

STAFF GENDER EQUITY

The male to female ratio of students is about 30:70 and in the staff it is about 50:50.

There is no Gender bias in the institution. Tagore Dental College & Hospital is managed by a female Prof M Mala, and the Principal from its inception has been a female Dr Chitraa R Chandran. As a female they understand the importance of gender equity, and hence utmost importance is given for Gender Harassment and equity.

About 70-75% of the BDS and MDS students are female and 60% of the teaching staff and 80% of non-teaching staffs are females. So, there is no compromise on gender equity.

Gender equity is not part of curriculum but insisted upon from the orientation program onwards. Every year students are made aware of gender equity and sensitization during the re-registration program by our college staffs. Lectures and programs are organised with external speakers to create awareness and how to cope up with the problems and complain to the college authorities for redressal. Students are also advised on the ways to protect themselves from these problems and come out of the situation. Lectures are also conducted for the girls and boys regarding nutrition, sexual awareness and personal hygiene.

Gender harassment committee has been functioning in the college for the past 5 years. There are posters about the effects of harassment and also whom to approach. Students from every year are appointed as part of the committee, as well as representatives of hostel and transport. The committee meets twice a year to chart the progress and plan for future programs. Any complaints from the students or staff will be heard immediately, and enquiry conducted.

The safety and security of staffs and students are important. CCTV cameras are present in all classrooms, clinics, labs and corridors and also outside the college building. There are security guards inside the campus throughout the day and night. Common rooms and separate toilet facilities are present for girls and boys, and also for teaching and non-teaching staffs. There is a counsellor in the medical college to counsel the staffs and students. The mentors also act as counsellors to counsel the students. Day care centre for children is present in the campus to look after young children.

The Gender harassment committee is in place according to the Visaka guidelines and strict monitoring of any such activity is done. The committee meets twice a year, and organizes programs and lectures to sensitize the students and staff on gender harassment. So far no complaints have been received. The staff and students are briefed during their orientation program about gender harassment, and the contact numbers of the committee members are displayed at prominent places in the college. Women's day celebration includes sensitization of the students and teaching and non-teaching staff about gender harassment and also creating awareness among them.

AUDITORIUM
→

TAGORE DENTAL COLLEGE & HOSPITAL

Sexual HARASSMENT

IN THE WORK PLACE

WHAT CONSTITUTES SEXUAL HARASSMENT?

- OFFERING BENEFITS**
for a sexual favor
- UN-WANTED**
sexual advancements
- THREATS**
or retaliation to "no"
- VISUAL CONDUCT**
suggestive gestures
- VERBAL CONDUCT**
derrogatory comments
- PHYSICAL CONDUCT**
body position or touching



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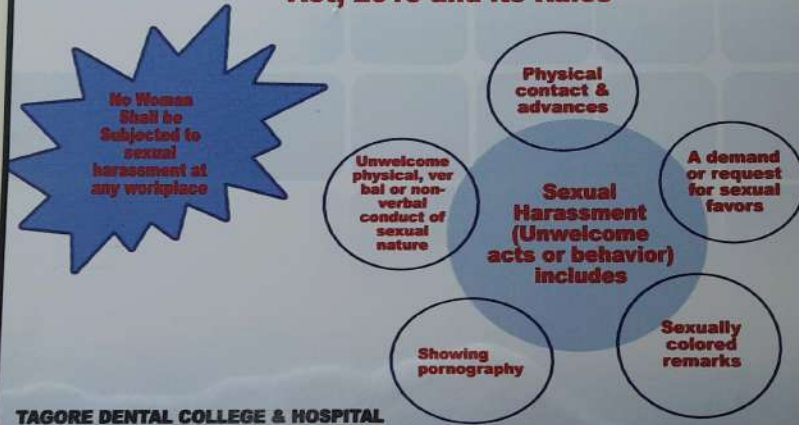
Rathinamangalam
Tamil Nadu
India



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2019-12-18(Wed) 10:44(am)

A welcomed step - The sexual Harassment of Women at Workplace (prevention, Prohibition and Redressal) Act, 2013 and its Rules



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SEXUAL HARASSMENT IN WORK PLACE



- ▶ Morale and work place productivity are affected by sexual harassment.
- ▶ Victims usually suffer stress, depression, and inability to focus on work.
- ▶ Employers suffer because the victim and the oppressor are less effective in their jobs.
- ▶ The Civil Rights Act 1991, allows sexual harassment victims a trial by jury and eligibility for compensation and punitive damages.

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DEFINITION OF SEXUAL HARASSMENT AT WORK



- As defined by supreme Court guidelines (Vishakha vs State of Rajasthan, August 1997), sexual harassment includes such unwelcome sexually determined behaviour as
 - ▶ Physical contact.
 - ▶ A demand or request for sexual favours.
 - ▶ Sexually coloured remarks.
 - ▶ Showing pornography.
 - ▶ Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature, for example, leering, telling dirty jokes, making sexual remarks about a persons body etc.

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CHILDREN PLAY ROOM



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COMMON ROOM
MALE



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2020-01-06(Mon) 02:32(pm)