



7.1.1: Measures initiated by the Institution for the promotion of gender equity during the 2022-2023

Specific facilities provided for women at BRIL

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PRINCIPAL
BRILLIANT INSTITUTE OF
ENGINEERING AND TECHNOLOGY
Vill & M: Abdullapurmet, R.R. Dist-501505



Specific facilities provided for women in terms of:

1. Safety and security
2. Counselling
3. Common Rooms
4. Day care centre for young children
5. Any other relevant information

1. Safety and security

The Institution clearly and comprehensively follows safety norms in all aspects. Security personnel safe guard the campus in all aspects like CCTV cameras are installed on the college premises which provide 24hours surveillance in order to observe the on-going activities. Transport facilities will be provided immediately in case of emergency. This gender sensitive initiative by itself is a step ahead towards gender equity. Safety and security for girl students is ensured by these personnel and providing all the required facilities in the institution. The institution has a very good reputation in the public for providing a very safe and secured place for both teachers and students. Grievance Cell provides a convenient opportunity for girl students to raise the problems of harassment by safeguarding them.



Safety and Security provided for the students at BRIL with CCTV Surveillance



2. Counselling

Institution provides counselors they are available during the working hours of the Institution. A team of faculty is available for mentoring students with depression, psychological problems and even gender-related issues apart from regular academic counseling.

BRIL provides academic, stress-related and personal counseling and guidance the female students, and these issues are closely monitored by mentors assigned to students (mentees).

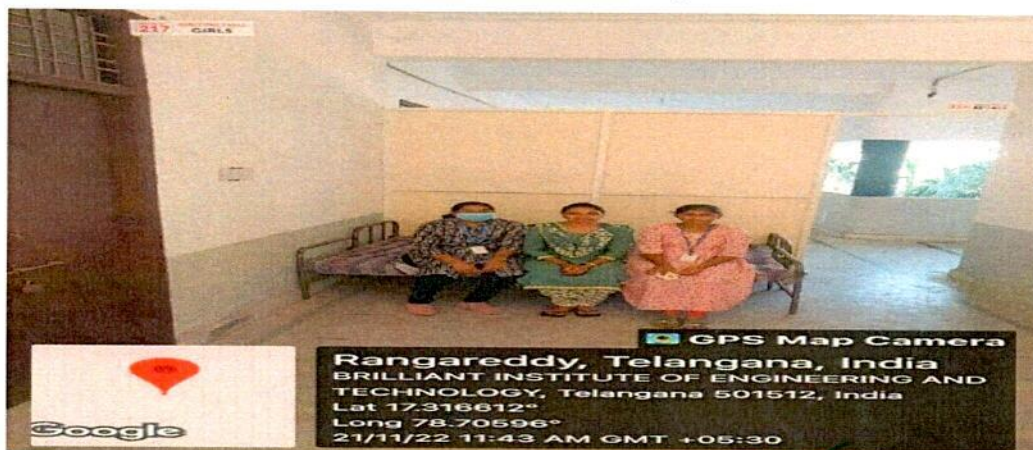
Following the BRIL guidelines, the Women development cell will promote its role in acting as a redressal mechanism. The Women development Cell aims to build a trust among women employees and girl student in campus where they can represent their grievances and ensure a healthy work culture.



A senior faculty Mrs. U.Subhashini (ECE- Dept) is counseling the students in the academic, stress related and personal problems

3. Common Rooms

Common rooms are provided to take rest for the girl students and boys whenever they required rest during their abnormal health condition. Apart from the regular facilities in common rooms, ladies rest rooms are provided with sanitary vending machines, incinerators for girls and lady faculty.





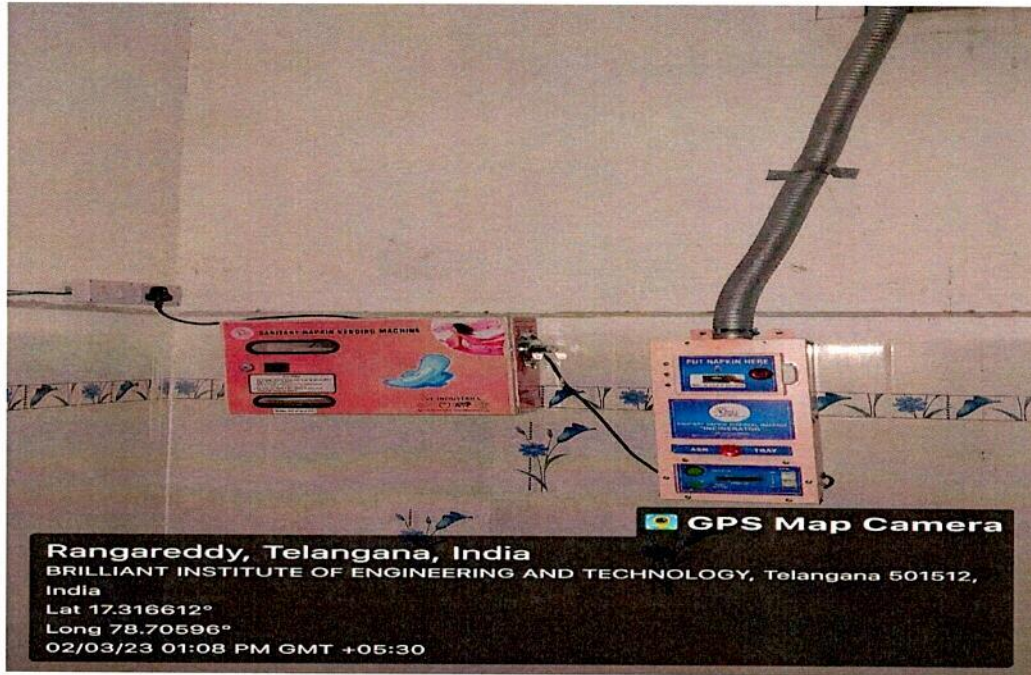
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Sanitary Napkin Wending Machine for girl students and Lady Faculties



4. Day care center for young children

The newly married employee, who has young child unable to continue their job due to caring person not available at home, BRIL provides day care centre for employee young children's and provides toys and games under supervision of a care taker and attender.



Baby care center at BRIL to take care of Faculty children

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BRIL provides Maternity Leave for Female Employees and Paternity Leave for Male employees as under.

1	Maternity Leave (for Female employees)	Two Weeks (12 working days)	with pay
2	Maternity Leave for Female employee	90 days or depends on recommendations of Regd. Doctor	without pay (LOPs)
3	Paternity leave for Male Employees	One week or 6 working days	with pay

To be sanctioned with the medical certificate that the employee belongs to 1st, 2nd, and 3rd issue.


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