



### 7.1.1 Gender Equity

Term Gender equity simply means of being fair to women and men. To ensure fairness, it is important to make strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity tends to equality. Equal enjoyment of women and men of socially-valued goods, opportunities, resources and rewards happens when there is Gender equality. Generally women has to face the consequences when the gender inequality exists who are excluded or disadvantaged in relation to decision-making and access to economic and social resources. Therefore it is very important characteristic to promote gender equality is the empowerment of women, with a focus on identifying and redressing power imbalances and giving women more autonomy to manage their own lives.

### Facilities provided for women

#### Women's Studies Centre at HIET

Studies Centre or Library in any College is an integral and indispensable unit of the academic program. College library or Studies Centre is not merely a depository of books and journals but also a place which provide scope for self-education and original thinking.

At HIET, special emphasis is laid on having exclusive Studies Centre for girl students. The Women's Studies Centre provide several facilities to girl students like-

- Rich collection of books/journals and reading material for related subjects
- Big AC hall with comfortable chairs and table for reading and preparing notes
- Relaxed and peaceful environment
- Desktops with internet for additional reference
- Section of newspapers for students to keep abreast with the current affairs
- Women Librarian to guide and assist the girl students

#### Common Room for Girl Students

Dr. Pankaj Mishra  
Director

HI-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015



HI-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

The Common Room is a necessary area in a College for the girl students who are young adults. It is an exclusive area for the female students of the college to interact, discuss with other students and rest.

HIET, has recognized the need for this personal space for girl students, especially in a co-educational Institution. HIET has taken special care in providing a Common Room for girl students packed with amenities required for their comfort and ease.

- Common Room for girl students is situated on the first floor of the main building
- Spacious, well lit and ventilated room with AC and heaters
- Neat and clean room which provide friendly ambience
- Cot and bed for the girls to rest in case of an emergency
- Comfortable chairs and table to sit and chat with their counterparts
- Attached Washroom with Sanitary Napkin
- Water purifier
- CCTV and Wi-Fi enabled room
- Daily newspapers, periodicals, journals available for leisure reading
- Emergency number displayed on the notice board of the Common room

### **Common Room for Faculty (Staff Room)**

Faculty go through a lot of stress in their day to day routine, from assignments to back to back classes, they have a lot to take care of. To deliver at their best it becomes absolutely necessary to provide comfortable space for the faculty members where they can relax before or after class, eat lunch, grab a coffee, spend recess, consult with colleagues, plan lessons, discuss educational issues and socialize.

HIET values its faculty to the highest degree thus takes care of their comfort and preparation. HIET has a separate Common Room or Staff Room for the faculty members.

- Staff Room is situated on the ground floor
- Spacious room with Wi-Fi
- Comfortable chairs and table for relaxing, discussion and preparing notes
- Personal space for every teacher to keep their reference books, teaching material

Dr. Pankaj Mishra  
Director  
Hi-Tech Institute of Engg. & Tech  
Delhi-Hapur Bypass NH-9, Ghaziabad



HI-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

- Faculty provided with locker to keep their personal belongings
- Neat and clean room, well ventilated
- Provide friendly but professional environment
- Tea/Coffee and Water dispenser
- Newspaper/Magazine stack for a quick reference to the outer world.

### **Women Grievance cell**

The Women Grievance Cell (WGC) aims to look into the complaints lodged by any student and redress it as per requirement. In short WGC deals with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college

### **GIRLS HOSTEL**

Hostel facilities are embarked in such a way, that the students can feel homely and pursue their studies in a serene atmosphere. Our institution provides separate hostel facilities for girls with 24 rooms and has all necessary facilities for boarding and other recreational activities, to support goodwill, sociability and to play essential role in promoting community living among them.

**Warden : Mrs. Rakhi Kashayp**

#### **Facilities**

- Wi-Fi enabled hostel.
- RO water for drinking and cooking.
- Modern kitchen with dining hall.
- Tasty and Hygienic food.
- Convenient food menu for other state students.
- 24\* 7 power backup and security.
- 24\*7 medical facilities with vehicle service.
- Sports and leisure facilities.



Hi-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

- Newspaper and Magazine facilities.
- 32 furnished rooms (cots, tables and locker facility).
- Occupancy ratio of 2:1.
- General recreation hall with 32" LED TV
- Guest rooms.
- Serene Environment graced with Temple and Nature.

| MESS TIMINGS         |                    |
|----------------------|--------------------|
| <b>Breakfast</b>     | <b>Tea</b>         |
| 8.00 AM to 9.00 AM   | 5.00 PM to 6.00 PM |
| <b>Lunch</b>         | <b>Dinner</b>      |
| 12.10 PM to 01.10 PM | 8.00 PM to 9.00 PM |

#### Rules and Regulations

- Room once allotted for the academic year is not interchangeable without permission of the warden.

Dr. Penkaj Mishra  
Director  
Hi-Tech Institute of Engg & Tech,  
Plot No. 26, Bypass NH-9, Ghaziabad



Hi-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

- Only 3 authorized visitors (including parents) are permitted to see their wards during the visiting hours. The visitors should have the visitors card with photo affixed and signed by the warden, when they visit their wards.
- Visiting Hours  
Working Days : 04:30 p.m.-6:00 p.m.  
Holidays 10:00 a.m.-6:00 p.m.
- Roll call will be taken in the hostel in morning and evening..
- Girl students are not allowed to go out of the hostel after 6:30 p.m.
- Hostel inmates are allowed to go for local purchase or temple visit on holidays.
- Students should maintain silence, discipline and finish their academic work during the study hours. Group study is not encouraged during the study hours.
- The inmates should not remain in the hostel during the working hours / at other times when the presence is expected in the Institution, except with the permission of the Warden.
- Abnormal activities of any nature causing disturbance to neighbors should not be carried out in the rooms.
- Discipline in the hostel will be under the control of the Principal (Warden) and Resident Tutors.
- Students should not keep large amount of cash or costly items like cameras, electronic gadgets, gold chains, rings, etc., in their rooms. Hence, complaints about loss or theft of such costly items are totally discouraged.
- No hostel student should stay away from the hostel on any day without prior permission from the Warden.

#### **ANTI-RAGGING ACT**

Dr. Pankaj Mishra  
Director  
Hi-Tech Institute of Engg. & Tech.  
Delhi-Hapur Bypass NH-9, Ghaziabad



Hi-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

Any student found or reported to have indulged in or encouraged ragging will be dismissed from the college and legal steps will be taken as per Uttar Pradesh Government Gazette. The ragging incident will also be reported to the University and Director of Technical Education for further action.

#### **Punishment for Ragging :**

- Imprisonment for 2 years.
- A fine of Rs.10,000/-.
- Dismissal from the Institution and shall not be admitted in any other educational Institution.

### **7.1.1 Annual Gender sensitization Action Plan**

#### **a. Safety and Security**

##### **1. Entry Rules**

- **Security Check and Identification** – All people undergo security check who enter the campus and are required to identify themselves to the security guards. A person who refuses to identify himself or show his belongings will be denied entry to the campus.
- **Entry with vehicle/motorcycle** – Entering with a motor vehicle is permitted only with a valid parking permit.
- **Entry with a firearm** – Entering with a firearm is permitted with a valid license following a security check and identification.
- **Animal entry** – is forbidden, excluding guide dogs.
- **Bicycles** – Entry with bicycles is permitted. Riding is allowed only on roads, parking is allowed only in designated places.

##### **2. Behavior Rules around Campus**

- **Bulletin Boards** – It is forbidden to hang any personal or advertising announcements/messages such as car sales etc. For messages on Student Union's bulletin boards, please speak to the Union for approval.

Dr. Pankaj Mishra  
Director

Hi-Tech Institute of Engg. & Tech.  
Delhi-Hapur Bypass NH-9, Ghaziabad



- **Advertising** – It is forbidden to distribute any promotional material around campus without approval from the Dean of Students.
- **Smoking** – Smoking is forbidden in all the different buildings.
- **Peddling** – It is forbidden to peddle around campus without approval from the Dean of Students.
- **Ball games and Sporting Activity** – is forbidden around campus.
- **Clothing** – It is forbidden to walk around campus shirtless or barefoot.

**Do not bring bicycles, roller-skates, scooters etc. in to the buildings. Do not ride bicycles or any other vehicle on the lawns or sidewalks.**

### 3. Safety Rules

- **Personal belongings** – You are required to keep your personal belongings safe and not to leave it unsupervised around campus. Please lock your office door when leaving the place, even if it is for a few minutes.
- Emergency** – If you are required to leave the class/office due to a safety/security issue, you are requested to do so quickly (without running) and to leave via the fastest possible way to an open area/parking lot. You must listen to the security guards' instructions

### 4. Entry and Traffic Rules for motor vehicles

- Entry is permitted only for people with a permanent or temporary permit that was issued by the security department.
- Rules for issuing permits and costs are available in the security department's website.
- The permit is private and is not transferable. It is absolutely forbidden to transfer the person to a different person/vehicle.
- **Parking** – You must park only in marked parking spaces and according to traffic signs.
- Driving around campus will be done according to traffic signs and security guards' instructions.
- Driving and parking against the rules are considered a disciplinary offense, the perpetrator will receive a report.

### 5. Reporting Unusual Events

- In case of any suspicious or unusual object or person, you are requested to report to the security department (to this end, any object without an owner is considered a suspicious object).

Dr. Pankaj Mishra,  
Director  
Hi-Tech Institute of Engg. & Tech.  
Delhi-Hapur Bypass NH-9, Ghaziabad



- If there is any suspected burglary or theft of personal belongings or work equipment, you are requested to report immediately to the security department.
- In case of a fire around campus – you are requested to report it immediately to the security department
- In case of an injury or a medical event you are requested to report it to the security department (for your information – there is an EMT in Marcus campus at all times)
- Suspicious mail – if you received a mail item and you do not know the sender identity and it's content is suspicious, do not open the envelope and report to the security department immediately.

#### 6. Phone numbers

- Security department –
- Lost and Found –
- Luggage storage –
- Parking permit and employee cards issuing office –
- Security department offices –

#### 2. 24X7 CCTV SURVILLANCE

The safety of our students is of prime importance.

1. Our campus is monitored under 24X7 CCTV surveillance to keep a track of the activities of our students and also to get aware of any unnatural occurrences.
2. Our hostels are also equipped with CCTV cameras to confirm the safety of the students. The monitoring becomes highly intense on special days of occasions and events. Besides, the wardens and matrons also account for the security and well-being of our students.
3. Besides, all other corners of the college including **laboratories**, auditoriums, seminar halls, library and more, are vigorously monitored to ensure campus security.
4. The recordings of the CCTV are in the hands of the most trusted authorities of the college to make sure no hindering is done.
5. Additionally, the live recordings of the camera are under the constant watch of the guards of our college to spot any unnatural activities and address them then and there.
6. We keep the entry of unauthorized individuals at bay and this is kept in an account by the campus security guards. Parents can be assured about the security of their wards and feel at peace while their children are inside our premises.

Dr. Pankaj Mishra  
Director  
Hi-Tech Institute of Engg. & Tech.  
Delhi-Hapur Bypass NH-9, Ghaziabad





Hi-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

**Strict actions are taken against individuals causing unnecessary panic or trying to break the campus security. We prevent the entrance of individuals without prior appointment.**

### **3.PROTECTED COMPOUND WALL**

#### **Important Reasons for College Security Fencing**

Keeping College and Students Safe

Colleges are one of the most important institutions in a community – so it's only right to think about ways of keeping them safe. In the past few years, security fencing has gained popularity as part of college system's security. Keeping such an institution safe – along with all the teachers, staff and students residing inside – is of the utmost relevance, not only because of the value of education and human life but also for other important reasons for security fencing.

Advantages of having security fences in colleges

#### **1. Increased level of safety and security for everyone and everything inside the college**

Having security fencing in a college lessens the chances of outsiders from entering the college. Colleges are public places where people come and go – from teachers, staff, parents and students – all of whom have a right to be on the premises.

#### **2. Enhanced supervision of students and faculty**

Not just about keeping the people who don't belong out, having a security fence also helps in monitoring when or why students leave.

#### **3. Reduce the risk of vandalism in the college premises**

One of the biggest benefits of having security fencing for your college is to limit the amount of vandalism done inside the premises. Vandalism is rampant in different kinds of communities, usually done by teenagers or people who have nothing better to do or who think they have something to prove.

#### **4. Allows for a sound mind for the parents, staff and management of the college**

Especially for parents, the safety and security of the students is their number one priority. A college with a great security fencing system would quell the parents' fears and allow them to feel confident enough that their kids are in good hands.

#### **5. Maintain a distraction-free environment for the college**

Not only for security reasons, a good security fencing in a college will be able to define the perimeter of the entire college premises. Securing your college with Acoustic fencing can help

Dr. Pankaj Mishra  
Director  
Hi-Tech Institute of Engg. & Tech  
Delhi-Hapur Bypass NH-9, Ghaziabad



reduce the amount of noise which enters the premises, making the environment more fit for learning. Having the proper boundaries also limits the distractions which may disrupt the overall learning of the students inside the college.

#### **6. Durable and easy to maintain security system for the college**

#### **7. Improves the aesthetic quality of the college**

Benefits don't have to be just about functionality – security fencing can also add to the overall physical appeal of the college. There are different kinds of security fencing available on the market, and all of them are sleek and modern, which can add a touch of class to your college aside from providing safety to it.

### **6.COUNSELLING CENTRES**

#### **1. Personal Counseling Cell**

##### **Personal Counseling Cell**

Individual counseling (sometimes called psychotherapy, talk therapy, or treatment) is a process through which we work one-on-one with a trained mental health clinician in a safe, caring, and confidential environment.

The Student Counseling Cell is where professional, confidential counseling service is available to all students. Counseling provides the opportunity for any student to discuss in private any concerns which may be impacting on academic performance or personal health and well-being.

Hi-Tech Institute of Engineering and Technology is one the premier academic institutions of Ghaziabad. The institution are known for its quality in higher education and all-embracing facilities for its learners. In the changing scenario, Counseling Cell plays a vital role in an educational institution. Education stands for an overall development of a student and thus counseling cell, a facilitator.

The faculty belongs to the entire Department, works for the counseling cell, sat together and shared their views about the problems faced by the students and they reach to a conclusion after due discussions and arguments. They advise and suggest the necessary tips needed for the well-being of the students and empower them with life skills needed to face the challenges of this dynamic world. Each student is precious and protection of their lives is the prime objective of the Personal Counseling Cell. No valuable life should fall at the risk due to fanatic ideas and eccentricities of a few individuals during the frenzy mood. The Cell is committed to observe and remains vigilant in dealing with the students' problems. It motivates the students to identify their inner strength which will enable them for their holistic development.

Dr. Pankaj Mishra  
Director  
Hi-Tech Institute of Engineering and Technology  
Delhi Hapur Bypass NH-9, Ghaziabad U.P 201015



Hi-TECH INSTITUTE OF ENGINEERING AND TECHNOLOGY  
26th Km, Milestone, Delhi-Hapur Bypass NH-9, Ghaziabad U.P 201015

Objectives:

- To develop learning skills among the students
- To make positive way of thinking to face the examinations
- To develop self- confidence for preparation of competitive examinations
- To provide counseling for psychological and related problems

Personal counseling topics that are dealt with:

- Stress Management
- Interpersonal Relationships
- Communication Skills
- Building self-esteem
- Adjustment to life situation
- Anger Management
- Relationship break up
- Dealing with depression
- Coping with grief and loss
- Managing anxiety
- Overcoming procrastination
- Managing a crisis
- Family disputes & difficulties

Dr. Pankaj Mishra  
Director  
Hi-Tech Institute of Engg. & Tech.  
Delhi-Hapur Bypass NH-9, Ghaziabad