



## ANNUAL GENDER SENSITIZATION PLAN (2022-23)

Techno India NJR Institute of Technology places a strong emphasis on women's empowerment and gender equality. Through our outreach and within the institute, we strive to bring about a positive change in attitudes and support equity between genders.

Annual gender sensitization plan is as follows:

Objective: To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff.

1. Aiming to promote health, nutrition, Self-defense, and entrepreneurship among the female students.
2. Organize workshops on cybercrime, hotel safety, and career development enhancement for female students.
3. Students should receive professional counseling.
4. Financial guidance for students and staff.
5. Facilitate workshops that promote diversity and gender-sensitive communication. Students and staff alike.
6. There needs to be mentorship in college where faculty and students can approach each other Matters of gender-related issues.
7. Monitoring and evaluation mechanisms for implementation and their follow-ups.
8. Conducting regular awareness-raising activities among students and staff.
9. Balanced gender quota during recruitment.
10. Gender parity in student conduct at the governance level is promoted by the student code of conduct.

For Techno India NJR Institute of Technology

(R.S. Vyas)  
Director



## A SESSION ON WOMEN'S SAFETY ON WORKPLACE

Speaker: Dr. Rimpay Bishnoi  
Techno India NJR Institute of Technology  
Dated: 24/01/2023

### Speech Abstract:

Dr. Rimpay Bishnoi took a session on women safety on workplace and pointed out several points to thing of when we plan during workplace. Women's safety at workplace is an important issue that affects many women who work in office. Women may face unique safety challenges while working on office, such as being at a higher risk of sexual harassment or assault, and may also have different safety needs and concerns than men.

There are several measures that organizations can take to ensure the safety of women in the workplace. Here are some key measures:

**Clear Anti-Harassment Policies:** Develop and communicate clear, comprehensive anti-harassment and anti-discrimination policies. These policies should define acceptable and unacceptable behavior, outline reporting procedures, and emphasize the company's commitment to a safe workplace.

**Education and Training:** Conduct regular training sessions to educate employees, including managers and executives, about harassment, discrimination, and bystander intervention. Awareness and education are crucial for creating a culture of respect.

**Effective Reporting Mechanisms:** Implement confidential and user-friendly reporting mechanisms for employees to report incidents of harassment or discrimination. Ensure that employees are aware of these reporting channels and feel safe using them.

**Prompt Investigations:** Act swiftly and impartially when investigating reports of harassment or discrimination. The investigations should be conducted by trained professionals to ensure fairness and confidentiality.

**Supportive Work Environment:** Foster a work culture that supports victims and witnesses of harassment. Encourage open dialogue and provide emotional and professional support.

**Empowerment Initiatives:** Offer self-defense and personal safety training to employees, particularly women. Empowerment initiatives can help employees feel more confident in their ability to protect themselves.

**Leadership Commitment:** Leadership must demonstrate a strong commitment to promoting women's safety. Their actions, words, and attitudes set the tone for the entire organization.

For Techno India NJR Institute of Technology  
  
R. S. Vyas  
Director



# TECHNO INDIA NJR INSTITUTE OF TECHNOLOGY

Approved by AICTE & Affiliated to Rajasthan Technical University

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**Mentorship and Career Development:** Establish mentorship programs to support the career growth of women in the workplace. Provide equal opportunities for skill development, promotions, and leadership roles.

**Diversity and Inclusion Programs:** Promote diversity and inclusion by creating diverse hiring panels, mentoring underrepresented groups, and fostering a culture of belonging.

**Regular Assessments:** Continuously evaluate the effectiveness of safety initiatives through surveys, focus groups, and feedback from employees. Make necessary adjustments to policies and practices based on these assessments.

**Legal Compliance:** Ensure that the organization complies with all relevant labor laws and regulations related to gender equality, harassment, and discrimination. This includes regularly updating policies to align with changing legal requirements.

**Transparency:** Maintain transparency in all matters related to safety and equality. Open communication helps build trust and accountability.

**Allyship:** Encourage all employees, regardless of their gender, to be allies in the fight for women's safety. Promote a culture of looking out for one another and speaking up against harassment or discrimination.

**Rewards and Recognition:** Recognize and reward individuals and teams that actively contribute to creating a safer and more inclusive workplace.

**Regular Audits:** Conduct periodic audits and assessments of the workplace to identify and rectify potential safety concerns.

It's important for women to take steps to ensure their safety while traveling, but it's also important to remember that the vast majority of travel experiences are safe and enjoyable. By taking precautions and being aware of potential safety concerns, women can have a safe and enjoyable trip.

Dated: 24/01/2023

Venue: Techno India NJR Seminar hall.

For Techno India NJR Institute of Technology  
  
(B.B. Vas)  
Director



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TECHNO INDIA NJR  
INSTITUTE OF TECHNOLOGY

Affiliated to RII Kota Accredited by NAAC Approved by AICTE

**Seminar on**  
**Woman Safety at Workplace**

**Dr. Rimpay Bishnoi**

24 January 2023 11:00 AM  
 Techno Knowledge Campus

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For Techno India NJR Institute of Technology

B.S. Vyas  
Director