



**MANAV RACHNA
UNIVERSITY**

Declared as State Private University vide Haryana Act 26 of 2014



**5 GENDER
EQUALITY**



PROGRESS REPORT 2022-23

Manav Rachna University

Declared as State Private University vide Haryana
Act 26 of 2014





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1. PREAMBLE

Manav Rachna University is deeply committed to fostering a culture of equality, respect, and empowerment and affirm responsibility to contribute to the achievement of **Sustainable Development Goal 5—to achieve gender equality and empower all women and girls**. The MRU recognizes that education plays a transformative role in shaping individuals, communities, and societies, and that gender equality is essential not only for individual development but also for the collective progress of our society and the broader world.

In alignment with SDG 5, we are committed to creating an environment that ensures equal opportunities for all students, staff, and faculty, irrespective of gender. We acknowledge the challenges that women and girls face in accessing education, participating in leadership roles, and enjoying equal rights, and we are determined to address these disparities through inclusive policies, practices, and initiatives as per SDG 5. Our goal is to eliminate all forms of gender-based discrimination, harassment, and



violence within the campus, while promoting a space that supports the full development and well-being of every individual.

One objective of SDG 5 is to eliminate discrimination based on gender in all aspects of life, whether in the workplace, education, politics, or social settings. By integrating gender sensitivity into our curriculum, co-curricular activities, and campus culture, we strive to cultivate an atmosphere where all members of the institution—whether girls, boys, or non-binary individuals—feel valued, respected, and empowered to pursue their ambitions. We provide resources, opportunities, and platforms for leadership, ensuring that all students, regardless of gender, can engage in decision-making processes and participate in shaping the future of MRU and beyond.

SDG 5 aims to reduce and eventually eradicate violence, including trafficking, sexual and physical violence, and harmful practices such as child marriage and female genital mutilation (FGM). We believe that achieving gender equality within our educational community is not only a moral imperative but also a crucial step toward realizing the full potential of each individual and ensuring a sustainable and just future. Through our



collective efforts, we contribute to breaking down gender-based barriers, changing societal norms, and fostering an environment where all women and girls have the opportunity to thrive academically, professionally, and personally.

In this way, we reaffirm our commitment to the principles of SDG 5, understanding that the empowerment of women and girls is not only the right thing to do but also a vital investment in a more inclusive and sustainable future for all.

2. PROMINENT RESEARCH PUBLICATIONS ADDRESSING SDG5

Manav Rachna University (MRU) has actively engaged in publishing research papers focusing on gender sensitization. This research area addresses vital aspects of gender-related issues within society, highlighting the university's commitment to fostering an inclusive and equitable environment. The research conducted at SOMC not only sheds light on persistent gender issues but also explores innovative ways to



address these challenges through sensitization and provides theoretical and managerial implications to help organizations and institutions support gender equity.

Significance of Gender Sensitization Research

Gender sensitization research plays a crucial role in understanding and addressing issues related to gender biases, stereotypes, and inequalities. Gender inequality remains a global issue, with substantial impacts on social dynamics, economic opportunities, and personal well-being. Research focusing on gender sensitization seeks to counter these negative impacts by raising awareness of how deeply ingrained beliefs about gender can influence attitudes and behaviors in society, education, workplaces, and various social institutions. This type of research aims to reframe perspectives and promote respect and equality, making it a foundational element in efforts to create inclusive environments.

Ms. Sonia Minocha, Dr. Animesh Singh and Dr. Rashi Banerji published a research on Buying behavior of Indian females toward natural Personal Care products: The Moderating role of buying frequency in Jindal Journal of Business Research, Sage Journals. The research conducted by



SOMC focuses on understanding the buying behavior of female consumers and its critical role in marketing strategies. With women influencing a significant portion of consumer purchases across various industries, insights into their preferences, decision-making processes, and brand loyalty can greatly enhance targeted marketing efforts. By analyzing factors that drive female purchasing behavior, the research helps businesses tailor products, services, and marketing campaigns to better align with this influential demographic. This focus on female consumer behavior not only supports more effective marketing but also fosters a more inclusive approach to product development and brand communication.

Ms. Srishti Bathla published a research on A systematic review to study the antecedents of gender disparity at managerial levels: Its impact on sustainable organizational growth in PBRI. This research systematically reviews the factors contributing to gender disparity at managerial levels and examines its effects on sustainable organizational growth. By analyzing antecedents such as biases in recruitment, lack of mentorship, and limited career advancement opportunities for women, the study highlights key barriers to gender equality in management. The findings



suggest that gender disparity hinders diverse perspectives and decision-making, ultimately impacting long-term organizational sustainability. Understanding and addressing these antecedents can help organizations foster a more inclusive leadership environment, enhancing innovation, employee morale, and resilience, which are essential for sustainable growth in today's competitive landscape.

The School of Education and Humanities at Manav Rachna University (MRU) is committed to advancing gender sensitization in education through active research. Faculty and students regularly publish papers that address gender issues, aiming to create awareness and promote inclusivity, thereby contributing to a more equitable educational environment.

Dr. Rashee Singh, Head of the School of Education, published a research paper evaluating five distinct dimensions of self-efficacy among adolescents, analyzed through a gender-based lens. Her study offers insights into how gender influences self-efficacy in young individuals, contributing to understanding developmental differences and fostering gender-sensitive educational strategies.



The Electronics and Communication Engineering (ECE) Department at MRU emphasizes gender-based research, focusing on technology-driven advancements to improve women's lives. By addressing issues unique to women through innovative technological solutions, the department aims to promote gender inclusivity and support the well-being and empowerment of women in society.

Dr. Meenakshi Gupta, Associate Professor of ECE, published a research paper introducing a novel feature selection method using machine learning algorithms for breast cancer screening via thermography images. Her work highlights advancements in early detection, potentially enhancing accuracy and efficiency in identifying breast cancer, and supporting improved healthcare outcomes for women.

Centre of Peace and Sustainability (MRCPS) is one of the important centers of excellence under the School of Education and Humanities, Manav Rachna University . MRCPS's five verticals, namely PARASHAKTI (Women empowerment), PRAKARSH (Quality Education), SAHRITA (Environment conservation), SAMRIDDHA (Economic Development), and SADBHAV (Health & Peace), focus on different six SDGs. PARASHAKTI



vertical of MRCPS, reinforces the promotion of its female students and staff based on their merit and performance. It takes a number of initiatives from time to time for women empowerment. Glimpses of the events conducted during the academic year 2022-23 summarized below.

3. Gender Sensitization Through Curriculum

Manav Rachna University envisions creation of an inclusive environment through education. Curriculum being an important pillar in this direction, different departments offer a wide range of programs for gender sensitization. These courses are designed after thorough deliberation and intensive planning keeping the broader national and global scenario. In School of Education and Humanities, courses like Gender School and Society and to inculcate elements of gender sensitization among students. The content includes paradigm shift in gender studies and the role of curriculum and textbooks in challenging gender inequalities. It also focuses upon the role of school, peers, and teachers in reinforcing gender



parity. Similarly the other course on 'Gender Justice' offered by SoL is to spread awareness about the Criminal Law and Criminal Justice System related to gender related issues.

4. Students Related Activities

Three Tier Mentoring System at Manav Rachna University

A. Mentoring by Faculty Mentors

Mentors offer their mentees:

- **Guidance and Advice:** Mentors share their knowledge and experience to help mentees make informed decisions.
- **Support and Encouragement:** Mentors provide emotional support and encouragement to help mentees stay motivated and focused.
- **Networking Opportunities:** Mentors may introduce mentees to valuable contacts and resources within their field.
- **Feedback and Accountability:** Mentors offer constructive feedback to help mentees improve their skills and hold them accountable for their goals and actions.



- Career Development: Mentors assist mentees in setting career goals, identifying opportunities for growth, and navigating their career paths.
- For the mentor, the relationship can be rewarding as they get the opportunity to share their knowledge and expertise, make a positive impact on someone else's life, and potentially gain fresh perspectives from their mentee.
- For the mentee, the relationship provides valuable insights, guidance, and support that can accelerate their personal and professional growth, expand their network, and increase their confidence in their abilities.
- Overall, mentorship is a mutually beneficial relationship based on trust, respect, and a willingness to learn and grow.

Mentoring by Alumni

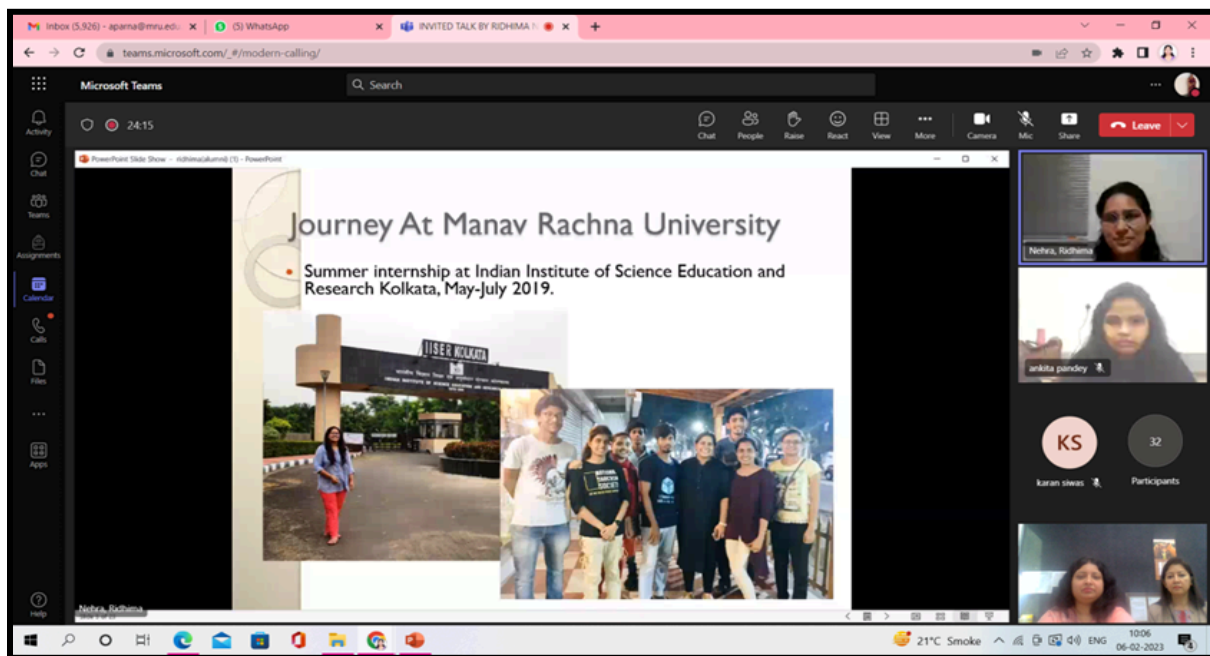
Manav Rachna University is committed to empowering its female students through Alumni Mentorship Sessions, a unique initiative that connects them with successful female graduates who have made their mark in various industries. These sessions provide an invaluable platform



for current students to engage with women who once walked in their shoes and have since gone on to achieve great things. During these sessions, our alumni mentors share not only their professional expertise but also the challenges and triumphs they experienced on their academic and career paths.

Our University hosted a series of insightful alumni sessions featuring prominent female graduates, aimed at empowering students from various academic backgrounds. On October 29, 2022, Ms. Soumya Sharma, an esteemed alumna of the School of Law, conducted an Interactive Session on Higher Studies and Career Opportunities in Law. This session offered essential guidance on pursuing advanced legal studies and building a successful career in the legal profession, inspiring students to investigate the numerous opportunities that lie ahead. In the realm of Education, Ms. Geetika Wadhwa presented a lecture titled "The Future of Online Teaching: Exploring the Way Forward" on November 24, 2022. Her discussion focused on the changing dynamics of digital education and the competencies required to excel in online teaching settings, motivating students to adopt innovative strategies in their educational pursuits. On February 6, 2023, Ms. Ridhima Nehra, a Ph.D. candidate at North Dakota

University, USA, engaged students from the Sciences and Mathematics department with her presentation entitled "Understanding Higher Education Pathways." She recounted her academic experiences, the obstacles encountered while conducting research abroad, and effective strategies for succeeding in higher education, encouraging students to view advanced studies as a pathway to meaningful careers.

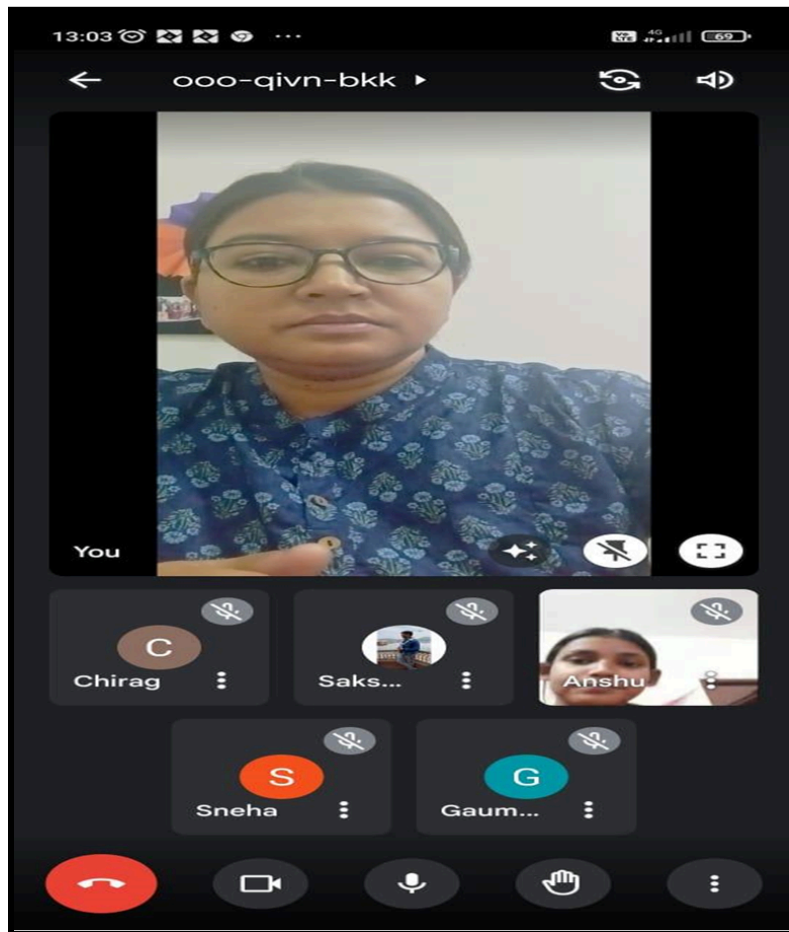
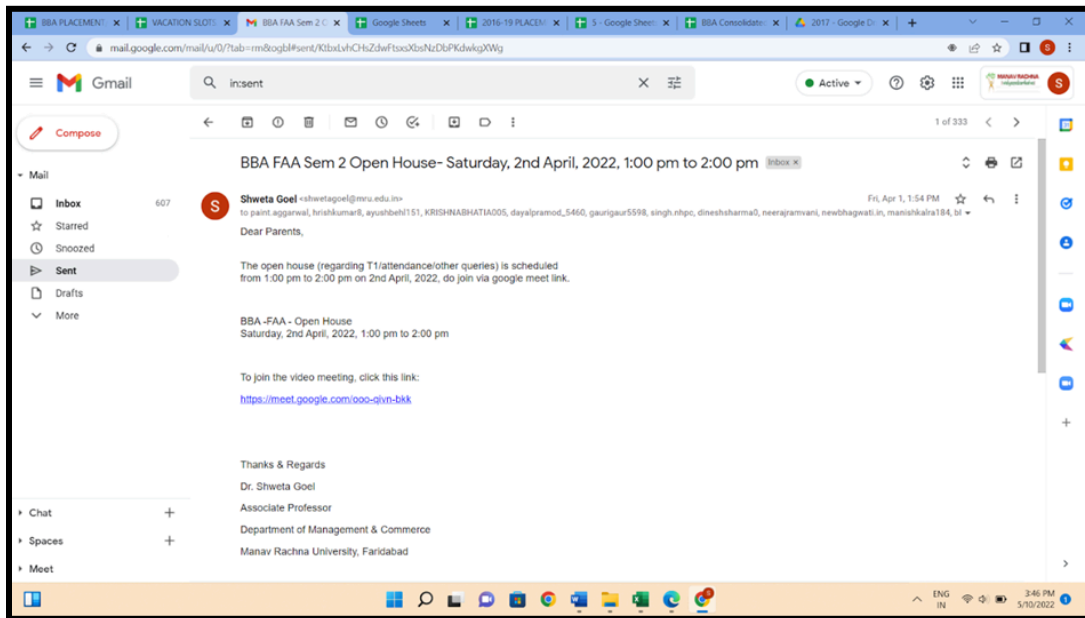


Session taken by Ms. Ridhima Nehra



Mentoring by Parents

Manav Rachna university maintains a very close connection with the parents of the students for the all round development of the student focusing more on girl students. In this regard, open house and parent-teacher meetings are regularly conducted in every semester in order to brief them about the regularity, performance and other issues.





Glimpses of PTM

Proof -Report of the mentor for Ms. Shivangi Sharma

Counseling Report

Student Name: Shivangi Sharma

Department: B.Tech. Computer Science & Technology

I was appointed as Ms. Shivangi's mentor on October 30th 2023, I was counseling her for one month and tried my level best to help her in adjusting with class and faculties. As her misbehavior with students is crucial for her personal and professional development I made her understand few things by following ways:

- I began by creating a comfortable and safe environment for the discussion. Ensure privacy and confidentiality to encourage openness from Ms. Shivangi.
- While talking to her I acknowledge the specific incidents of misbehavior without passing any blame or judgment. Describe the behavior objectively and its impact on the students' learning environment.
- I allowed her to express her perspective on the situation. Encouraged her to share any underlying reasons or triggers for her behavior. Use active listening techniques to demonstrate empathy and understanding.
- I helped her recognize the importance of accountability for her behavior and its impact on her role as a mentor and the students' trust.
- I Explored factors contributing to Ms. Shivangi's misbehavior, such as stress, frustration, or personal issues. Identify potential triggers and patterns to develop strategies for managing them effectively in the future.
- Provide guidance on appropriate communication and conflict resolution skills that Ms. Shivangi can apply in her interactions with students. Offer resources or training opportunities to enhance her mentoring skills and classroom management techniques. I emphasized the importance of maintaining professionalism, respect, and positive role modeling at all times.
- We collaborated to develop a concrete action plan for addressing her misbehavior and preventing similar incidents in the future. Set specific goals, timelines, and strategies for improvement. Encourage her to seek guidance from colleagues, mentors, or counseling services as needed.
- Scheduled follow-up meetings to review Ms. Shivangi's progress, assess the effectiveness of the action plan, and provide additional guidance or adjustments as necessary. Maintain open communication and demonstrate my commitment to her growth and success.

By conducting the session with empathy, guidance, and support, Ms. Shivangi started putting efforts in her studies and start behaving normally with other students and now she is working with her class fellows on various projects.

Dr Prinima Gupta
Professor, DoCST



B. Summer and Winter School

Manav Rachna University envisions holistic development of all the learners with special focus on women students. MRU is dedicated to cultivating an inclusive academic atmosphere that enhances the success of female students while addressing any educational disparities in comparison to their male counterparts. We engage in thorough tracking and analysis of women's academic progress to identify and alleviate obstacles that may hinder their graduation prospects. To bridge these gaps, we provide a variety of support programs specifically designed to empower women, which include mentorship initiatives, skill development workshops, leadership training, and scholarships aimed at alleviating financial burdens.

Our Summer and Winter School programs prioritize degree completion where the females have been unable to secure a decent percentage to qualify the examination. During the summer break, the faculties take regular classes along with evaluation on one to one basis and we could see the confidence of the students on completion of their specific



programs. Manav Rachna University is steadfast in its commitment to ensuring that our female graduates are fully equipped to excel, with equal opportunities and support throughout their academic journey.

C. Remedial Classes

Manav Rachna University (MRU) is dedicated to supporting student success through a structured program of remedial classes, especially designed to assist those needing additional guidance keeping female students in focus. Recognizing the unique challenges faced by some students, particularly female students, the university aims to strengthen their academic performance by providing targeted assistance outside regular class hours.

These remedial classes are scheduled based on students' needs and are shared in advance to ensure accessibility. Conducted by the subject faculty, the sessions focus on reinforcing key concepts covered in the main lectures. Faculty members create a supportive and engaging learning environment, where students can seek clarity on complex topics, address any areas of difficulty, and build confidence in their understanding. By revisiting and elaborating on critical content, these

sessions allow students to enhance their academic skills and improve their overall grasp of course material.

The remedial program not only aims to boost individual academic performance but also fosters an inclusive educational environment especially for female students. Through this initiative, the university demonstrates its commitment to helping all students, especially those who benefit from additional support, achieve their academic goals.



Handholding of the Student with Visual impairment

Report on Support Extended by SOMC to Ms. Sonia Minocha (Student

Introduction School of Management and Commerce (SOMC), Manav Rachna University, continues to extend unwavering support to Ms. Sonia Minocha, a dedicated faculty member and Ph.D. candidate. Ms. Minocha enrolled in the Ph.D. program at Manav Rachna University in July 2021, demonstrating remarkable resilience and commitment to her academic goals.

Background: In 2018, Ms. Minocha was diagnosed with an 80% vision impairment, with medical prognosis indicating a likelihood of complete vision loss within five years. This diagnosis, certified by a registered medical practitioner, presented significant challenges. However, her passion for learning and her potential to contribute meaningfully to academia inspired the university to support her journey despite the limitations posed by her condition.

University Support and Inclusion Recognizing her potential and determination, Manav Rachna University accepted Ms. Minocha into the Ph.D. program, illustrating its commitment to inclusivity and academic excellence. SOMC has continuously provided the necessary support and



accommodations to facilitate her research and teaching responsibilities, emphasizing the university's dedication to fostering an environment where all scholars can thrive.

TESTIMONY OF MS. SONIA MINOCHA

My name is Sonia Minocha, and I am currently pursuing Ph.D. at Manav Rachna University, where I enrolled in the program in July 2021. I was diagnosed with an 80% vision impairment in 2018, with a prognosis of complete vision loss over five years, as certified by a registered medical practitioner. Despite this, the university recognized my potential and accepted me into the Ph.D. program.

At present, I rely entirely on screen-reading software to conduct my research and fulfill my responsibilities. However, this software has limitations—it cannot interpret tables, figures, graphics, or images, which makes comprehending complex content a challenge. Thanks to the consistent support of my guide, I am able to navigate these difficulties and understand intricate materials. The university has also been immensely supportive, allowing me to attend some SRC meetings online and assisting with my documentation requirements.



Despite my disability, with the guidance of my advisor and the help of fellow scholars, I have been able to publish my research in peer-reviewed journals listed in UGC CARE and Scopus. Now, I am close to completing my thesis submission. I extend my deepest gratitude to Manav Rachna University for their unwavering support and guidance during my journey.

5. Women in IT Area - Women in Engineering (WIE)

Through its partnership with IEEE and the IEEE Women in Engineering (WIE) branch, Manav Rachna University (MRU) has played a significant role in promoting women's empowerment in engineering. This chapter offers female students a vibrant opportunity to develop both personally and professionally within a global network. The IEEE WIE branch at MRU hosts a number of workshops, technical training sessions, and contests with the goals of improving technical proficiency, stimulating creativity, and promoting cooperation among female engineers. Through these exercises, students develop critical leadership, collaboration, and project management abilities in addition to their technical expertise.

In order to give students a better understanding of real-world engineering issues and career choices, the chapter often welcomes successful female engineers from both domestic and foreign locations to give interactive speeches and seminars. In order to expose students to cutting-edge research and new technologies, MRU also encourages their participation in IEEE conferences, hackathons, and technical symposiums. Female students are encouraged to confront prejudices, pursue lofty objectives, and serve as role models for the upcoming generation of female engineers by the university's dedication to creating an inclusive engineering environment, which is further supported by IEEE WIE's mission. MRU and IEEE WIE collaborate to give women the knowledge, connections, and self-assurance they need to succeed in the engineering sector through this encouraging environment.

Group Discussion on the topic “The Rise Of Generative AI”.


As you may already know, generative AI is becoming increasingly prevalent in our lives. From generating realistic images and videos to producing convincing written content, generative AI has the potential to revolutionize how we interact with technology.



IEEE MRU Student Branch in association with WIE AFFINITY GROUP is organizing a fun and interactive Group Discussion on the topic “The Rise Of Generative AI”.

During this group discussion, we will explore the latest developments in generative AI and discuss their implications for various industries, including healthcare, entertainment, and education. We will also dive into the ethical considerations that arise with the use of generative AI and examine how we can ensure responsible deployment of this technology.

 Date: 21st March 2023, Tuesday

 Time: 10:00 a.m.

 Venue: I block Auditorium

Manav Rachna University IEEE Student Branch

MANAV RACHNA vidyapeetham

Manav Rachna University IEEE STUDENT BRANCH

Join Now

GROUP DISCUSSION

On **The Rise Of Generative AI**

For more information
Sudeep Batra : 8860466031
Shivank Solanki : 7827708735

@ieee_mru

MANAV RACHNA vidyapeetham

Manav Rachna University IEEE STUDENT BRANCH

Manav Rachna University IEEE Student Branch

IEEE MRU SB AND WIE AG
EVENT NAME: GROUP DISCUSSION: THE RISE OF GENERATIVE AI

NOTICE

This is to inform to all the students of Department of Computer Science & Technology that IEEE in association with WIE Affinity Group is organizing a fun and interactive Group Discussion on the topic "The Rise Of Generative AI". During this group discussion, we will explore the latest developments in generative AI and discuss their implications for various industries, including healthcare, entertainment, and education. We will also dive into the ethical considerations that arise with the use of generative AI and examine how we can ensure responsible deployment of this technology. Interested students are instructed to register for the event through the google form shared on their respective Official Class WhatsApp group.

Date: 21st March, 2023
Time: 10:00 am
Mode : Offline
Venue: B Block Auditorium
Registration link: <https://forms.gle/gUuyPU4Crv8H1wW9>
Organizers: Sudeep Batra (Btech CSE AIML 2021-25), Shivank Solanki (Btech CSE AIML 2021-25)

Shivank Solanki
Branch counsellor, IEEE MRU

Manav Rachna University IEEE STUDENT BRANCH

MANAV RACHNA vidyapeetham

Manav Rachna University IEEE Student Branch

FILMY FRENZY

21 MAR

I-Block Auditorium

GET YOUR POPCORN READY, IT'S TIME FOR A MOVIE QUIZ!

FEES: 10/- per participant

Make sure to Register!!

Certificates will be provided to all the participants

Exciting prizes for the winners!!

Kriti: 8800867989 Mukul: 7838860106



Manav Rachna University IEEE STUDENT BRANCH | MANAV RACHNA Ividyaparishad | Manav Rachna University IEEE Student Branch


**IEEE STUDENT BRANCH
 MANAV RACHNA UNIVERSITY
 PRESENTS**

Environment's Week Earthy Artistry

- a digital poster making contest

📅 28TH APRIL ⌚ 6 P.M 📍 ONLINE MODE

- E Certificates will be provided to both winners and Participants.
- Get a chance to be featured on our social media pages.
- Clan Points will be given to both winners and participants.



REGISTER HERE

BHAVIKA 7627062971 | **JOY** 9717288998 | **AYUSH** 8700803040

@IEEE_MRU

MANAV RACHNA Ividyaparishad | Manav Rachna University IEEE STUDENT BRANCH | Manav Rachna University IEEE Student Branch

**IEEE MRU SB
 EVENT NAME: EARTHY ARTISTRY**

NOTICE


This is to inform to all the students of Department of Computer Science & Technology that IEEE in association with WIE Affinity Group is organizing you a "Earth Artistry" to showcase your skills and compete with other talented designers by participating in our digital poster-making contest. Interested students are instructed to register for the event through the google form shared on their respective Official Class WhatsApp group.

THEMES/TOPICS:

- Water Conservation
- Water Pollution Prevention
- Importance of water

Date: 23rd April, 2023
Deadline: Until 10:00 PM 28th April 2023
Mode: Online
Registration link: <https://forms.gle/wmnpk4FjePxYc8s9A>

Organizers: Joy Khaneja (Btech CSE- CSTI 2022-26), Bhavika Dhingra (Btech CSE- CSTI 2022-26), Aayush Gupta (Btech CSE- CSTI 2022-26)


 Branch Counsellor, IEEE MRU

Manav Rachna University IEEE STUDENT BRANCH | MANAV RACHNA Ividyaparishad | Manav Rachna University IEEE Student Branch

Congratulations to THE WINNERS of Earthy Artistry

- a digital poster making contest

2

JATIN KUMAR
 Save Water, Live Green

1

KASHISH THAKUR
 Do the Earth a Favour. Be a Saver

3

SHRUTI CHOUDHARY
 Find a solution to water pollution

@IEEE_MRU

6. Women And Sports

Manav Rachna has a variety of sports facilities spread over the campus as well as a sports academy located within Faridabad. A special emphasis is placed on promoting interest for sports among women on campus. The gym is equipped with all necessary training gadgets. Directorate sports MREI organized 9th open Manav Rachna Girls Sports Meet 2023 to promote and motivate girls students for FIT India Campaign under the guidance of UGC on 5th May 2023.



A special facility of an open Gym has been made available only for all women hostellers. It is located near the Staff Quarters of the Manav Rachna Campus.



7. Events in The Campus

Events and Competitions-

Manav Rachna University shines as a symbol of dedication to creating a healthier, fairer, and more sustainable world. With a strong emphasis on key Sustainable Development Goals (SDGs), the university has shown its steadfast commitment to Gender Equality, aligning with SDG 5.

A series of impactful events are being regularly organized to cultivate a campus environment that promotes respect, safety, and inclusivity for women.

- School of Education and Humanities, Department of Education and Humanities organized an expert talk on the topic on



“Gender Sensitization and Mental Health among Women” 21st September, 2022. Dr Abha Sharma, Principal B Ed SCERT, New Delhi was the resource person of the session and she highlighted the significance of mental health among women today. She spoke about the importance of good mental health so that the youth can easily be trained and groomed well so that they may be useful citizens of tomorrow. She further explained how unrealistic expectations sometimes lead to stress and pressure among students today. In

severe cases how the students should take the help of counsellors of professionals in the field to overcome the difficult situations of life.

- The School of Law at conducted a session on “A Gender Sensitization Workshop for First-Year Students” exclusively for first-year law



students. Led by Mr. Tushar Khandelwal, this session aimed to create awareness among young students about the critical role of gender equality and inclusivity in both legal practice and society at large. Mr. Khandelwal opened the session by explaining the concept of gender sensitization and its importance for law students. Through engaging discussions and relevant case studies, he addressed how gender roles, expectations, and stereotypes influence society and legal practices. The session involved an interactive discussion, where students shared their personal observations and thoughts on gender-based stereotypes. Mr. Khandelwal facilitated exercises that challenged students to reflect on their own perspectives and assumptions. These activities were designed to foster empathy and

promote a better understanding of diverse gender identities and experiences.

- The School of Law also organized a comprehensive Gender Sensitization Session taken by Dr. Aditi Choudhary, which was attended by 47 students.



The session aimed to deepen students understanding of gender equality, legal intricacies, and the importance of gender sensitivity within legal contexts. The discussion also included relevant international instruments and significant case laws related to gender justice. Dr. Choudhary guided the students through various aspects of gender sensitivity in law, touching upon essential topics such as Legal Provisions on Gender Equality, The session highlighted specific legal provisions in the national context, such as sections of the Constitution and key legislations that address discrimination and promote equality. Dr. Choudhary detailed how these provisions

are applied and the significance of gender-sensitive interpretation in judicial proceedings.

- On 18th August 2022, the School of Law organized a Gender Sensitization Workshop aimed at fostering awareness, respect, and inclusivity among students regarding gender



equality. This initiative was attended by 35 students, who actively participated in the sessions conducted by Assistant Professor Ms. Sampriti Phukan. Ms. Phukan began the workshop by introducing the concept of gender sensitization and its relevance in today's world. She emphasized the need to recognize and respect individual differences beyond traditional gender norms. The students were briefed on the Understanding gender as a spectrum rather than a binary concept; Identifying and challenging gender stereotypes; Learning the implications of gender discrimination and its societal



effects; Encouraging gender equality in both personal and professional spheres.

- The Poem Writing Competition on the topic of "Sexual Harassment at Workplace" was conducted as part of a series of events addressing violence against women by the Manav Rachna Centre for Peace and Sustainability club. This event aimed to provide a platform for participants to express their thoughts and emotions regarding the critical issue of sexual harassment at the workplace through the medium of poetry. The competition was structured as a submission-based event, where participants were invited to submit their poems related to the topic. The event announcement was circulated on December 1st, 2022, and participants were given until December 8th, 2022, to submit their entries. The quality of the entries showcased the participants' dedication to addressing the issue of sexual harassment at the workplace through creative expression.



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Manav Rachna Centre for Peace and Sustainability:
Parashakti

लेख



Poem Writing Competition

*Sexual harrasment
at workplace*

Last date to submit: Dec 8, 2022

event.mrcps@mru.edu.in



Khushi 8287881952 Vanshika 8860812735 Narayani 9876820103

- In yet another interesting and thought provoking session, Ishika Jain presented a short monologue depicting the life of Vishakha, a victim of sexual harassment. The students gathered to see the act and understood the sensitivity of the matter. The event was focused on SDG05 id est GENDER EQUALITY on which Centre’s vertical Parashakti is working. A monologue was prepared in such a manner that it can raise an essence of sensitivity in the audience about the woman’s daily life with regular and unexpected harassment at the workplace and public places.



- The "Inspire" poster making competition successfully achieved its objective of shedding light on the issue of sexual harassment at the workplace. It encouraged dialogue, raised awareness, and inspired action to make workplaces safer for all. The event demonstrated the power of art as a means of addressing critical social issues and served as a reminder of the importance of gender equality and safety. Manav Rachna Centre for Peace and Sustainability remains committed to its mission of promoting peace, sustainability, and social justice and will continue to organize events that encourage

positive change in society. The event generated a significant buzz on social media platforms, reaching a wider audience and spreading the message of the campaign. #InspireAgainstHarassment trended on Twitter, facilitating discussions and promoting awareness.



- The Manav Rachna Centre for Peace and Sustainability, in collaboration with Parashakti, successfully organized a speaking competition titled "MANN KI AWAAZ" to observe the International Day for the Elimination of Violence against Women. The event aimed to provide a platform for individuals to voice their thoughts, experiences, and solutions related to the critical issue of sexual harassment in the workplace. The theme "Sexual Harassment at Workplace" was chosen to address a significant issue affecting women across the globe. It focused on encouraging participants to share their insights, stories, and possible solutions to mitigate

workplace harassment and create safe, respectful environments. The "MANN KI AWAAZ" speaking competition successfully provided a platform for open discourse on the issue of sexual harassment at the workplace. It encouraged victims and allies to speak up, share their stories, and propose solutions. This event highlighted the power of words in raising awareness, building empathy, and driving positive change.

The poster features the Manav Rachna University logo at the top left and the Manav Rachna Centre for Peace and Sustainability: Parashakti logo at the top right. The main title "MANN KI AWAAZ" is prominently displayed in large, bold, red letters. Below the title, the text reads "An audio recording competition On Sexual harrasment at workplace" in a cursive font. A pink banner indicates the "Last Date- December 8, 2022". At the bottom, contact information is provided: "events.mrcps@mru.edu.in" and phone numbers for Simran (9873268163), Kirti (9599567988), and Bhavya (9643103618). The background of the poster shows stylized illustrations of three women, one holding a megaphone and another holding a microphone.

Manav Rachna Centre for
Peace and Sustainability: Parashakti

MANN KI AWAAZ

*An audio recording competition
On Sexual harrasment at workplace*

Last Date- December 8, 2022

events.mrcps@mru.edu.in
Simran 9873268163 Kirti 9599567988 Bhavya 9643103618

- The online submission-based visual competition on the theme of sexual harassment at the workplace was organized by PARASHAKTI in observance of the International Day of Violence Against Women. The event aimed to raise awareness about the issue of sexual harassment, promote gender equality, and encourage artistic expression as a means to address this critical social problem. The event's theme, "Violence against women isn't cultural, it's criminal. Equality cannot come eventually, it's something we must fight for now," underscored the urgency of addressing the issue. The online visual competition on sexual harassment at the workplace organized by PARASHAKTI was a significant step in raising awareness about a critical issue plaguing our society.



MANAV RACHNA
CENTRE FOR
PEACE AND SUSTAINABILITY

MANAV RACHNA
UNIVERSITY
Declared as State Private University vide Haryana Act 26 of 2014

Manav Rachna Centre for Peace and Sustainability Parashakti

Visual Competition

Elimination of Violence against Women

Last date- December 8, 2022

events.mrcps@mru.edu.in

Ritul - 7683085913 Kunal-9990545885 Ritika-9811550475

- The Manav Rachna Centre for Peace and Sustainability orchestrated a comprehensive event at Government School in Sector 16, Faridabad, under the banner of "Project Kuch Kehna Hai." In addition to informative sessions conducted by dedicated volunteers, the initiative included the screening of an educational video aimed at sensitizing children about the nuances of good touch and bad touch. The video, thoughtfully curated to be age-appropriate and

impactful, served as an additional layer of engagement, effectively complementing the interactive sessions. This multimedia approach not only catered to different



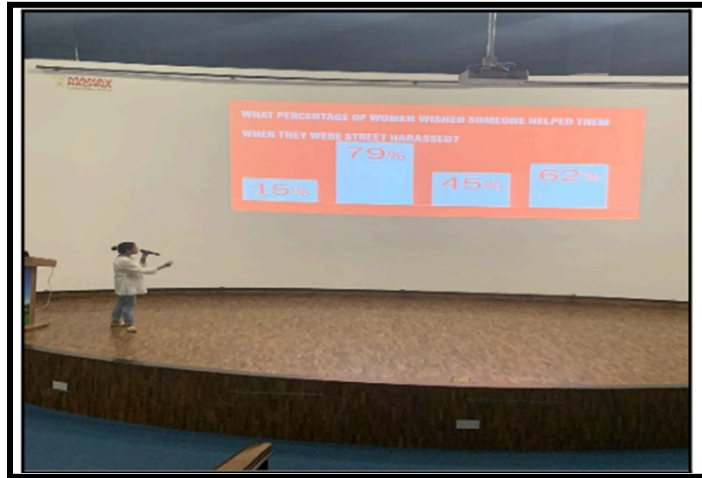
learning styles but also enhanced the overall effectiveness of the program. The incorporation of a video component demonstrated the organization's commitment to employing diverse and innovative strategies to ensure that the vital message of personal safety resonated with the students in a meaningful and memorable way. Through this holistic approach, the Manav Rachna team successfully fostered a safe and nurturing environment for the children while addressing a critical aspect of their holistic development.



- The Stand-up Against Street Harassment Training Session organized by MRCPS in collaboration with DSW and powered by Breakthrough India was a resounding success. It addressed the pressing issue of



street harassment, which is often overlooked or ignored. The event provided a platform for students to gain knowledge, share their experiences, and learn practical ways to respond to harassment. The dedication and expertise of the speakers, Ms. Krutika, Ms. Shilpi, and Ms. Javed, greatly enriched the training. Their insights and guidance helped attendees better understand the nuances of street harassment and empowered them to take a stand against it.



PARASHAKTI

CHILD CARE HELPLINE SESSION

EDUCATING THE MOTHERS

SUPPORTING NON-TEACHING STAFF

AWARENESS OF MENSTRUAL HYGIENE IN ADOPTED VILLAGES

GOOD TOUCH BAD TOUCH SESSION

NUKKAD NATAK FOR AWARENESS ON WORKPLACE HARRASMENT

BOOSTING FEMALE LEADERSHIP

MONOLOGUE PERFORMANCES ON DOMESTIC VIOLENCE

SELF DEFENSE WORKSHOP

SURVEYS IN HOUSEHOLDS

CELEBRATING WOMEN SUCCESS AND EFFORTS



8. Facilities in The Campus

Counseling Cell - Saksham

Saksham' is the Counseling Cell at Manav Rachna University established with a vision to provide need based guidance and psychological support to the students so as to facilitate them nurture their potential for optimum personal and professional growth. There have many Girl students who have received the benefits of this counseling center.

As a case study, Ms. Shivangi Sharma from B.Tech (CSE) has been extensively mentored by the members of the counseling cell along with her mentor for psychological issues during the academic year 2022-23. Her mentor was also changed from male faculty member to female faculty member. She has shown significant improvement in her overall performance and psychological adjustments with peers in the classroom.

Creche for faculty

To support educational opportunities for female staff and faculty who are mothers, the university has established a free crèche facility on campus, called BLOOMZ. This facility offers comprehensive childcare services,



ensuring young mothers can engage with their university responsibilities without the stress of childcare concerns. At BLOOMZ, children thrive in a nurturing and natural learning environment. The Day Care facility is dedicated to providing a safe and nurturing environment for children while their parents or guardians are at work. To ensure the well-being of all children, the facility adheres to established guidelines and procedures. Ongoing communication with parents and guardians is maintained to promptly address any concerns or issues that may arise. The focus goes beyond basic morals, as efforts are made to instill good habits in the children. They engage in playful activities while learning fundamental concepts such as counting, sizes, and shapes.





9. Policies for the Women

ICC

MRU is dedicated to creating a safe, inclusive, and harassment-free academic environment, upholding principles of gender equality, dignity, respect, and justice for all. The university's policy addresses gender and sexual harassment, ensuring accountability and equitable processes for complaints. MRU promotes a culture of free inquiry while firmly opposing sexual harassment that undermines the integrity of its community. This policy applies to all members, including students, faculty, staff, visitors, and contractual employees, with violations leading to disciplinary action. The Internal Complaints Committee (ICC) is empowered to prevent and resolve cases of sexual harassment on campus, outlining its role and procedures for addressing complaints effectively.

Maternity Policy

MRU's policies and procedures are designed to actively support staff members, particularly women, in their workplace participation. These initiatives aim to ensure that family responsibilities do not become barriers to career advancement for women with children and for all staff.



By implementing supportive measures, MRU seeks to create a culture where all employees can thrive without facing systemic obstacles related to their family life, thereby enhancing overall workplace equity and inclusion. In compliance with the legal statutory requirements, all employees are entitled to casual leave, paid maternity leave, earned leaves, and vacations in accordance with the university's leave policies. Maternity leave may be granted to a woman employee on full pay for six months.

10. Safety of Women and Girls in Campus

Manav Rachna University is dedicated to fostering a secure and protective atmosphere for all its students, with particular attention to the safety of female students. To promote their welfare, the university has established a thorough safety protocol. This encompasses continuous security monitoring, staffed by trained male and female personnel, advanced hostel accommodations with 24-hour security, and designated common areas for female students. The institution also emphasizes



sanitary hygiene by ensuring the availability of sanitary napkins and maintaining hygienic restroom facilities. To promote a healthy and active lifestyle, the university provides specialized culinary arts programs aimed at empowering women. Furthermore, to safeguard female students, it is ensured that no female student is going out of campus after 8.00pm. These initiatives, along with a strong commitment to cultivating a supportive and inclusive campus environment, play a vital role in ensuring a safe and productive learning experience for all students. The female faculty members always accompany female students whenever engaging in outdoor activities or tours. Prior to the beginning of each academic year, the Women Cell (WC) develops an annual gender sensitisation action plan and executes the same throughout the year. The university has a number of committees, including the Internal Complaint Committee, Anti-Ragging Committee, the Students Grievance Committee, and the Discipline Committee, which work diligently to increase awareness of sexual harassment issues, prevent any misconduct, quickly resolve student grievances and ensure a secure, inclusive and respectable climate on campus. The grievance redressal committee and the online grievance portal are platforms to address grievances of the students and



staff. Sessions with alumni offer assistance in enlightening female students about future career goals.

Details of CCTV Cameras at MRU

MANAV RACHNA University CCTV installation Details on 22-03-2022					
S.No.	Blocks/Location	Dome Camera	Outdoor Camera	DVR 16/8Port	Working Status
1	CBH-2	43 Nos.	04 Nos.	03 Nos.	OK
2	CBH-1	24 Nos	5 Nos.	2 Nos.	OK
3	Gate- No.7	3 Nos.	10 Nos.	1 No.	OK
4	H-Block	10 Nos.	6 Nos.	1 No.	OK
5	I-Block	21 Nos.	1 Nos.	2 Nos.	OK
6	L-Block	29 Nos.	3 Nos.	2 Nos.	OK
7	K-Block	29 Nos.	2 Nos.	2 Nos.	OK
8	L-Block Library	8 Nos.	0	1 No.	OK
9	State Office	2 Nos.	3 Nos.	1 No.	OK
10	J-Block	35 Nos.	3 Nos.	1 no.	OK
11	G-Block	27 Nos.	0	1	OK
12	G-Total=	202 Nos.	37 Nos.	17 Nos.	

CCTV Details



11. Community Outreach Programs

Empowering Young Women through Outreach Initiatives

Manav Rachna University (MRU) is dedicated to empowering young women and encouraging them to pursue higher education in underrepresented fields. To achieve this goal, MRU has been actively conducting outreach programs in various regions, including Hisar, Karnal, Palwal, Jammu & Kashmir, Sonipat, and Mahendragarh.

These outreach initiatives involve a dedicated team of faculty members and admission counselors who visit deeper village areas to inspire young women to consider pursuing courses like BBA, Law, and Engineering. The team provides detailed information about the university's academic programs, infrastructure, and placement opportunities. They also address any concerns or queries that students and parents may have.

By reaching out to these underserved communities, MRU aims to break down barriers and encourage more young women to pursue their academic aspirations. The university's commitment to gender equality

and women's empowerment is evident in its efforts to create a diverse and inclusive learning environment.

