



# TECHNO INDIA NJR INSTITUTE OF TECHNOLOGY

Approved by AICTE & Affiliated to Rajasthan Technical University

www.technonjr.org

NJR Knowledge Campus, Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur - 313003 (Raj.)  
Tel. : +91 2942650214-17 Fax :+91 2942650218, Email : technonjr@gmail.com, director@technonjr.org

At Techno India NJR Institute of Technology, Udaipur, we focus on the primary aim to ensure a safe space and promote healthy environment. Our Various committee's has come up with an action plan for the academic year 2022-23, in which every year various programmes on Gender Sensitization are planned such as Workshops / seminars on Gender Equity / Attitude, Prevention of Sexual Harassment, Women Empowerment, Menstrual Hygiene, Women's day.

Focusing on the primary aim to ensure a safe space and promote healthy environment the Vishakha Cell (Sexual Harassment) Committee of Techno India NJR, has come up with an action plan for the academic year 2022-23 under the guidance and planning of various committee's such as Anti-Ragging Committee, SC-ST Committee etc.

Techno India NJR Institute of Technology is taking certain specific initiatives to facilitate gender equity and their development and empowerment. Our Gender Positive Initiatives are –


Internal Complaint Committee – The committee consists of Principal and three senior faculty members including one woman and local police station in-charge. This committee looks after any grievance and tries to solve at the earliest.

Anti-Ragging Committee – A dedicated anti-ragging committee is there. Till date the faculty members are so vigilant that no case of anti-ragging has been reported.

Safety and Security - In order to maintain safety and security to the girl's students and woman faculties, a committee has been constituted for redress of grievances. Our Internal Compliances committee stays alert all the time to prevent any sexual abuse to words students and female workers. We also focus on preventing this kind of harassments by using secret monitory services, which keep a keen eye on the entire campus. Deployment of 128 CCTVs across the campus for round-the-clock surveillance. Separate timings for girls to utilize the GYM.

Counselling - The major objective of the counselling centre is to facilitate Academic, Emotional, Social and cognitive development of the students hence to empower them in their learning and personal development. Other than students, parents and teachers are also getting the benefits from the counsellor in order to pave a path to the students inside the campus and in their homes. Here in Techno NJR we look into the most common reasons college students seek counselling; to achieve this goal college is taking several steps.

Common Room- There is a dedicated common room separate for boys and girls

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



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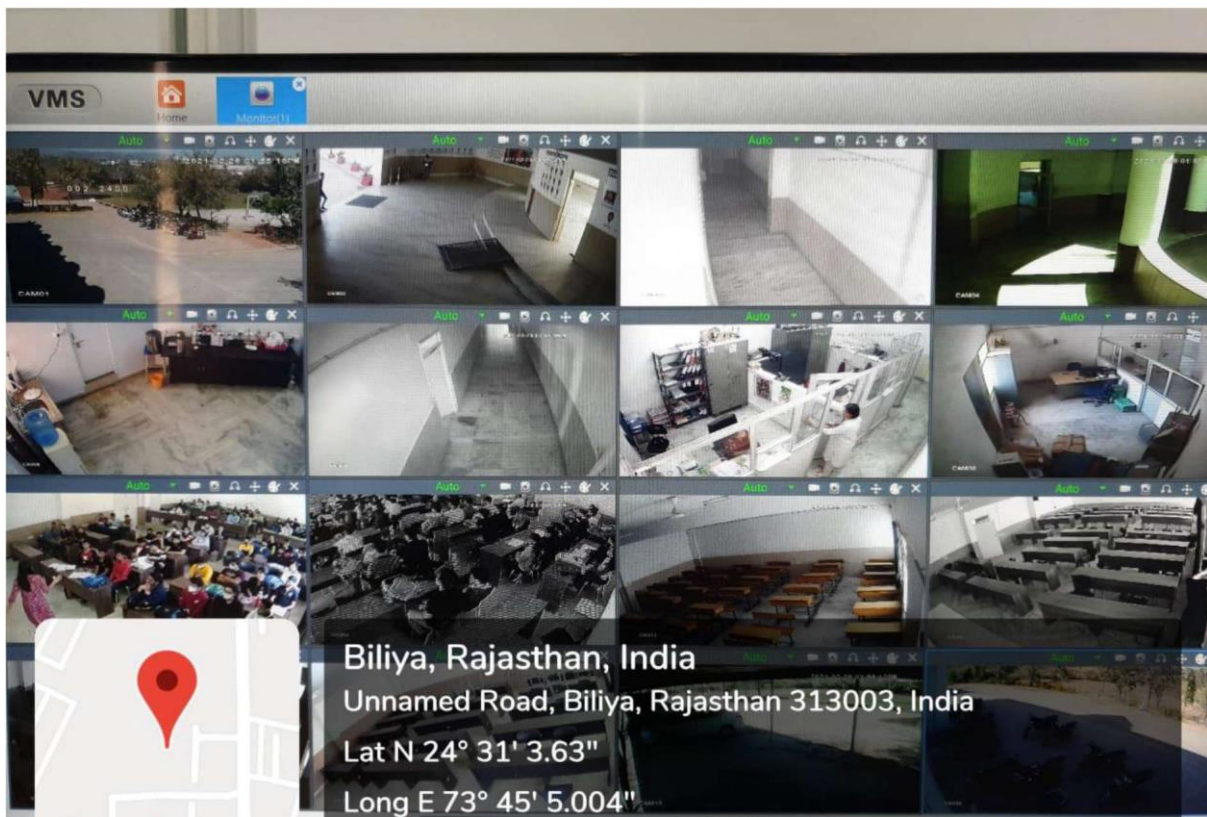
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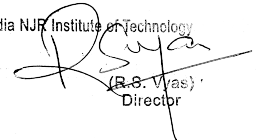
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Some of the glimpse of a healthy environment at Techno India NJR is as follows:

## 1. Safety and Security



For Techno India NJR Institute of Technology

  
R.S. Vyas  
Director



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## 2. Common Rooms



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Director

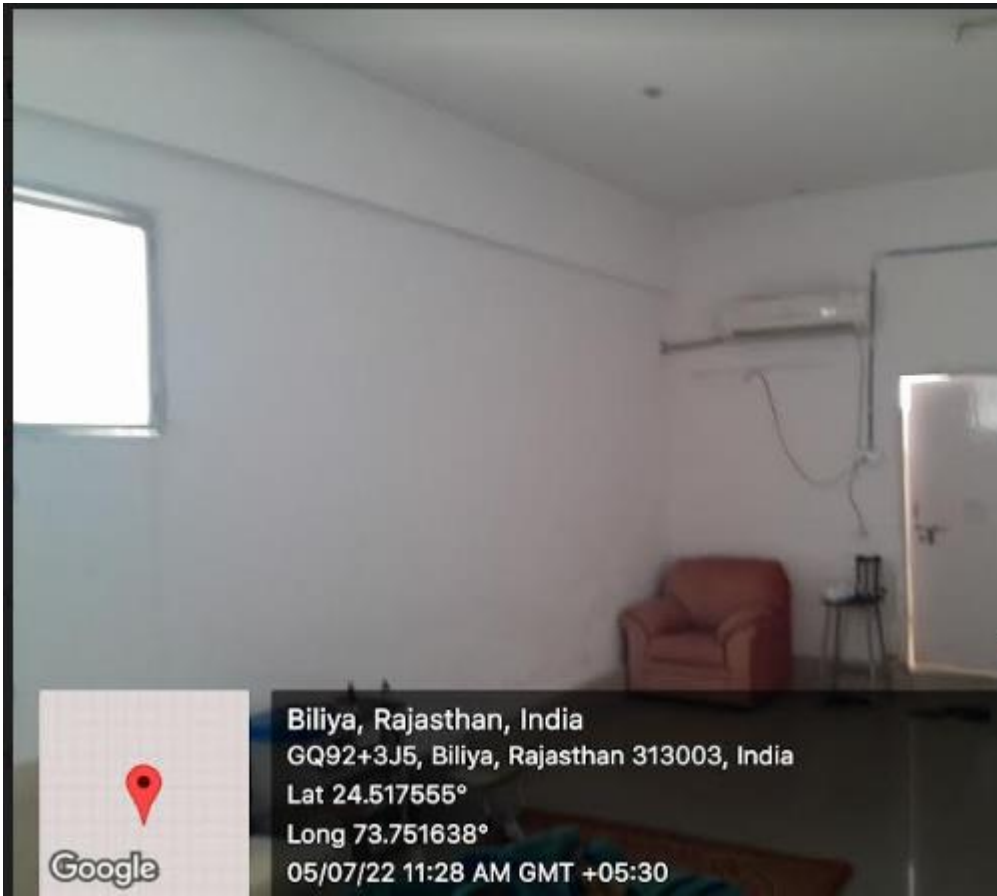


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### 3.Gym



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## A SESSION ON WOMEN'S SAFETY ON WORKPLACE

Speaker: Dr. Rimpy Bishnoi  
Techno India NJR Institute of Technology

Dated: 24/01/2023

### Speech Abstract:

Dr. Rimpy 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,

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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.

**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.

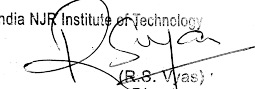
**Rewards and Recognition:** Recognize and reward individuals and teams that actively contribute to creating a safer and more inclusive workplace.

**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.

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**TECHNO INDIA NJR**  
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**Seminar on**

## Woman Safety at Workplace

**Dr. Rimpay Bishnoi**

📅 24 January 2023 ⌚ 11:00 AM

📍 Techno Knowledge Campus

f /TechnoIndiaNJR www.technonjr.org 📷 /TechnoNJROfficial

10am-11am

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## [Placement 2020-24 Batch] 3 Techno NJR students bag American Express Job at 18.94 LPA package.




[Placement 2020-24 Batch ] 3 Techno NJR students bag American Express Job at 18.94 LPA package.

Arzoo Bapna, Somya Champawat, and Sonakshi Negi, students of 4th year B.Tech in Computer Science & Engineering have been offered the position of Engineer Trainee – Software Engineering (Full Time) at an annual package of Rs.18.94 Lakhs per annum. They participated in Makeathon ( A Hackathon for Women) organized by American Express for Girl students in which all IIT and other top-rated institute students participated. 55 students were short-listed based on the results of this hackathon. This was followed by further assessments and personal interviews.

Arzoo Bapna is an American citizen and it was difficult for her to decide whether to go to the USA for engineering studies or stay in Udaipur and join Techno NJR. ” I am happy with my decision to join Techno NJR in 2020 instead of going to the USA. The great environment and faculty support helped me get this dream Job” says Arzoo.

#TechnoNJR #AmericanExpress #AmericanExpressBound #FutureTechLeaders #ProudMoment

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