BAREILLY INTERNATIONAL UNIVERSITY

(Established Under Govt. of U.P. Act 26 of 2016)
Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly-243006 (U.P.) INDIA
Phone: 0581-2526011-12, Fax: 0581 - 2303345
Email: info@biu.edu.in Website: www.biu.edu.in

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

Response:

Introduction

Bareilly International University, Bareilly is dedicated for facilitating a conducive environment for gender equity of all female students & employees.

In Curricular Activities: The gender sensitization action plan is well defined with the foundation course and through the AETCOM module and other curricular activities in different courses.

For so many years, female students in all institutions are performed better than male students in most of the batches. Gender-related issues are covered in AETCOM module and curriculum of all the programs offered. In the University female students have privilege of getting two extra books from the library.

In Co-Curricular Activities: The University has undertaken various initiatives including feedback from female students and action has been taken accordingly. Foreign students from Belgium are coming in the University to get internship training and reside in the campus without any hesitation and fear.

Bareilly International University, Bareilly pays meticulous attention towards promotion of gender equity and has placed five sanitary vending machines. Equal opportunities are given to female students without any gender discrimination as reflected in our students' fest, cultural programs and round-the-clock duties in the hospital. The hospital is having dedicated female staff at accounts, reception, oncology units and as security guards, wherever necessary.

Following measures and actions are taken to promote gender equity at campus-

Safety & Security

The campus is well illuminated with security guards including female guards, CCTVs, Fire system, disabled-friendly ramps and railings. All Vehicles and individuals are properly checked and under surveillance at entry and exit points. Wardens reside in the University campus for ease of availability to deal with any emergency occurring in the University Hostels.

Counseling

At the time of admission, proper counseling is provided to all the students in the foundation course. Student council has been established in the college to look after all problems of

students. Mentors are provided to all the students. Counselor is available in Psychiatry OPD for female staff and students whenever needed. Different departments of the University organize awareness programs regularly.

Common room
University provides common rooms for all female students as well as duty rooms for postgraduate students with basic amenities.

Day Care Centre
The trained female staff is appointed and looks after the kids of the employees and post-graduate students.

Anti-ragging, Zero tolerance on caste and gender as well as Strict adherence to reservation policy during admission signifies the dedication of Bareilly International University, Bareilly to Gender equity and safety. Audits are conducted on security and Gender discrimination regularly and suitable measures are suggested accordingly.

MEASURES FOR THE PROMOTION OF GENDER EQUITY POLICY

Measures promoting gender eq

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.

- 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.

Rohilkhand Medical College & Hospital

Pilibhit By-pass Road, Bareilly

Office Circular

Ref. No.: RMCH/ / 2020 Dt. 11th November, 2020

Reconstitution of Women Empowerment Cell

The Women Empowerment Cell of Rohilkhand Medical College & Hospital, Bareilly is hereby reconstituted as under :

Designation	Name	Duties
Chairman	Dr. Shalini Chandra, Professor & Head, Pharmacology 9997733097 dr.shalini.chandra@gmail.com	Oversees the functioning of the cell and acts as the primary authority.
Coordinator	Dr. Rashmi Katyal, Professor, Community Medicine 9897373850 rashmikatyal@gmail.com	Organizes meetings, events, and coordinates activities of the cell.
Members	Dr. Rakesh Gupta, Professor & Head, Anatomy 9412160587 rakeshgupta1979@gmail.com	Help in planning and executing programs, workshops, and outreach.
	Dr. Anjana Arya, Professor, Pathology 9412125824 anjanaarya.singh15@gmail.com	
	Dr. Abhinav Srivastava, Professor & Head, ENT 9794956306 drabhinav.srivastava@yahoo.co.in	
	Dr. Mithila Bisht Professor, Pathology 7906080213 dr.mithila@gmail.com	

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Rohilkhand Medical College & Hospital

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Office Circular

Ref. No.: RMCH/ / 2020 Dt. 18th January, 2021

Reconstitution of Women Empowerment Cell

The Women Empowerment Cell of Rohilkhand Medical College & Hospital, Bareilly is hereby reconstituted as under :

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Chairman	Dr. Shalini Chandra, Professor & Head, Pharmacology 9997733097 dr.shalini.chandra@gmail.com	Oversees the functioning of the cell and acts as the primary authority.
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	Dr. Abhinav Srivastava, Professor & Head, ENT 9794956306 drabhinav.srivastava@yahoo.co.in	
	Dr. Mithila Bisht Professor, Pathology 7906080213 dr.mithila@gmail.com	
	Mrs. Poonam Azad, Nursing Superintendent 9041798881 sweetpoonamazad5@gmail.com	

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Ref. No.: RMCH/ / 2020 Dt. 15th February, 2022

Reconstitution of Women Empowerment Cell

The Women Empowerment Cell of Rohilkhand Medical College & Hospital, Bareilly is hereby reconstituted as under :

Designation	Name	Duties
Chairman	Dr. Shalini Chandra, Professor & Head, Pharmacology 9997733097 dr.shalini.chandra@gmail.com	Oversees the functioning of the cell and acts as the primary authority.
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Members	Dr. Rakesh Gupta, Professor & Head, Anatomy 9412160587 rakeshgupta1979@gmail.com	Help in planning and executing programs, workshops, and outreach.
	Dr. Anjana Arya, Professor, Pathology 9412125824 anjanaarya.singh15@gmail.com	
	Dr. Abhinav Srivastava, Professor & Head, ENT 9794956306 drabhinav.srivastava@yahoo.co.in	
	Dr. Mithila Bisht Professor, Pathology 7906080213 dr.mithila@gmail.com	
	Mrs. Poonam Azad, Nursing Superintendent 9041798881 sweetpoonamazad5@gmail.com	

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Ref. No.: RMCH/ / 2020 Dt. 15th March, 2023

Reconstitution of Women Empowerment Cell

The Women Empowerment Cell of Rohilkhand Medical College & Hospital, Bareilly is hereby reconstituted as under :

Designation	Name	Duties
Chairman	Dr. Shalini Chandra, Professor & Head, Pharmacology 9997733097 dr.shalini.chandra@gmail.com	Oversees the functioning of the cell and acts as the primary authority.
Coordinator	Dr. Rashmi Katyal, Professor, Community Medicine 9897373850 rashmikatyal@gmail.com	Organizes meetings, events, and coordinates activities of the cell.
Members	Dr. Rakesh Gupta, Professor & Head, Anatomy 9412160587 rakeshgupta1979@gmail.com	Help in planning and executing programs, workshops, and outreach.
	Dr. Anjana Arya, Professor, Pathology 9412125824 anjanaarya.singh15@gmail.com	
	Dr. Abhinav Srivastava, Professor & Head, ENT 9794956306 drabhinav.srivastava@yahoo.co.in	
	Dr. Mithila Bisht Professor, Pathology 7906080213 dr.mithila@gmail.com	
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Pilibhit By-pass Road, Bareilly

Office Circular

Ref. No.: RMCH/ / 2024 Dt. 20th June, 2024

Reconstitution of Women Empowerment Cell

The Women Empowerment Cell of Rohilkhand Medical College & Hospital, Bareilly is hereby reconstituted as under :

Designation	Name	Duties
Chairman	Dr. Shalini Chandra, Professor & Head, Pharmacology 9997733097 dr.shalini.chandra@gmail.com	Oversees the functioning of the cell and acts as the primary authority.
Coordinator	Dr. Rashmi Katyal, Professor & Head, Community Medicine 9897373850 rashmikatyal@gmail.com	Organizes meetings, events, and coordinates activities of the cell.
Members	Dr. Rajnish Pathania, Medical Superintendent 9418095735 rajnishpathania@msn.com	Help in planning and executing programs, workshops, and outreach.
	Dr. Jyoti Pathania, Professor, Anaesthesia 9418120659 pathaniajyoti7@gmail.com	
	Dr. Rakesh Gupta, Professor & Head, Anatomy 9412160587 rakeshgupta1979@gmail.com	
	Dr. Anjana Arya, Professor, Pathology 9412125824 anjanaarya.singh15@gmail.com	
	Dr. Abhinav Srivastava, Professor & Head, ENT 9794956306 drabhinav.srivastava@yahoo.co.in	
	Dr. Mithila Bisht	

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List Of Activities of Women Empowerment Cell 2022-2023

Sr. no	Name of the activity	Organized by	Date of the Activity
1	Workshop on Leadership and Decision-Making Skills for Women Students	Rohilkhand Medical College and Hospital, Bareilly International University	Nov 15,2022
2	Seminar on Legal Rights and Protection Laws for Women	Rohilkhand Medical College and Hospital, Bareilly International University	Jan 10,2023

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Activity Report

Date: 16.11.2022

Title of the Activity

Workshop on Leadership and Decision-Making Skills for Women Students

Date & Venue

- **Date:** November 15, 2022
- **Venue**: LT-10, Rohilkhand Medical College and Hospital,Bareilly International University

Organized by

Organized by the Rohilkhand Medical College and Hospital, Bareilly International University

Objectives

- To empower women students with essential leadership and decision-making skills.
- To build self-confidence, strategic thinking, and effective communication among participants.
- To foster awareness about gender challenges and equip women to lead across diverse environments.
- To provide tools and techniques for making informed, ethical, and impactful decisions.
- learn techniques for analyzing situations, evaluating alternatives, managing risks, and making confident choices even under pressure.
- To work on building their personal brand, setting leadership goals, and developing an action plan for continuous growth

Resource Person(s)

1) **Dr Rashmi Katiyal**
2) **Dr Shalini Chandra**
3) **Dr Mithila Bisht**

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Description

- The workshop offers a comprehensive exploration of leadership fundamentals, including leadership theories, styles, and behaviors. Participants will learn how leadership is not just about holding positions of authority but about inspiring others, taking initiative, and creating meaningful impact. The sessions will introduce students to various leadership models and help them identify their own unique leadership style, emphasizing authenticity, empathy, and resilience.
- Decision-making is an equally vital skill closely linked to effective leadership. The ability to make sound, ethical, and timely decisions is essential in today's fast-paced, complex environments. Through interactive exercises and real-world case studies, participants will gain practical insights into structured decision-making processes. They will learn techniques for analyzing situations, evaluating alternatives, managing risks, and making confident choices even under pressure.
- One of the workshop's key focuses is addressing the specific challenges faced by women in leadership roles. Gender biases, societal expectations, and lack of representation are among the hurdles that women often encounter. By creating a supportive and empowering environment, the workshop will encourage open discussions about these barriers and equip participants with strategies to navigate and overcome them. Mentorship experiences, success stories of women leaders, and role-modeling activities will further inspire and motivate students.
- The program is highly interactive, blending lectures, group discussions, role-playing, team projects, and personal reflection exercises. Students will engage in scenario-based learning, simulating leadership challenges where they must make decisions, solve problems, and lead teams. This hands-on approach ensures that theoretical learning is reinforced through practical application, making the experience dynamic and memorable.

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- By the end of the workshop, participants will have a clearer understanding of what it takes to lead effectively and make informed decisions. They will leave with improved self-awareness, a strengthened sense of purpose, and practical strategies to take on leadership roles with confidence. Importantly, they will also become part of a network of aspiring women leaders who support and uplift each other.
- This workshop is not just a training session — it is a transformative experience designed to ignite ambition, nurture potential, and foster a new generation of women leaders ready to make a difference in the world.

Outcome

- **Enhanced Self-Confidence and Leadership Identity**
  Participants will develop a stronger sense of self-belief and leadership identity. They will gain clarity about their leadership style and strengths, enabling them to step into leadership roles with greater confidence and authenticity.
- **Mastery of Decision-Making Techniques**
  Students will learn and apply various decision-making models and frameworks, such as SWOT analysis, decision trees, and ethical decision-making approaches. They will gain the ability to systematically assess problems, consider alternatives, predict outcomes, and make timely, effective decisions even under uncertainty or pressure.
- **Improved Communication and Influence Skills**
  Participants will build stronger communication skills essential for leadership, including active listening, persuasive speaking, constructive feedback, and negotiation.
- **Strategic Thinking and Problem-Solving Abilities**
  Students will enhance their critical thinking and strategic planning skills. They will learn to view challenges from a broader perspective, anticipate obstacles, and design proactive solutions.
- **Greater Awareness of Gender Dynamics in Leadership**
  The participants will gain insights into the gender-specific challenges that women leaders often face, including biases, stereotypes, and workplace barriers.

Signature
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Activity Report

Date: 11.01.2023

Title of the Activity

Seminar on Legal Rights and Protection Laws for women

Date & Venue

- **Date:** January 10,2023
- **Venue**: LT-6 ,Rohilkhand Medical College and Hospital, Bareilly International University

Organized by

Organized by the Rohilkhand Medical College and Hospital ,Bareilly International University

Objectives

- To educate women about their legal rights and the protective laws available to them under the Indian legal system (or relevant jurisdiction).
- To raise awareness about gender-based violence, workplace discrimination, and other forms of injustice faced by women.
- To empower women to seek legal remedies and become proactive about safeguarding their rights.
- To encourage legal literacy and equip participants to support themselves and others in need of legal protection.

Resource Person(s)

1) **Dr Shalini Chandra**
2) **Dr Rashmi Katiyal**
3) **Dr Mithila Bisht**

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Description

- This seminar aims to bridge the gap between law and awareness by providing women with vital knowledge of their legal rights and protection laws. Despite progressive legislation and constitutional guarantees, many women remain unaware of the legal tools available to protect themselves from abuse, discrimination, and injustice. The seminar seeks to address this gap by fostering legal literacy and empowering participants to stand up for themselves and others.
- The seminar will cover key areas of women-centric laws, including but not limited to:
- Constitutional rights such as equality, protection from discrimination, and the right to live with dignity.
- Laws related to domestic violence, including the Protection of Women from Domestic Violence Act (2005).
- Sexual harassment at the workplace under the POSH Act (2013).
- Dowry Prohibition Act, Child Marriage Prohibition, Protection of Children from Sexual Offences (POCSO).
- Legal procedures for filing complaints with police, women's commissions, and legal aid services.
- Cybercrime laws and protection from online harassment.
- Rights related to marriage, divorce, maintenance, and inheritance.
- The session will be conducted by experienced legal professionals, activists, or representatives from NGOs working in women's rights. It will be interactive, allowing participants to ask questions, share experiences, and receive practical guidance.
- Role-play scenarios, real case studies, and step-by-step guidance on filing complaints or seeking help from relevant authorities will be shared to make the seminar engaging

and actionable. The seminar also aims to educate participants on how to help others in crisis situations and connect with appropriate support systems.

- This initiative is especially relevant for students, professionals, homemakers, and community members who wish to understand their rights and build a safer and more just environment for women.

Outcome

- **Increased Legal Awareness:**
  Participants will gain a clear understanding of the legal rights guaranteed to women under various national laws and international conventions.
- **Knowledge of Protection Mechanisms:**
  Students will be informed about legal tools, protection orders, grievance redressal mechanisms, and how to access free legal aid services.
- **Confidence in Seeking Legal Recourse:**
  Attendees will feel empowered to approach legal authorities or support services in case of abuse, discrimination, or harassment.
- **Improved Ability to Educate and Support Others:**
  Women will be better equipped to educate peers and offer informed support to others facing legal or personal crises.
- **Understanding of Legal Procedures:**
  Participants will learn the steps for filing FIRs, seeking restraining orders, filing complaints under workplace harassment policies, and approaching family or criminal courts.
- **Sensitization Toward Gender Justice:**
  The seminar will foster greater sensitivity toward gender-based injustices and the importance of legal empowerment in achieving equality.
- **Formation of Support Networks:**
  Participants will connect with legal professionals, NGOs, and peer networks that can provide ongoing guidance or collaboration for future initiatives.

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List Of Activities of Women Empowerment Cell 2023-2024

Sr. no	Name of the activity	Organized by	Date of the Activity
1	Entrepreneurship Development Program for Aspiring Women Entrepreneurs	Rohilkhand Medical College and Hospital, Bareilly International University	Oct 26,2023
2	Health and Wellness Awareness Camp for Women	Rohilkhand Medical College and Hospital, Bareilly International University	Feb 15,2024

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Activity Report

Date: 27.10.2023

Title of the Activity

Entrepreneurship Development Program for Aspiring Women Entrepreneurs

Date & Venue

- **Date:** October 26,2023
- **Venue**: LT-5 , Rohilkhand Medical College and Hospital, Bareilly International University

Organized by

Organized by the Rohilkhand Medical College and Hospital ,Bareilly International University

Objectives

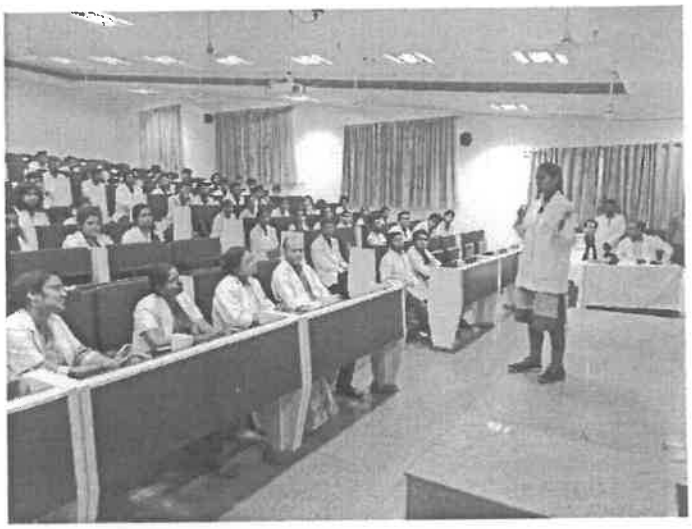
- To inspire, educate, and equip women with the necessary entrepreneurial skills and mindset.
- To provide practical knowledge about starting, managing, and scaling a business.
- To foster financial literacy, innovation, leadership, and risk-taking abilities among aspiring women entrepreneurs.
- To connect participants with mentorship, funding resources, and entrepreneurial networks for long-term success.
- To leave women with a sense of empowerment and a support network of peers, enabling them to collaborate, co-create, and continue growing together.

Resource Person(s)

1) **Dr Rashmi Katiyal**
2) **Dr Shalini Chandra**
3) **Dr Mithila Bisht**

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Description

- The Entrepreneurship Development Program (EDP) for Aspiring Women Entrepreneurs is designed to encourage and support women who dream of building their own businesses. Recognizing the unique challenges faced by women in the entrepreneurial ecosystem, this program offers targeted education, mentorship, and resources to help bridge the gap between aspirations and achievements.
- Through this comprehensive program, participants will explore every stage of entrepreneurship — from identifying business opportunities to launching, managing, and scaling their ventures. The sessions will cover essential topics including idea validation, business plan development, marketing strategies, funding options, legal compliance, digital tools, financial management, and customer engagement.
- The program features workshops, expert talks, mentoring sessions, and real-world case studies. Experienced entrepreneurs, business leaders, investors, and subject matter experts will guide participants through practical exercises and group projects, ensuring that the learning is action-oriented. Participants will get opportunities to refine their business ideas through pitching exercises and receive constructive feedback to strengthen their entrepreneurial approach.
- Special attention will be given to topics such as overcoming gender barriers in entrepreneurship, work-life balance, negotiation skills, leadership development, and building resilient businesses in today's dynamic economy. The program will also introduce participants to government schemes, grants, startup accelerators, and incubators specifically available for women entrepreneurs.

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- By the end of the program, participants will not only have a feasible business idea or model ready but will also be equipped with the confidence, connections, and capabilities needed to move forward on their entrepreneurial journey.
- Whether the participant aims to start a small business, social enterprise, or tech startup, this program offers a solid foundation for turning ideas into successful, sustainable ventures.

Outcome

- **Development of Entrepreneurial Mindset:**
  Participants will cultivate a risk-taking, innovative, and opportunity-seeking mindset essential for entrepreneurship.
- **Idea Generation and Validation:**
  Students will learn techniques to generate, assess, and refine business ideas based on market needs and personal passions.
- **Business Plan Preparation:**
  By the end of the program, each participant will be able to draft a detailed business plan, including market analysis, financial projections, and operational strategies.
- **Financial and Legal Literacy:**
  Participants will gain basic knowledge of financial management, budgeting, funding options, and legal requirements for setting up and running a business.
- **Enhanced Marketing and Sales Skills:**
  Students will learn how to build brand identity, create marketing strategies, and use digital platforms to grow their customer base.
- **Exposure to Funding and Support Systems:**
  Participants will learn about various funding opportunities, government schemes for women entrepreneurs, incubators, and how to pitch ideas to investors.
- **Networking and Mentorship:**
  The program will connect participants with successful women entrepreneurs, mentors, and business networks to guide and support their ventures beyond the program.
- **Confidence and Leadership Skills:**
  Through interactive sessions, participants will boost their self-confidence, leadership abilities, and resilience to overcome entrepreneurial challenges.

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Activity Report

Date: 16.02.2024

Title of the Activity:
Health and Wellness Awareness Camp for Women

Date & Venue:

- **Date**: February 15,2024
- **Venue**: Campus Grounds, Rohilkhand Medical College and Hospital, Bareilly International University (BIU)

Organized by:
Rohilkhand Medical College and Hospital ,Bareilly International University (BIU)

Objectives:

- To promote awareness among women about the importance of regular health checkups and preventive care.
- To educate participants on women's physical, mental, and reproductive health.
- To encourage healthy lifestyle practices including nutrition, hygiene, and stress management.
- To provide access to basic health screening services and consultations.
- To foster a supportive environment for women to openly discuss health concerns.

Resource Person(s):

- **Dr.Rashmi Katiyal**
- **Dr.Shalini Chandra**
- **Dr.Mithila Bisht**

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Description:

Health Education Sessions:
The camp began with awareness talks focused on common women's health issues such as menstrual hygiene, breast self-examination, anemia, reproductive health, and mental well-being. Experts shared practical advice, clarified myths, and answered participant questions.

Medical Check-ups:
Free health check-up booths were set up offering basic screenings such as BMI measurement, blood pressure, haemoglobin levels, and blood sugar testing. Participants received individual counselling based on their reports.

Wellness Workshops:
Workshops on yoga, stress management, and nutrition were conducted to promote overall wellness. Interactive demonstrations encouraged hands-on participation and healthy habit formation.

Awareness Materials:
Pamphlets, infographics, and health kits were distributed, providing take-home resources for ongoing wellness education and care.

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Outcome:

- Over 150 women students and staff participated in the camp.
- Participants gained valuable knowledge about health maintenance and early detection of health issues.
- Many women availed free screenings and consultations, some receiving early advice on health conditions.
- The event successfully fostered a positive and proactive approach to women's health.
- Feedback highlighted demand for regular health camps and targeted sessions on mental health and fitness.

Signature
Dean, RMCH
DEAN/PRINCIPAL
Rohilkhand Medical College & Hospital
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List of Activities of Women Empowerment Cell 2024-2025

Sr. no	Name of the activity	Organized by	Date of the Activity
1	Workshop on Leadership Development for Women Students Skill Development Session on Financial Literacy and Independence for Women.	Rohilkhand Medical College and Hospital, Bareilly International University	Nov 20,2024
2	Workshop on Financial Independence and Investment Planning for Women	Rohilkhand Medical College and Hospital, Bareilly International University	Jan 8,2025

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Activity Report

Date: 21.11.2024

Title of the Activity:
Workshop on Leadership Development for Women Students Skill Development Session on Financial Literacy and Independence for Women

Date & Venue:

- **Date**: November 20, 2024
- **Venue**: LT 10,Rohilkhand Medical College and Hospital ,Bareilly International University

Organized by:

Rohilkhand Medical College and Hospital ,Bareilly International University (BIU)

Objectives:

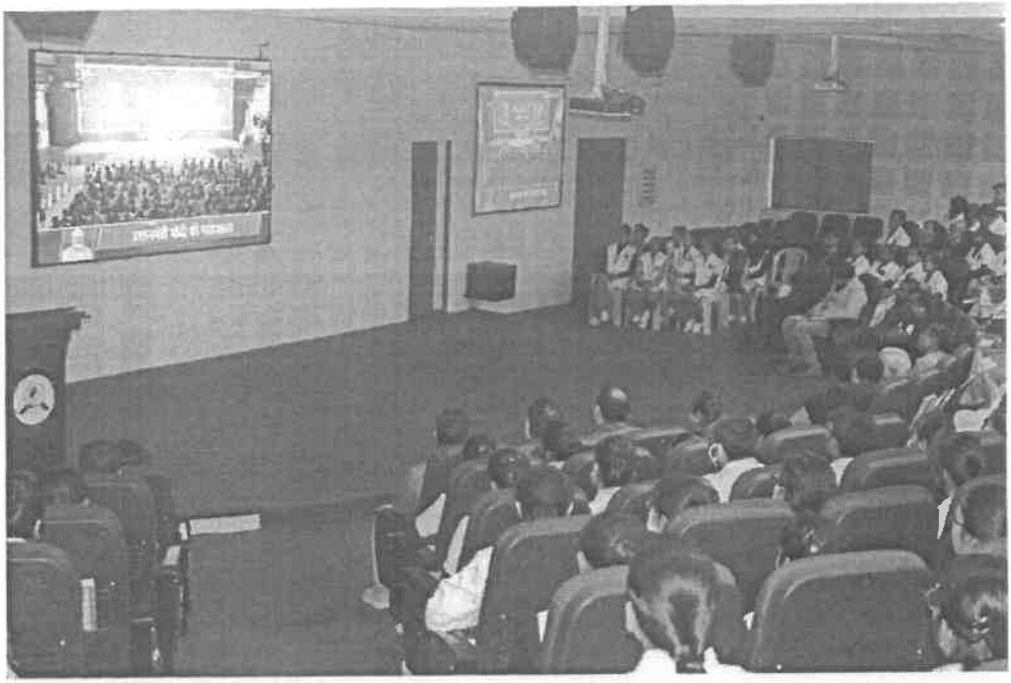
- To promote leadership qualities among women students and empower them to take on leadership roles.
- To enhance the financial literacy skills of women students, enabling informed and independent financial decision-making.
- To raise awareness about financial planning, saving, investing, and managing personal finances effectively.
- To instil confidence among women students to achieve financial independence and security.
- To equip participants with practical skills for navigating financial systems and entrepreneurial opportunities.

Resource Person(s):

- **Dr.Rashmi Katiyal**
- **Dr.Shalini Chandra**
- **Dr.Mithila Bisht**

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Description:

Leadership Development Session:
The workshop commenced with an inspiring session on leadership development specifically tailored for women students. Participants engaged in interactive discussions highlighting the importance of self-confidence, communication skills, decision-making abilities, and emotional intelligence in leadership roles. Real-life examples of women leaders across sectors were shared to motivate participants.

Financial Literacy and Independence Training:
The second part of the workshop focused on financial literacy, covering fundamental topics such as budgeting, saving, investing, credit management, insurance, and retirement planning. Experts provided practical tips and simplified complex financial concepts to help participants manage their personal finances confidently.

Case studies and role-playing exercises allowed participants to practice making financial decisions in real-world scenarios. Discussions also included understanding the importance of financial independence for overall empowerment.

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Outcome:

- Participants acquired essential leadership skills and strategies to step confidently into leadership roles.
- Women students gained critical financial knowledge, empowering them to manage their finances independently.
- The session enhanced awareness about entrepreneurial opportunities and the financial tools needed to support them.
- Participants expressed increased confidence in making informed personal and professional financial decisions.
- Feedback indicated a strong desire for more in-depth sessions on investment strategies and entrepreneurship.
- The workshop helped create a supportive network of women committed to leadership growth and financial empowerment.

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Activity Report

Date: 09.01.2025

Title of the Activity:
Workshop on Financial Independence and Investment Planning for Women

Date & Venue:

- **Date**: January 8,2025
- **Venue**: LT 9, Rohilkhand Medical College and Hospital, Bareilly International University

Organized by:
Rohilkhand Medical College and Hospital ,Bareilly International University (BIU)

Objectives:

- To educate women students on the principles of financial independence and the importance of early financial planning.
- To provide knowledge about various investment options available and the basics of wealth management.
- To encourage women to take active roles in managing their personal and professional finances.
- To build financial confidence among women through practical sessions on saving, investing, and risk management.
- To inspire entrepreneurial thinking and long-term financial goal setting.

Resource Person(s):

- **Dr.Rashmi Katiyal**
- **Dr.Shalini Chandra**
- **Dr.Mithila Bisht**

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Description:

Introduction to Financial Independence:
The session started with an introduction to the concept of financial independence, emphasizing the importance of managing personal finances for achieving autonomy and security. Participants learned about budgeting, emergency savings, and setting short-term and long-term financial goals.

Investment Planning:
The workshop provided an overview of investment opportunities including mutual funds, fixed deposits, stock markets, SIPs (Systematic Investment Plans), and retirement schemes. Experts shared strategies for low-risk and high-growth investments suitable for beginners. Real-life examples and case studies illustrated successful investment planning.

Interactive Activities and Practical Learning:
Participants engaged in interactive activities like creating mock investment portfolios and financial goal-setting exercises. They were introduced to digital financial tools and mobile apps for managing personal investments.

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Outcome:

- Participants gained a solid understanding of financial basics, independence, and the need for early investment planning.
- Women students developed confidence to independently manage savings and investments.
- The session provided practical tools and frameworks to begin financial planning immediately.
- Many attendees expressed interest in further specialized workshops on advanced investing and entrepreneurship.
- The workshop fostered a culture of financial awareness and empowerment among women students.

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SAFETY AND SECURITY

Rohilkhand Medical College & Hospital (RMCH), located in Bareilly, Uttar Pradesh, is committed to ensuring the safety and security of its students, faculty, and staff. The institution has implemented various measures across its campus, including academic buildings, hostels, and hospital facilities, to create a secure and conducive environment for learning and living.

Campus Security

- **24/7 Security Personnel**: The college employs trained security staff who are stationed at key points around the campus, including entrances, exits, and sensitive areas.
- **CCTV Surveillance**: Strategic installation of CCTV cameras monitor critical infrastructure, aiding in real-time surveillance and incident documentation.
- **Access Control Systems**: Entry to academic and hospital buildings is regulated through ID card-based access, ensuring that only authorized individuals can enter restricted areas.

Hostel Safety

- **Separate Hostels for Boys and Girls**: RMCH provides dedicated hostel facilities for male and female students, each equipped with necessary amenities to ensure comfort and security.
- **Visitor Regulations**: Visitors are allowed only during specified hours and must register at the security desk. Male visitors are not permitted beyond designated visiting areas.
- **Emergency Protocols**: The hostels are equipped with emergency contact numbers for local police, fire services, and medical facilities, ensuring prompt response in case of emergencies.
- **Disciplinary Measures**: Strict rules regarding attendance, conduct, and visitors are enforced to maintain decorum and ensure the safety of all residents.

Hospital and Clinical Area Security

- **Restricted Access**: Access to hospital wards, operation theatres, and other critical areas is restricted to authorized personnel only, preventing unauthorized entry and ensuring patient confidentiality.
- **Emergency Response Teams**: Trained emergency response teams are available on-site to handle any medical or security-related incidents promptly.

Additional Measures

- **Regular Safety Audits**: Periodic safety audits are conducted to identify potential hazards and implement corrective actions to mitigate risks.
- **Awareness Programs**: The college organizes workshops and seminars to educate students and staff about safety protocols, emergency procedures, and personal security measures.

Rohilkhand Medical College & Hospital's commitment to safety and security reflects its dedication to providing a safe and supportive environment for its academic community. By implementing comprehensive security measures across its campus, RMCH ensures that students can focus on their education and personal development without concerns about their safety.

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Psycholog
Counsel

PSYCHOLOGICAL COUNSELLING AT ROHILKHAND MEDICAL COLLEGE AND HOSPITAL

COLLEGE COUNSELLING ROOM



COLLEGE COUNSELLOR

Name of the Counsellor- Swaleha Asif

She is a clinical psychologist currently working in the department of Psychiatry at Rohilkhand Medical College and Hospital, Bareilly from 2017 till date. She has completed her undergraduate course in Psychology at MJP Rohilkhand University Bareilly and then completed her internship from Mental Hospital Bareilly and Rohilkhand Medical College and Hospital, Bareilly. She has completed her Post Graduation in Applied Clinical Psychology 2010-2012 from M.J.P.R.U, Bareilly.

She has 1year experience as a Counsellor in **NIRVAN- Drug De-Addiction & Rehabilitation Centre** from 2015 to 2016. She has published Research Work in "**A Comparative Study of Personality and Adjustment in Working and Non-Working Females**".

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Case Scenario: UG Medical Student



Client: *Aakansha*, 20 years old, 2nd-year MBBS student
Referred by: Faculty mentor
Presenting Concerns: Academic burnout, sleep disturbances, social withdrawal

Background Information:

Aakansha is a bright and ambitious student who enrolled in Rohilkhand Medical College with the dream of becoming a neurosurgeon. Over the past six months, her academic performance has declined. She reports losing interest in classes, struggling to concentrate during lectures, and experiencing chronic fatigue. Her roommates noticed that she often skips meals, isolates herself, and stays up late at night watching videos or scrolling through her phone.

Psychological Assessment:

- **Mental Status Examination (MSE):**
  - Appearance: Disheveled, underweight
  - Mood: Anxious and low
  - Affect: Restricted
  - Thought process: Logical but pessimistic
  - Sleep: 3–4 hours/day, poor quality
  - Appetite: Decreased
  - Suicidal ideation: Denied

- **Screening Tools Used:**
  - PHQ-9: Moderate depressive symptoms
  - GAD-7: Mild anxiety
  - Academic Stress Scale: High levels of academic-related pressure.

Therapeutic Approach:

- **Initial Goals:**
  - Normalize and validate stress response in high-pressure environments
  - Teach emotion regulation techniques
  - Introduce time management strategies
- **Intervention Plan:**
  - Psychoeducation on stress and burnout
  - CBT (Cognitive Behavioral Therapy) sessions (weekly)
  - Mindfulness-based relaxation techniques
  - Coordination with academic mentor for flexible deadlines and support
- **Outcome Measures:**
  - Improved class attendance
  - Better sleep hygiene
  - Re-engagement with peers and hobbies

Prognosis:

With continued counseling and faculty support, Aakansha is expected to gradually regain academic motivation and emotional stability. Regular follow-up is planned over the next semester.

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Case Scenario – PG Medical Student



Institution: Rohilkhand Medical College and Hospital
Role: College Counselor / Psychologist
Client: *Dr. Mehak Verma*, 27 years old, 2nd-year MD (Pediatrics) resident
Referred by: HOD (due to recent absenteeism and change in behavior)
Presenting Concerns: Burnout, irritability, frequent crying episodes, feeling of inadequacy

Background:

Dr. Mehak was known as a diligent student during her MBBS and early PG days. However, over the past 2 months, she has shown a drastic decline in emotional stability and performance. Colleagues noticed she frequently breaks down during rounds, seems detached, and avoids clinical responsibilities unless necessary. She's also reported conflicts with nursing staff and co-residents.

Clinical History:

- **Personal History:**
  - Staying away from family, lives in hostel
  - Supportive parents, but communication has reduced
  - History of perfectionism and high self-criticism
- **Current Symptoms:**
  - Fatigue and headaches
  - Difficulty sleeping (2–3 hours/day)
  - Low appetite
  - Frequent intrusive thoughts like "I'm not good enough to be a doctor"
  - Passive suicidal thoughts (no intent or plan)

Psychological Assessment:

- **Mental Status Examination:**
  - Appearance: Anxious, tired, minimal eye contact
  - Speech: Coherent but slow
  - Mood: "Exhausted and numb"
  - Thought content: Negative self-talk, low confidence
  - Cognitive: Attention and concentration mildly impaired
- **Scales Used:**
  - **Burnout Scale:** High levels of emotional exhaustion
  - **PHQ-9:** Moderate depressive symptoms
  - **Perceived Stress Scale (PSS):** Very high

Counseling & Intervention Plan:

- **Short-Term Goals:**
  - Stabilize mood and sleep pattern
  - Reduce immediate burnout and improve coping
- **Long-Term Goals:**
  - Build emotional resilience
  - Develop healthy boundaries and time management
  - Address underlying perfectionism and self-esteem issues
- **Interventions:**
  - Weekly **CBT (Cognitive Behavioral Therapy)** sessions
  - Introduction to **mindfulness and grounding techniques**
  - Scheduled **time-outs** from clinical duty with faculty support
  - Encouraged journaling and reconnecting with support system
- **Coordination with Faculty:**
  - Discussed temporary reduction in night duties
  - Confidentiality maintained, except where risk to self is evident

Outcome Over 6 Weeks:

- Sleep improved to 6 hours/day
- No further suicidal ideation
- Better interaction with team
- Reported feeling "more in control" and "less burdened"

Prognosis:

Good, with continued therapy and academic adjustments. Needs regular monitoring during high-pressure rotations (e.g., ICU, emergency).