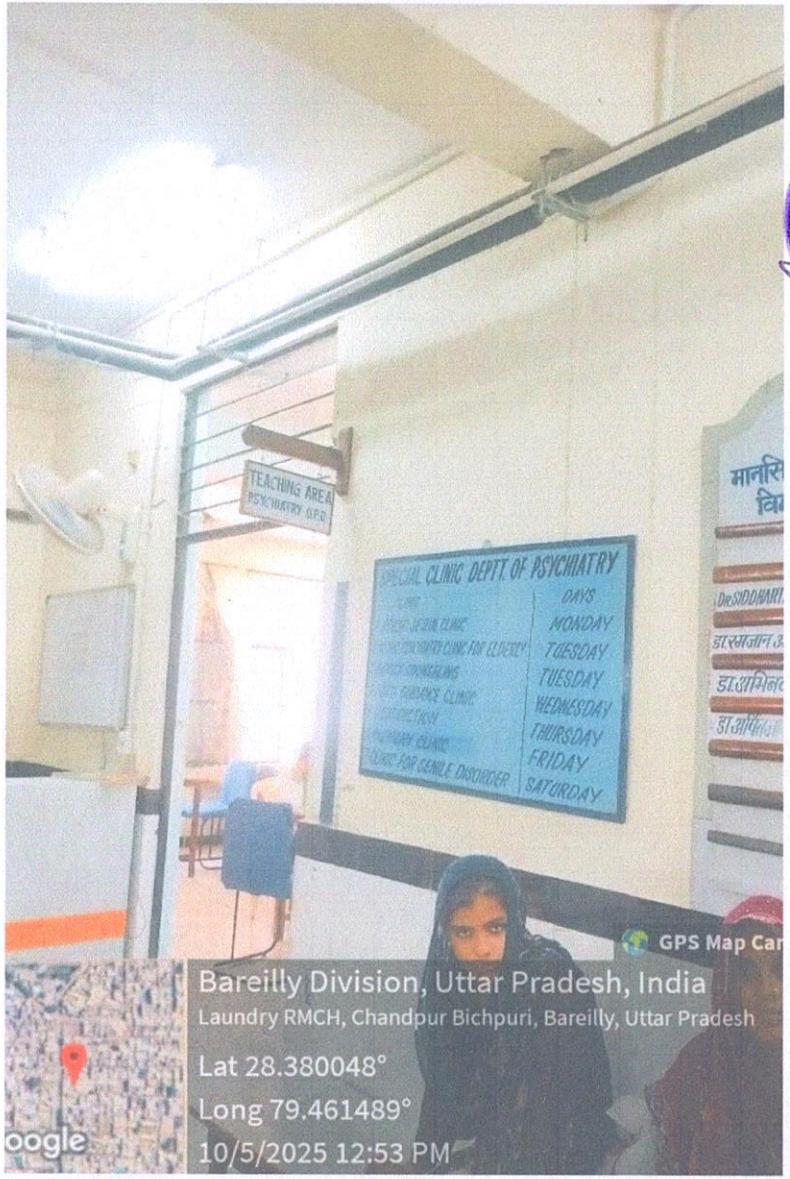
Principal





FACULTY OF PARAMEDICAL SCIENCES
Principal
BAREILLY





FACULTY OF PARAMEDICAL SCIENCES
OSMANI
Principal
BAREILLY