



Gandhi Institute For Technology (GIFT).  
Bhubaneswar

**Annual gender sensitization action plan**  
**(2019-20)**

Sl. No.	Title of the program	Date
1	Seminar on women research promotion schemes	26/07/2019
2	A talk on "Women in science & technology".	12/08/2019
3	Debate competition on "Are women being empowered or is it just restricted to debates?"	19/09/2019
4	Free HB and weight check up camp	14/11/2019
5	Legal Awareness program: MCQ competition on legal rights of women	26/11/2019
6	Discussion on Vishaka guidelines against sexual harassment at workplace	05/12/2019
7	Poster presentation on "educate girl child"	23/01/2020
8	Rangoli competition on "beti bachao, beti padhao"	08/02/2020
9	International women's day	05/03/2020
10	Awareness raising program on "everyday sexism: see it, name it, stop it"	11/3/2020



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**Gandhi Institute For Technology (GIFT),  
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*7.1.1 Measures initiated by the Institution for the  
promotion of gender equity during the last five  
years. Here is a short glimpse of a few of the  
numerous events conducted in the academic year*

*(2019-20)*



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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Seminar on Women research Promotion Schemes  
**Date** : 26<sup>th</sup> July 2019  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Seminar on Women research Promotion Schemes On 26<sup>th</sup> July 2019. The programme has started at 11.30am with a short inaugural function by the principal. The Dean Research, Mr. Nabnit Panigrahi, Associate Professor in the department of Mechanical in his talk said that through this endeavour of the Department, concerted efforts have been made to give women a strong foothold into the scientific profession, help them re-enter into the mainstream and provide a launch pad for further forays into the field of science and technology. This scheme will provide a research grant for a well-defined project proposal (under WOS-A and WOS-B) for a period of maximum three years. This grant will cover the fellowship of the applicant and cost of small equipments, contingencies, travel, consumables, etc. Institutional overhead charges will be extra. Women are an important section of the workforce, more particularly in the science & technology (S&T) domain. However, a large number of well-qualified women get left out of the S&T activities due to various circumstances which are usually typical to the gender. The challenges faced by them are several but most often the "break in career" arises out of motherhood and family responsibilities. To address such issues, Department of Science and Technology (DST) launched "Women Scientists Scheme (WOS)" during 2002-03. This initiative primarily aimed



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at providing opportunities to women scientists and technologists between the age group of 27-57 years who had a break in their career but desired to return to mainstream.



Seminar presented by Dr. Nabanit Panigrahy on the topic women research promotion scheme at GIFT Campus on 8<sup>th</sup> February 2020



*Abu Shaw*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Talk on "Women in science & technology".

**Date:** 12<sup>th</sup> August 2019

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Talk on "Women in science & technology" on 12<sup>th</sup> August 2019. The programme has started at 2.00 PM with a short inaugural function by the principal. Over the past 15 years, the global community has made a lot of effort in inspiring and engaging women and girls in science. Yet there is much more room for women and girls to participate fully. There is a huge opportunity for our industry to attract and retain women scientists. The 21st century women have stepped into a new era of awareness, independence and social responsibilities. There is need to initiate a movement towards women empowerment. Gender equality and women empowerment is the 3rd Millennium Development Goal expected to embark upon giving women their share in society and access to use of new technologies. Therefore, women's role in nation development and use of new technologies is extremely important.

Now at the beginning of the 21st century with the state of the world as it is, it is a crucial time for women to come together to make a difference. This conference, the first of its kind, is organized to bring all the stake holders together to discuss how to foster women's



*Ch. S. Panigrahi* Principal  
Gandhi Institute For Technology  
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contribution to Engineering, Technology, Science, Management, Humanities and all other relevant fields.

Chief Guest Dr. Narayan Sahoo stated that "Achieving gender equality' is an important part of the Sustainable Development Goals, adopted by the seventieth UN General Assembly in 2015. Science & Technology provide some of the most interesting careers and it would be appropriate that women should take advantage of these opportunities and should contribute equally to making a beautiful world for the coming generations".



Interactive session with Chief Guest Dr. Narayan Sahoo at GIFT on 12<sup>th</sup> August 2019

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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Debate competition on "Are women being empowered or is it just restricted to debates?"

**Date:** 19<sup>th</sup> September 2019

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Debate competition on "Are women being empowered or is it just restricted to debates?" on 19<sup>th</sup> September 2019. The programme has started at 2.00 PM with a short inaugural function by the principal. Education is one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to participate fully in the development process. More than 40 years ago, the Universal Declaration of Human Rights asserted that "everyone has the right to education". But despite notable efforts by countries around the globe that have appreciably expanded access to basic education, there are approximately 960 million illiterate adults in the world, of which two-thirds are women. More than one-third of the world's adults, most of them women, have no access to printed knowledge, to new skills or to technologies that would improve the quality of their lives and help them shape and adapt to social and economic change.

The students were given 1-hour time to prepare for the debate. The aim was to check the innovative idea they implement in thinking and explaining properly. The event ended with felicitating the winners of the competition with certificate of appreciation and honorarium.



Speech by a student on women empowerment at GIFT on 19<sup>th</sup> September 2019



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## Gandhi Institute For Technology (GIFT)

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### Activity Report

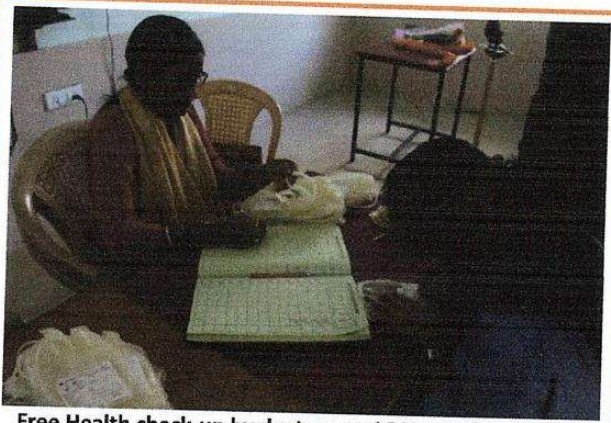
**Activity** : Free HB and weight checkup camp  
**Date** : 14<sup>th</sup> November 2019  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Free HB and weight checkup camp On 14<sup>th</sup> November 2019. The programme has started at 11.30am with a short inaugural function by the principal. Main objective of the camp was to raise mass awareness about health and the importance of regular health check-ups. During these health camps, our team of doctors conduct free blood tests, iron, Haemoglobin and Blood Pressure, height and weight. The purpose of the event is to check the health and provide students with proper diet chart to follow for maintaining healthy life. Fatigue, weakness and impaired physical function are typical symptoms that can adversely affect an individual's quality of life and wellbeing and results in a greater demand for health service. Students were given supplements to enhance their health. The doctors said to maintain a healthy diet to overcome the diseases. They were made aware about low haemoglobin count, as it is a commonly seen blood test result. In many cases, a low haemoglobin count is only slightly lower than normal, isn't considered significant and causes no symptoms. A low haemoglobin count can also be caused by an abnormality or disease. Symptoms of anaemia include generalized body aches and pain, chest pain, bone pain, shortness of breath, ulceration of skin, fatigue, strokes, blindness, and delayed growth and puberty.



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Free Health check-up by doctors on 14 November 2019 at  
GIFT Campus



*Abhishek*  
Principal  
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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Legal Awareness program: MCQ competition on Legal rights of Women  
**Date** : 26<sup>th</sup> November 2019  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Legal Awareness program: MCQ competition on Legal rights of Women On 26<sup>th</sup> November 2019. The programme has started at 11.30am with a short inaugural function by the principal. The Chief Guest and the Jury members stated that Women empowerment is giving equal position to women as men, providing them the rights to take decisions on their own. In fact, there should be rights and laws for all without any gender bias. There is an urgent need to spread legal awareness amongst the people particularly the women of our country need to be imparted with knowledge of legislations made by the Parliament for their welfare and security. Recognizing the need to impart legal awareness to women and girls, regarding their rights, the National Commission for Women has initiated a Countrywide Legal Awareness Programme. It would lay strong emphasis on inculcating values of equality, inclusivity and diversity, all of which are essential for building a healthy society. Moreover, knowledge of Major laws of a country is not only crucial for balanced development of young minds; it will also help students' in formation of correct values, self-discipline and national spirit. The event ended with distribution of certificate of appreciation to students who secured highest marks.



Instruction given to the students for attending quiz on legal awareness on 26<sup>th</sup> November 2019 at GIFT



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## Gandhi Institute For Technology (GIFT)

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### Activity Report

**Activity** : Discussion on Vishaka Guidelines against Sexual Harassment at Workplace  
**Date** : 5th December 2019  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Discussion on Vishaka Guidelines Against Sexual Harassment at Workplace On 5th December 2019. The programme has started at 11.30am with a short inaugural function by the principal. The Chief Guest said that it shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent sexual harassment and to provide for the resolution and settlement mechanism. For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as: physical contact and advances; a demand or request for sexual favours; sexually coloured remarks; showing pornography; any other unwelcome physical verbal or non-verbal conduct of sexual nature. For such act's criminal proceedings, disciplinary actions should be taken to discourage such behaviours.

As per the current regime, employers with 10 or more employees are required to constitute an internal complaints committee, conduct training, and awareness sessions, etc. The court, for the first time, drew upon an international human rights law instrument, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), to pass a set of guidelines that are popularly known as Vishaka Guidelines, which include:



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The incident of Bhanwari Devi reveals the hazards to which a working woman may be exposed while working on a job. The court observed that it is the duty of an employer to protect the safety of their employees and other people who might be affected by their business.



**Discussion by Mrs Sipra Karmakar on Vishakha Guidelines against sexual harassment at GIFT Campus on 5<sup>th</sup> December 2019**



*Sipra Karmakar*  
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## Gandhi Institute For Technology (GIFT)

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#### Activity Report

**Activity** : Poster Presentation: 'Educate girl child'  
**Date** : 23<sup>rd</sup> January 2020  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Poster Presentation: 'Save girl child' On 23<sup>rd</sup> January 2020. The programme has started at 11.30am with a short inaugural function by the principal. The main objective of the programme was to create awareness among the people about the importance of girl child. The bigger objective was to discourage them against the female foeticide, a cancer for the society. There was a huge enthusiasm among the teachers and the students for the programmes. The students were given 1-hour time to prepare the poster. The aim was to check the innovative idea they implement in making the poster and explaining the poster properly. These posters were carrying messages like - Beti Bachao - Beti Padhao, Educate Girl Child, Girls are the pride of the country, If Girls survive, and the earth will survive and so on. The event ended with felicitating the winners of the competition with certificate of appreciation and honorarium.



Winner of Poster presentation held on 23<sup>rd</sup> January 2020, Sweta Kumari receiving certificate from principal, GIFT



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## Gandhi Institute For Technology (GIFT)

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### Activity Report

**Activity** : Rangoli competition on "Beti Bachao, Beti Padhao"

**Date** : 8th February 2020

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a **Rangoli competition on "Beti Bachao, Beti Padhao"** On 8<sup>th</sup> February 2020. The programme has started at 11.30am with a short inaugural function by the principal. 'Beti Bachao Beti Padhao,' (Save the girl child, educate girl child) is a personal campaign by the Indian government. It aims to generate awareness to improve the efficiency of welfare services meant for girls. This scheme aims to promote gender equality and emphasises on the significance of educating girls. It intends to improve the same through multi-sectoral interventions, which includes prevention of gender-biased sex selection and promoting girls' education and her holistic empowerment.

The event coordinator stated the importance of the event as it is dedicated to improve the awareness of child sex ratio. This ratio reflects both pre-birth and post-birth discrimination towards girls, manifested through gender-biased sex selection. However, a decline in CSR is a major indicator of women disempowerment. She further added that abortion of female foetuses post ultrasonic testing, alongside other forms of discrimination against girl infants resulted in a sharp drop in female population. Crimes and sex abuse, however, have been on a constant high. The students were allotted 30



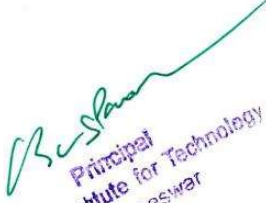
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minutes time to do rangoli which emphasizes the campaign of beti bachao, beti padhao. Winners of the competition were awarded with certificate of appreciation and monetary reward.



Students making Rangoli on Rangoli competition held at GIFT Campus on 8<sup>th</sup> February 2020



  
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## Gandhi Institute For Technology (GIFT)

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### Activity Report

**Activity** : International Women's Day  
**Date** : 8th march 2020  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised International Women's Day On 8<sup>th</sup> march 2020. The programme has started at 11.30am with a short inaugural function by the principal. International Women's Day is a day dedicated to honouring the achievements of women throughout history and all across the globe, and is typically a day for women from all different backgrounds and cultures to band together to fight for gender parity and women's rights

The Principal Mr. S Krishna Mohan Rao, in his address, emphasized on the importance of the day as it is dedicated to celebrating women's achievements in the social, economic, cultural, and political spheres. The day, collectively founded by women, also brings attention to gender parity and women's rights. The Registrar Mr. Vivek Sharma advised students that the global celebration of International Women's Day is a time for reflection of how far women have come, advocacy for what is still needed, and action to continue breaking down barriers. With over a century of history, IWD is a growing movement centred on unity and strength.



*S. Krishna Mohan Rao*  
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**Celebration of International Women's Day on 5<sup>th</sup> March 2020 at GIFT**



*U. S. Panigrahi*  
Principal  
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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Awareness raising program on "everyday sexism: see it, name it, stop it"

**Date:** 11<sup>th</sup> March 2020

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Awareness raising program on "everyday sexism: see it, name it, stop it" on 11<sup>th</sup> August 2020. The programme has started at 2.00 PM with a short inaugural function by the principal. Sexism is any expression (act, word, image, gesture) based on the idea that some persons, most often women, are inferior because of their sex. Sometimes sexism is expressed in a roundabout way, such as through humour, but these are never "just jokes". They are actually mockery, often aimed at laughing at a person and not with them. This denigrating humour can become a weapon to maintain relationships of social domination and stereotyping, and ultimately to silence people. Freedom of expression cannot be used as a pretext or excuse to insult, belittle or humiliate a group of people. The Chief guest in her talk said that Sexism at work creates an intimidating and oppressive atmosphere and is damaging to everyone's self-fulfilment. More generally, sexism leads to lower wages and fewer opportunities for those who are targeted by it. Revise labour law to include the fight against sexism. Identify and correct gender gaps in wages, bonuses or promotions. Establish complaint mechanisms, disciplinary measures and support services in case of sexist



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behaviour. Adopt and implement codes of conduct that define sexist behaviour and provide training to prevent it. Raise awareness in the workplace.



Awareness program on sexism at GIFT on 11<sup>th</sup> March 2020

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**Annual gender sensitization action plan**  
**(2018-19)**

Sl. No.	Title of the programme	Date and Duration (from-to)
1	Seminar on women research promotion schemes	19/07/2018
2	Debate competition on "Is women's empowerment a myth in developing countries?"	14/08/2018
3	Free HB and weight checkup camp	14/11/2018
4	Legal Awareness program: MCQ competition on legal rights of women	26/11/2018
5	Awareness program on sexual harassment of woman at workplace	06/12/2018
6	Rangoli Competition: Save girl child	18/02/2019
7	International women's day	08/03/2019
8	Building awareness about depression and anxiety	21/06/2019



  
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*7.1.1 Measures initiated by the Institution for the  
promotion of gender equity during the last five  
years. Here is a short glimpse of a few of the  
numerous events conducted in the academic year*

*(2018-19)*



  
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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Seminar on Women research Promotion Schemes

**Date:** 19<sup>th</sup> July 2018

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Seminar on Women research Promotion Schemes On 19<sup>th</sup> July 2018. The programme has started at 11.30am with a short inaugural function by the principal. The HOD, Dr, Mousumi Pattnaik, Associate Professor in the department of MBA in her talk said that through this endeavour of the Department, concerted efforts have been made to give women a strong foothold into the scientific profession, help them re-enter into the mainstream and provide a launch pad for further forays into the field of science and technology. This scheme will provide a research grant for a well-defined project proposal (under WOS-A and WOS-B) for a period of maximum three years. Women are an important section of the workforce, more particularly in the science & technology (S&T) domain. However, a large number of well-qualified women get left out of the S&T activities due to various circumstances which are usually typical to the gender. The challenges faced by them are several but most often the "break in career" arises out of motherhood and family responsibilities. To address such issues, Department of Science and Technology (DST) launched "Women Scientists Scheme (WOS)" during 2002-03. This initiative primarily aimed at providing opportunities to women scientists and technologists between the age group of 27-57 years who had a break in their career but desired to return to mainstream.



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Seminar presented by Dr Mousumi Pattnaik at GIFT on 19th July 2018





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Debate competition on “Is women’s empowerment a myth in developing countries?”

**Date** : 14<sup>th</sup> August 2018

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Debate competition on “Is women’s empowerment a myth in developing countries?” on 14<sup>th</sup> August 2018. The programme has started at 2.00 PM with a short inaugural function by the principal. The objectives of taking above topic for open house debate competition is to create awareness among students about the journey of women from suppressed and traditional to liberate and modern, as well as removal of gender discrimination from laws, institutions and behavioural patterns.

The event coordinator stated the importance of the event as it is dedicated to improve the awareness of child sex ratio. This ratio reflects both pre-birth and post-birth discrimination towards girls, manifested through gender-biased sex selection. However, a decline in CSR is a major indicator of women disempowerment. She further added that abortion of female foetuses post ultrasonic testing, alongside other forms of discrimination against girl infants resulted in a sharp drop in female population. Crimes and sex abuse, however, have been on a constant high. Students were made aware of the increasing inequality meted out to women and realised the need of emancipation of women.



Speech by Manisha Kumari, Student on women empowerment at GIFT on 4<sup>th</sup> March 2018



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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Free HB and weight checkup camp

**Date:** 14th November 2018

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Free HB and weight checkup camp On 14<sup>th</sup> November 2018. The programme has started at 11.30am with a short inaugural function by the principal. Main objective of the camp was to raise mass awareness about health and the importance of regular health check-ups. During these health camps, our team of doctors conduct free blood tests, iron, Haemoglobin and Blood Pressure, height and weight. The purpose of the event is to check the health and provide students with proper diet chart to follow for maintaining healthy life. Fatigue, weakness and impaired physical function are typical symptoms that can adversely affect an individual's quality of life and wellbeing and results in a greater demand for health service. Students were given supplements to enhance their health. The doctors said to maintain a healthy diet to overcome the diseases. They were made aware about low haemoglobin count, as it is a commonly seen blood test result. In many cases, a low haemoglobin count is only slightly lower than normal, isn't considered significant and causes no symptoms. A low haemoglobin count can also be caused by an abnormality or disease. Symptoms of anaemia include generalized body aches and pain, chest pain, bone pain, shortness of breath, ulceration of skin, fatigue, strokes, blindness, and delayed growth and puberty.



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*SPOC*  
SPOC

Health Check-up of female staff and students at GIFT on 14<sup>th</sup> November 2018



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Legal Awareness program: MCQ competition on Legal rights of Women

**Date** : 26<sup>h</sup> November 2018

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Legal Awareness program: MCQ competition on Legal rights of Women On 26<sup>th</sup> November 2018. The programme has started at 11.30am with a short inaugural function by the principal. The Chief Guest and the Jury members stated that Women empowerment is giving equal position to women as men, providing them the rights to take decisions on their own. In fact, there should be rights and laws for all without any gender bias. There is an urgent need to spread legal awareness amongst the people particularly the women of our country need to be imparted with knowledge of legislations made by the Parliament for their welfare and security. Recognizing the need to impart legal awareness to women and girls, regarding their rights, the National Commission for Women has initiated a Countrywide Legal Awareness Programme. It would lay strong emphasis on inculcating values of equality, inclusivity and diversity, all of which are essential for building a healthy society. Moreover, knowledge of Major laws of a country is not only crucial for balanced development of young minds; it will also help students' in formation of correct values, self-discipline and national spirit. The event ended with distribution of certificate of appreciation to students who secured highest marks.



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Gandhi Institute for technology  
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Under the aegis of **National Commission for Women** in the best interests of women and in furtherance of its mandate of safeguarding the rights and entitlements of women is organizing a multiple-choice competition based on the guidelines provided by the Commission to create awareness among the college student community about the legal rights of women.



Prize distribution to winner of the quiz competition at GIFT on 26<sup>th</sup> November 2018

  
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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Awareness program on sexual harassment of woman at workplace

**Date** : 6<sup>th</sup> December 2018

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Awareness program on sexual harassment of woman at workplace on 6<sup>th</sup> December 2018. The programme has started at 2.00 p.m. with a short inaugural function. Main objective of the programme to equip the students and staffs with knowledge on the subject to prevent sexual harassment and develop in them professional competence for implementation of the statute i.e. the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Participants will be able to list out: Gender Issues; Gender Discrimination; Sexual Harassment; Workplace; Related Judicial Pronouncements; Provisions of the Act; Constitution of Internal Complaints Committee (ICC); Third Party Harassment; Role of an Employer; Preventive Policies (organization); Conduct and Service Rules; Steps to Conduct Inquiry. While training intervention is certainly not a panacea to this problem, we believe regular training programmes will create awareness among the people. There are not many organizations that have the capacity to conduct quality training programme covering topics as varied as rights of the victims at one end and duties of representatives of employer while processing subject complaints - on the other. Employers must also comply with antidiscrimination laws at the state and local levels. Those laws may offer greater protections against discrimination than federal antidiscrimination laws. Therefore, it is necessary to develop and institute appropriate antidiscrimination programs designed to



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train employees on how to understand and abide by the employer's antidiscrimination policy. More generally, however, these programs should highlight the employer's goal of eliminating discrimination and harassment and otherwise reinforce the employer's values of professionalism and mutual respect in the workplace.



Awareness program on sexual harassment of woman at GIFT on 6<sup>th</sup> December 2018



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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Rangoli Competition on 'Save girl child'  
**Date:** 18<sup>th</sup> February 2019  
**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a Rangoli Competition on 'Save girl child' On 18<sup>th</sup> February 2019. The programme has started at 11.30am with a short inaugural function by the principal. The main objective of the programme was to create awareness among the people about the importance of girl child. The bigger objective was to discourage them against the female foeticide, a cancer for the society. There was a huge enthusiasm among the teachers and the students for the programmes. The students were given 1-hour time to prepare the Rangoli. The aim was to check the innovative idea they implement in making the Rangoli. These Rangoli were carrying messages like - Beti Bachao-Beti Padhao, Save Girl Child - Educate Girl Child, Girls are the pride of the country, If Girls survive, and the earth will survive and so on. The event ended with felicitating the winners of the competition with certificate of appreciation and honorarium.



Rangoli Competition on 'Save girl child' at GIFT on 18<sup>th</sup> February 2019



  
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Bhubaneswar





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : International Women's Day  
**Date** : 8<sup>th</sup> March 2019  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized International Women's Day on 8<sup>th</sup> March 2019. The programme has started at 2.00 p.m. with a short inaugural function. Main objective of the programme is to raise awareness about the struggles of women the world over and honour their achievements. Of course, not all achievements are huge, worldwide game-changers like women finally obtaining the right to vote—there are all sorts of other, smaller feats that women you know manage on an everyday basis that you may not pay too much attention. This may sound ridiculously hard to pull off, but this is something thousands of women pull off every day, something that should be deeply appreciated and something that nobody should take for granted. Women's Day is all about celebrating these incredible people and showing them how much we love, respect and values them. It's no secret that women's rights have evolved greatly. However, things could still be a lot better! Grand gestures aren't necessarily required to show appreciation, either—sometimes a simple "thank you, I have no idea how you do it" is enough to lift an overworked woman's spirits.



Celebration of International Women's day at GIFT on 8<sup>th</sup> March 2019

*K. S. Prasad*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

*[Signature]*  
SPDC



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity:** Building awareness about depression and anxiety

**Date:** 21<sup>st</sup> June 2019

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a awareness about depression and anxiety on 21<sup>st</sup> June 2019. The programme has started at 2.00 PM with a short inaugural function by the principal. It's important to understand that during adolescence, the first symptoms of many mental health disorders first appear. Some may appear earlier, by around age six or seven, but those that do appear early often become more severe during adolescence. Teens can be moody, emotional, unpredictable, defiant, and detached. They may get angry and slam doors. They may change their appearance, peer group, and interests. All these behaviors are signs of typical teen development. As tough as they may be for you, as a parent, to handle in the moment, it's helpful to remind yourself that not only are they signs of typical teen development, they are positive changes that your teen has to go through to reach adulthood. There are several evidence-based therapeutic approaches that can help adolescents manage the symptoms of depression and anxiety and live a life free from major impairment or daily disturbance. However, there is a significant gap between the number of adolescents who suffer from depressive and anxiety disorders and the number who receive treatment. The Chief Guest in her talk said that identifying symptoms specific to depression and anxiety has been a challenge, given that many of the symptoms are vague and nonspecific. However, certain symptoms in particular, have been significantly linked to women who have been diagnosed with depression and anxiety. "Women should discuss their symptoms with their friends, parents, doctors. Students got an idea about how they can detect the symptoms earlier.



*[Signature]*  
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Gandhi Institute for Technology  
Bhubaneswar

Awareness program on depression and anxiety at GIFT on 12<sup>th</sup> August 2019

*[Signature]* SPOC





# Gandhi Institute For Technology (GIFT)

Bhubaneswar

## Activity Report

**Activity:** Building Awareness about depression and anxiety

**Date:** 14th November 2018

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organised a **Awareness program on depression and anxiety** on 14<sup>th</sup> November 2018. The programme has started at 11.30am with a short inaugural function by the principal. The Chief Guest in her talk said that identifying symptoms specific to ovarian cancer has been a challenge, given that many of the symptoms are vague and nonspecific. However, certain symptoms in particular, have been significantly linked to women who have been diagnosed with ovarian cancer. They include: Abdominal pain or bloating; Urinary urgency or frequency; Difficulty eating, or early satiety (a feeling of being full after eating very little food). "Women should discuss their symptoms with their gynaecologist, especially if they have occurred more than 12 times a month. Students got an idea about how they can detect the symptoms earlier.

Given the absence of effective population-based screening tests for ovarian, uterine, vaginal, and vulvar cancers, early detection can depend on women and health care providers recognizing the potential significance of symptoms. Recognition of gynaecologic cancer symptoms was generally higher among gynaecologists than among primary care physicians and nurse practitioners. Ovarian cancer is not a common disease, but it accounts for more deaths than any other cancer of the female reproductive system. When women



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Bhubaneswar



are diagnosed with cancer limited to the ovary that has not spread, their chance of survival is often high.



Talk by Dr SonaliSahoo on overcome to depression and anxiety at GIFT on 14<sup>th</sup>  
November 2018



*A. S. Panigrahi*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



**Gandhi Institute For Technology (GIFT),  
Bhubaneswar**

*7.1.1 Measures initiated by the Institution for the  
promotion of gender equity during the last five  
years. Here is a short glimpse of a few of the  
numerous events conducted in the academic year*

*(2017-18)*



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**Gandhi Institute For Technology (GIFT).**  
**Bhubaneswar**

**Annual gender sensitization action plan**  
**(2017-18)**

Sl. No.	Title of the programme	Date and Duration (from-to)
1	Seminar on Women research Promotion Schemes	20/07/2017
2	Building Awareness about ovarian and cervical cancer	08/08/2017
3	Poster Presentation: 'Save girl child'	04/09/2017
4	Free HB and weight checkup camp	14/11/2017
5	Legal Awareness program: MCQ competition on Legal rights of Women	26/11/2017
6	Discussion on Vishaka Guidelines Against Sexual Harassment at Workplace	14/12/2017
7	Rangoli competition on "Beti Bachao, Beti Padhao"	04/03/2018
8	International Women's Day	08/03/2018



*Abhishek*  
**PRINCIPAL**  
**Gandhi Institute for Technology (GIFT)**  
**Bhubaneswar**





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** :Seminar on Women research Promotion Schemes

**Date** :20<sup>th</sup> July 2017

**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology(GIFT), Bhubaneswar has aSeminar on Women research Promotion Schemes On 20<sup>th</sup> July 2017.The programme has started at 11.30am with a short inaugural function.Women are an important section of the workforce, more particularly in the science & technology (S&T) domain. However, a large number of well-qualified women get left out of the S&T activities due to various circumstances which are usually typical to the gender. The challenges faced by them are several but most often the "break in career" arises out of motherhood and family responsibilities. To address such issues, Department of Science and Technology (DST) launched "Women Scientists Scheme (WOS)" during 2002-03. This initiative primarily aimed at providing opportunities to women scientists and technologists between the age group of 27-57 years who had a break in their career but desired to return to mainstream.



Seminar on women research promotion scheme conducted at GIFT Campus on 20<sup>th</sup> July 2017



  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** :Building Awareness about ovarian and cervical cancer

**Date** :8<sup>th</sup> August 2017

**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology( GIFT), Bhubaneswar has **Building Awareness about ovarian and cervical cancer on 8<sup>th</sup> August 2017**.The programme has started at 11.30am with a short inaugural function.The Chief Guest in her talk said that identifying symptoms specific to ovarian cancer has been a challenge, given that many of the symptoms are vague and nonspecific. However, certain symptoms in particular, have been significantly linked to women who have been diagnosed with ovarian cancer. They include: Abdominal pain or bloating; Urinary urgency or frequency; Difficulty eating, or early satiety (a feeling of being full after eating very little food). “Women should discuss their symptoms with their gynaecologist, especially if they have occurred more than 12 times a month. Students got an idea about how they can detect the symptoms earlier. Given the absence of effective population-based screening tests for ovarian, uterine, vaginal, and vulvar cancers, early detection can depend on women and health care providers recognizing the potential significance of symptoms. Recognition of gynaecologic cancer symptoms was generally higher among gynaecologists than among primary care physicians and nurse practitioners. Ovarian cancer is not a common disease, but it accounts for more deaths than any other cancer of the female reproductive system. When women are diagnosed with cancer limited to the ovary that has not spread, their chance of survival is often high.



Awareness program on cervical cancer at GIFT Campus on 8<sup>th</sup> August 2017

*Chespaan*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Free HB and weight checkup camp

**Date** : 14<sup>th</sup> November 2017

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Free HB and weight checkup camp on 14<sup>th</sup> November 2017. Main objective of the camp was to raise mass awareness about health and the importance of regular health check-ups. During these health camps, our team of doctors conduct free blood tests, iron, Haemoglobin and Blood Pressure, height and weight. The purpose of the event is to check the health and provide students with proper diet chart to follow for maintaining healthy life.

Fatigue, weakness and impaired physical function are typical symptoms that can adversely affect an individual's quality of life and wellbeing and results in a greater demand for health service. Students were given supplements to enhance their health. The doctors said to maintain a healthy diet to overcome the diseases. They were made aware about low haemoglobin count, as it is a commonly seen blood test result. In many cases, a low haemoglobin count is only slightly lower than normal, isn't considered significant and causes no symptoms. A low haemoglobin count can also be caused by an abnormality or disease. Symptoms of anaemia include generalized body aches and pain, chest pain, bone pain, shortness of breath, ulceration of skin, fatigue, strokes, blindness, and delayed growth and puberty.



*Chandra*  
Gandhi Institute for Technology  
Bhubaneswar



Health Check-up of female staff and students at GIFT on 14<sup>th</sup> November 2017

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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity :** Poster Presentation: 'Save girl child'

**Date :** 4<sup>th</sup> September 2017

**Venue :** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized Poster Presentation: 'Save girl child' on 4<sup>th</sup> September 2017. The programme has started at 11.30am with a short inaugural function. The main objective of the programme was to create awareness among the people about the importance of girl child. The bigger objective was to discourage them against the female foeticide, a cancer for the society. There was a huge enthusiasm among the teachers and the students for the programmes.

The aim was to check the innovative idea they implement in making the poster and explaining the poster properly. These posters were carrying messages like - Beti Bachao-Beti Padhao, Save Girl Child - Educate Girl Child, Girls are the pride of the country, If Girls survive, and the earth will survive and so on. The event ended with felicitating the winners of the competition with certificate of appreciation and honorarium.



Poster presentation on save girl child at GIFT Campus on 4<sup>th</sup> September 2017



*Dr. S. K. Sahoo*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity :** Legal Awareness program: MCQ competition on Legal rights of Women  
**Date :** 26<sup>th</sup> November 2017

**Venue :** Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Legal Awareness program: MCQ competition on Legal rights of Women 26<sup>th</sup> November 2017. The programme has started at 10.00 a.m. with a short inaugural function. The Chief Guest and the Jury members stated that Women empowerment is giving equal position to women as men, providing them the rights to take decisions on their own. In fact, there should be rights and laws for all without any gender bias. There is an urgent need to spread legal awareness amongst the people particularly the women of our country need to be imparted with knowledge of legislations made by the Parliament for their welfare and security. Recognizing the need to impart legal awareness to women and girls, regarding their rights, the National Commission for Women has initiated a Countrywide Legal Awareness Programme. It would lay strong emphasis on inculcating values of equality, inclusivity and diversity, all of which are essential for building a healthy society. Moreover, knowledge of Major laws of a country is not only crucial for balanced development of young minds; it will also help students' in formation of correct values, self-discipline and national spirit. The event ended with distribution of certificate of appreciation to students who secured highest marks.



*Chandra*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

Quiz competition on legal rights for women at GIFT Campus on 26<sup>th</sup> November 2017





## Gandhi Institute For Technology (GIFT)

Bhubaneswar

### Activity Report

**Activity** : Discussion on Vishaka Guidelines against Sexual Harassment at Workplace  
**Date** : 14<sup>th</sup> December 2017  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Discussion on Vishaka Guidelines Against Sexual Harassment at Workplace 14<sup>th</sup> December 2017. The programme has started at 10.00 a.m. with a short inaugural function. The Chief Guest said that it shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent sexual harassment and to provide for the resolution and settlement mechanism. For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as: physical contact and advances; a demand or request for sexual favours; sexually coloured remarks; showing pornography; any other unwelcome physical verbal or non-verbal conduct of sexual nature. For such act's criminal proceedings, disciplinary actions should be taken to discourage such behaviours.

As per the current regime, employers with 10 or more employees are required to constitute an internal complaints committee, conduct training, and awareness sessions, etc. The court, for the first time, drew upon an international human rights law instrument, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), to pass a set of guidelines that are popularly known as Vishaka Guidelines, which include: The incident of Bhanwari Devi reveals the hazards to which a working woman may be exposed while working on a job. The court observed that it is the duty of an employer to protect the safety of their employees and other people who might be affected by their business.



*Arundhan*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

Discussion on Vishaka Guidelines against sexual harassment at GIFT Campus on 14<sup>th</sup> December 2017







## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

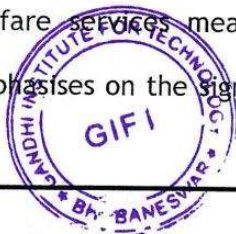
**Activity** :Rangoli competition on "BetiBachao, BetiPadhao"

**Date** :14<sup>th</sup>March 2018

**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology(GIFT), Bhubaneswar has organized a Rangoli competition on "BetiBachao, BetiPadhao"on 14<sup>th</sup> March 2018.The programme has started at 10.00 a.m. with a short inaugural function.The event coordinator stated the importance of the event as it is dedicated to improve the awareness of child sex ratio.This ratio reflects both pre-birth and post-birth discrimination towards girls, manifested through gender-biased sex selection. However, a decline in CSR is a major indicator of women disempowerment. She further added that abortion of female foetuses post ultrasonic testing, alongside other forms of discrimination against girl infants resulted in a sharp drop in female population. Crimes and sex abuse, however, have been on a constant high.The students were allotted 30 minutes time to do rangoli which emphasizes the campaign of betibachao, betipadhao. Winners of the competition were awarded with certificate of appreciation and monetary reward.

BetiBachaoBetiPadhao,' (Save the girl child, educate girl child) is a personal campaign by the Indian government. It aims to generate awareness to improve the efficiency of welfare services meant for girls. This scheme aims to promote gender equality and emphasises on the significance of educating girls. It intends to improve the same through



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Gandhi Institute for Technology (GIFT)  
Bhubaneswar

multi-sectorial interventions, which includes prevention of gender-biased sex selection and promoting girls' education and her holistic empowerment.



Students participating in Rangoli Competition at GIFT Campus on 14<sup>th</sup> March 2018



  
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Bhubaneswar



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : International Women's Day  
**Date** : 8<sup>th</sup> March 2018  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized International Women's Day on 8<sup>th</sup> March 2018. The programme has started at 10.00 a.m. with a short inaugural function. The Principal Mr. S Krishna Mohan Rao, in his address, emphasized on the importance of the day as it is dedicated to celebrating women's achievements in the social, economic, cultural, and political spheres. The day, collectively founded by women, also brings attention to gender parity and women's rights. The Registrar Mr. Vivek Sharma advised students that the global celebration of International Women's Day is a time for reflection of how far women have come, advocacy for what is still needed, and action to continue breaking down barriers. Main objective of the programme is to raise awareness about the struggles of women the world over and honour their achievements. International Women's Day is a day dedicated to honouring the achievements of women throughout history and all across the globe, and is typically a day for women from all different backgrounds and cultures to band together to fight for gender parity and women's rights.



  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



Celebration of International Women's day at GIFT Campus on 8<sup>th</sup> March 2018





Gandhi Institute For Technology (GIFT),  
Bhubaneswar

*7.1.1 Measures initiated by the Institution for the  
promotion of gender equity during the last five  
years. Here is a short glimpse of a few of the  
numerous events conducted in the academic year*

(2016-17)



  
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## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** :Seminar on Women research Promotion Schemes

**Date** :28<sup>th</sup> July 2016

**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology(GIFT), Bhubaneswar has organized a Seminar on Women research Promotion Schemes on 28<sup>th</sup> July 2016. The programme has started at 10.00 a.m. with a short inaugural function and felicitation to the guest along with the principal of GIFT college. The main objective of the event was to encourage women as they are an important section of the workforce, more particularly in the science & technology (S&T) domain. However, a large number of well-qualified women get left out of the S&T activities due to various circumstances which are usually typical to the gender. The challenges faced by them are several but most often the "break in career" arises out of motherhood and family responsibilities to take. Globally, just 30 per cent of the world's researchers are women while 18.6 per cent of India's full-time R&D personnel are women. Science and Technology Minister launched the SERB - POWER schemes that aim to encourage emerging as well as eminent women researchers to undertake R&D activities in frontier areas of science and engineering. The schemes will promote women researchers in regular service in academic and research institutions to take up R&D at the highest level through two categories of research support: SERB - POWER Fellowship and SERB - POWER Research Grants.



  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



Seminar on women research promotion schemes at GIFT Campus on 28<sup>th</sup> July 2016





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** :Awareness program on "Mo Sathi" app

**Date** :25<sup>th</sup> August 2016

**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology(GIFT), Bhubaneswarhas organized a **Awareness program on "Mo Sathi" appon 25<sup>th</sup> August 2016**.The programme has started at 10.00 a.m. with a short inaugural function and felicitation to the guest along with the principal of GIFT college.The main objective of the event was toaware about different policies of government to encourage women. Odisha Chief Minister Naveen Patnaik launched a mobile application, "Mo Sathi", for the security and safety of women in the twin cities of Bhubaneswar and Cuttack". This application is dedicated to women of the twin cities and urge all the women to make use of this technology to enhance their own security," after launching the app. The police are directed to give prompt response to women making use of the application.

The Chief Guest in his talk said that our government is dedicated to taking various steps towards improving the living and working conditions of women and ensuring that their dignity, respect and honour is maintained. Women could download this application on their android phones and register their address, mobile phone numbers of three relatives, date of birth, e-mail id, and blood group. In case of an emergency, all one had to do was click on the button five times, then a 30 second video and audio was recorded and transmitted to police control room and their parents or three friends automatically. The location of the App users was immediately be known through GPS technology.



*Alex Spaw*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

Awareness program on Mo Sathi app by Mrs BidyutpravaNayak at GIFT Campus on 25<sup>th</sup> August 2016





## Gandhi Institute For Technology (GIFT)

Bhubaneswar

### Activity Report

**Activity** :Building awareness about breast cancer

**Date** :22<sup>nd</sup> September 2016

**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Awareness program on "breast cancer" on 22<sup>nd</sup> September 2016. The programme has started at 10.00 a.m. with a short inaugural function. The main objective of the event was to aware about breast cancer and various diagnostic methods to detect breast cancer early - such as breast exam, ultrasound, mammography, and biopsy - there is a range of breast cancer risk factors that still need to be examined further. Breast cancer is one of the most common malignant cancers amongst women in the UK, with one in eight women predicted to develop breast cancer at least once in their lifetime. Women are annually diagnosed with a non-invasive form of breast cancer, which also has the potential to become metastatic and invasive. Breast cancer can also affect men in rare cases with approximately 370 men diagnosed each year. The causes of breast cancer remain complex, as the development of the disease can be influenced by various factors. This includes a family history of breast cancer which presents a greater chance for women who have had a mother, sister or daughter previously diagnosed with the disease to develop it too.



*Abhishek*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

Awareness program on breast cancer at GIFT Campus on 22<sup>nd</sup> September 2016



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Legal Awareness program: MCQ competition on Legal rights of Women

**Date** : 22<sup>th</sup> September 2016

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Legal Awareness program: MCQ competition on Legal rights of Women on 22<sup>th</sup> November 2016. The programme has started at 10.00 a.m. with a short inaugural function. The main objective of the event was to aware about Legal rights of Women. Under the supervision of **National Commission for Women** in the best interests of women, and in furtherance of its mandate of safeguarding the rights and entitlements of women is organizing a multiple-choice competition based on the guidelines provided by the Commission to create awareness among the college student community about the legal rights of women. The objective is to make students aware of the rights of women.

The Chief Guest and the Jury members stated that the first women's rights declarations was the Declaration of Sentiments. A woman was entitled to her own private property, including land, livestock, slaves, and servants. A woman had the right to inherit whatever anyone bequeathed to her as a death gift, and inherited equally with brothers and in the absence of sons would inherit everything. A woman could likewise bequeath her belongings to others as a death gift. Upon dying intestate, a woman's property would be inherited by her children if she had them, her husband if she was married, or her father if she were single. A woman could sue in court and did not need a male to represent her.



*Principal*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

Quiz competition on Legal rights of women on 22<sup>nd</sup> September 2016 at GIFT Campus





## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Free HB and weight checkup camp

**Date** : 14<sup>th</sup> November 2016

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Free HB and weight checkup camp on 14<sup>th</sup> November 2016. The programme has started at 10.00 a.m. with a short inaugural function. Main objective of the camp was to raise mass awareness about health and the importance of regular health check-ups. During these health camps, our team of doctors conduct free blood tests, iron, Haemoglobin, height and weight. The purpose of the event is to check the health and provide students with proper diet chart to follow for maintaining healthy life.

Students underwent diagnostic check up for HB count and were advised to take diet which can enhance their HB count. In addition, weight checkup was also done. They were told about the role of food for healthy body. Special presentation was given on iron deficiency and its effects on girl child. Fatigue, weakness and impaired physical function are typical symptoms that can adversely affect an individual's quality of life and wellbeing and results in a greater demand for health service. The doctors said to maintain a healthy diet to overcome the diseases. They were made aware about low haemoglobin count, as it is a commonly seen blood test result. A low haemoglobin count can also be caused by an abnormality or disease. Symptoms of anaemia include generalized body aches and pain, chest pain, bone pain, shortness of breath, ulceration of skin, fatigue, strokes, blindness, and delayed growth and puberty.



Health Check-up of female staff and students at GIFT on 14<sup>th</sup> November 2016

*Chandra*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

*SPDC*





## Gandhi Institute For Technology (GIFT)

Bhubaneswar

### Activity Report

**Activity** :Awareness program on sexual harassment of woman at workplace  
**Date** :15<sup>th</sup> December 2016  
**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology( GIFT), Bhubaneswar has organized Awareness program on sexual harassment of woman at workplace on 15<sup>th</sup> December 2016. The programme has started at 10.00 a.m. with a short inaugural function. Main objective of the programme to equip the students and staffs with knowledge on the subject to prevent sexual harassment and develop in them professional competence for implementation of the statute i.e. the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Participants will be able to list out: Gender Issues; Gender Discrimination; Sexual Harassment; Workplace; Related Judicial Pronouncements; Provisions of the Act; Constitution of Internal Complaints Committee (ICC); Third Party Harassment; Role of an Employer; Preventive Policies (organization); Conduct and Service Rules; Steps to Conduct Inquiry. While training intervention is certainly not a panacea to this problem, we believe regular training programmes will create awareness among the people. There are not many organizations that have the capacity to conduct quality training programme covering topics as varied as rights of the victims at one end and duties of representatives of employer while processing subject complaints - on the other. Employers must also comply with anti-discrimination laws at the state and local levels. Those laws may offer greater



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Bhubaneswar

protections against discrimination than federal antidiscrimination laws. Therefore, it is necessary to develop and institute appropriate antidiscrimination programs designed to train employees on how to understand and abide by the employer's antidiscrimination policy. More generally, however, these programs should highlight the employer's goal of eliminating discrimination and harassment and otherwise reinforce the employer's values of professionalism and mutual respect in the workplace.



Awareness program on sexual harassment at GIFT Campus on 15<sup>th</sup> December 2016



  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



## Gandhi Institute For Technology (GIFT)

Bhubaneswar

### Activity Report

**Activity** :International Women's Day  
**Date** :8<sup>th</sup> March 2017  
**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology(GIFT), Bhubaneswar has organized International Women's Day on 8<sup>th</sup> March 2017. The programme has started at 10.00 a.m. with a short inaugural function. Main objective of the programme is to raise awareness about the struggles of women the world over and honour their achievements. Of course, not all achievements are huge, worldwide game-changers like women finally obtaining the right to vote—there are all sorts of other, smaller feats that women you know manage on an everyday basis that you may not pay too much attention. This may sound ridiculously hard to pull off, but this is something thousands of women pull off every day, something that should be deeply appreciated and something that nobody should take for granted. Women's Day is all about celebrating these incredible people and showing them how much we love, respect and value them. It's no secret that women's rights have evolved greatly. However, things could still be a lot better! Grand gestures aren't necessarily required to show appreciation, either—sometimes a simple “thank you, I have no idea how you do it” is enough to lift an overworked woman's spirits.



  
**PRINCIPAL**  
Gandhi Institute for Technology (GIFT)  
Bhubaneswar





Celebration of Women's day at GIFT Campus on 8<sup>th</sup> March 2017

*M. S. Panigrahi*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar





**Gandhi Institute For Technology (GIFT).  
Bhubaneswar**

**Annual gender sensitization action plan**  
**(2015-16)**

Sl. No.	Title of the programme	Date and Duration (from-to)
1	Poster presentation on "Educate Girl Child"	13/08/2015
2	Guest Lecture on "women empowerment and their rights"	21/09/2015
3	Legal Awareness program: MCQ competition on Legal rights of Women	26/11/2015
4	Discussion on Vishaka Guidelines Against Sexual Harassment at Workplace	17/12/2015
5	Rangoli competition on "Beti Bachao, Beti Padhao"	4/2/2016
6	International Women's Day	8/3/2016



*Abhishek*  
**PRINCIPAL**  
Gandhi Institute for Technology (GIFT)  
Bhubaneswar



**Gandhi Institute For Technology (GIFT),  
Bhubaneswar**

*7.1.1 Measures initiated by the Institution for the  
promotion of gender equity during the last five  
years. Here is a short glimpse of a few of the  
numerous events conducted in the academic year*

*(2015-16)*

A handwritten signature in green ink, appearing to read 'A. S. Panigrahi', is written over the printed name of the Principal.

**PRINCIPAL**  
Gandhi Institute for Technology (GIFT)  
Bhubaneswar







## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** :Poster presentation on "Educate Girl Child"  
**Date** :13<sup>th</sup> August 2015  
**Venue** :Gandhi Institute ForTechnology (GIFT), BBSR

The Gandhi Institute For Technology( GIFT), Bhubaneswar has organized a **Poster presentation on "Educate Girl Child"** on 13<sup>th</sup> August 2015. The programme began at 10.00 a.m. with a short inaugural function and felicitation to the guest along with the principal of GIFT college where in few points are discussed on the importance of education of girl child. The objective was to empower girl children in terms of their rights, to break the cycle of poverty for families around the world. Investing in girls is one of the smartest things we can do to promote a healthier, more prosperous world. More importantly, it's the right thing to do. Every girl has the right to be in charge of her future and her fate, and we have the collective obligation to protect her rights and promote her wellbeing.

The Chief Guest in her address said that there are certain problems for girls such as financial constraint, household responsibilities, early and forced marriage, and preference of sons above girls, lack of functional toilets, and long distance to school which can be eradicated with proper facilities. A girl's education changes everything. An educated girl is more likely to grow up healthy, safe and empowered to determine the course of her life and future. She'll decide when she's ready for marriage and children. She'll likely send her children to school - and even live a longer life.



*Manju Dhal*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar



Talk on educate girl child by Ms.Manju Dhal at GIFT campus on 13<sup>th</sup> August 2015



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Guest Lecture on "Women Empowerment and their rights"  
**Date** : 21<sup>st</sup> September 2015  
**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology( GIFT), Bhubaneswar has organized a Talk on Guest Lecture on "Women Empowerment and their rights" on 21<sup>st</sup> September 2015. The programme began at 10.00 a.m. with a short inaugural function and felicitation to the guest along with the principal of GIFT college where in few points are discussed on the importance of women empowerment. The objective was to empower girl children in terms of their rights, to break the cycle of poverty for families around the world. Investing in girls is one of the smartest things we can do to promote a healthier, more prosperous world. More importantly, it's the right thing to do. Every girl has the right to be in charge of her future and her fate, and we have the collective obligation to protect her rights and promote her wellbeing.

The Chief Guest in her talk said that feeling entitled to make your own decisions creates a sense of empowerment. Empowerment includes the action of raising the status of women through education, raising awareness, literacy, and training and also giving training related to defence yourself. Women's empowerment is all about equipping and allowing women to make life-determining decisions through the different problems in society. It is the process for women to redefine gender roles that allows them to acquire the ability to choose between known alternatives who have otherwise been restricted from such an ability.



*Sagarika Nath*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar

Talk presented by Ms. Sagarika Nath at GIFT campus on 21<sup>st</sup> September 2015





## Gandhi Institute For Technology (GIFT)

Bhubaneswar

### Activity Report

**Activity:** Legal Awareness program: Quiz competition on Legal rights of Women

**Date:** 26<sup>th</sup> November 2015

**Venue:** Gandhi Institute For Technology (GIFT), BBSR

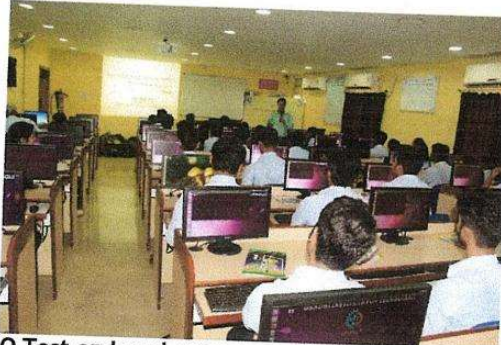
The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Legal Awareness program: Quiz competition on Legal rights of Women on 26<sup>th</sup> November 2015. The programme has started at 11.00 a.m. with a short inaugural function where in few points are discussed regarding legal rights of women in this programme by Prof. Dr. Susanta Tripathy. The Chief Guest in his talk said that issues commonly associated with notions of women's rights include the right to bodily integrity and autonomy, to be free from sexual violence, to vote, to hold public office, to enter into legal contracts, to have equal rights in family law, to work, to fair wages or equal pay, to have reproductive rights, to own property, and education. The women need legal rights because to get protection from the harassment, marriage dowry, divorce, domestic violence, rape and from other violence. Women in independent India have more rights than their counterparts in many other countries of the world. Uneducated rural women do not have any awareness of the right the constitution of India has guaranteed Equality, Liberty, and Dignity to the women of India. Illiteracy and Ignorance, Customs like child marriage and dowry. Law as an instrument of social change ought to achieve equilibrium by orderly regulating socio-economic relationships and obliterating societal irritants. Law ought to adopt, adjust and supplement the needs of the society and it is supposed to generate, activate and



Principal  
Gandhi Institute For Technology (GIFT)  
Bhubaneswar



accelerate ordered social change, objectives such as, To know about the various laws related to women, To give relevant information about their rights and duties.



Students attending MCQ Test on Legal awareness at GIFT Campus on 26<sup>th</sup> November 2015



  
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Gandhi Institute for Technology  
Bhubaneswar



## Gandhi Institute For Technology (GIFT)

### Bhubaneswar

#### Activity Report

**Activity** : Discussion on Vishaka Guidelines against Sexual Harassment at Workplace

**Date** : 17<sup>th</sup> December 2015

**Venue** : Gandhi Institute For Technology (GIFT), BBSR

The Gandhi Institute For Technology (GIFT), Bhubaneswar has organized a Discussion on Vishaka Guidelines against Sexual Harassment at Workplace on 17<sup>th</sup> December 2015 by Mr Sanjit Kumar Mishra, Finance Department, Odisha. The programme has started at 11.00 a.m. with a short inaugural function where in few points are discussed regarding Guidelines against Sexual Harassment at Workplace. The Vishaka guidelines were instituted due to the series of cases of sexual harassment that were registered and the rallies and campaigns that were taking place on a regular basis by various social groups who were seeking protection of women in India. There was no rule regarding the obligation of employer to provide support and assistance to his employee who is a victim of sexual harassment. The employers would throw these women victims out of the jobs to escape the liability and further consequences. This would leave the victim hopeless and unsecured. It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women. It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women. Total 71 staff members along with the students have joined the discussion and were benefited on this regards.



Talk on Vishaka Guideline by Mr Sanjit Kumar Mishra on 17th December 2015 at GIFT

*Sanjit Kumar Mishra*  
Principal  
Gandhi Institute for Technology  
Bhubaneswar