



**KG College of Arts and Science**

Affiliated to Bharathiar University

ISO 9001-2015 Certified Institution

KGiSL Campus, Saravanampatti, Coimbatore – 641 035







## Criterion 7: Institutional values & Best Practices

### Key Indicator 7.1 : Institutional values & Social Responsibilities

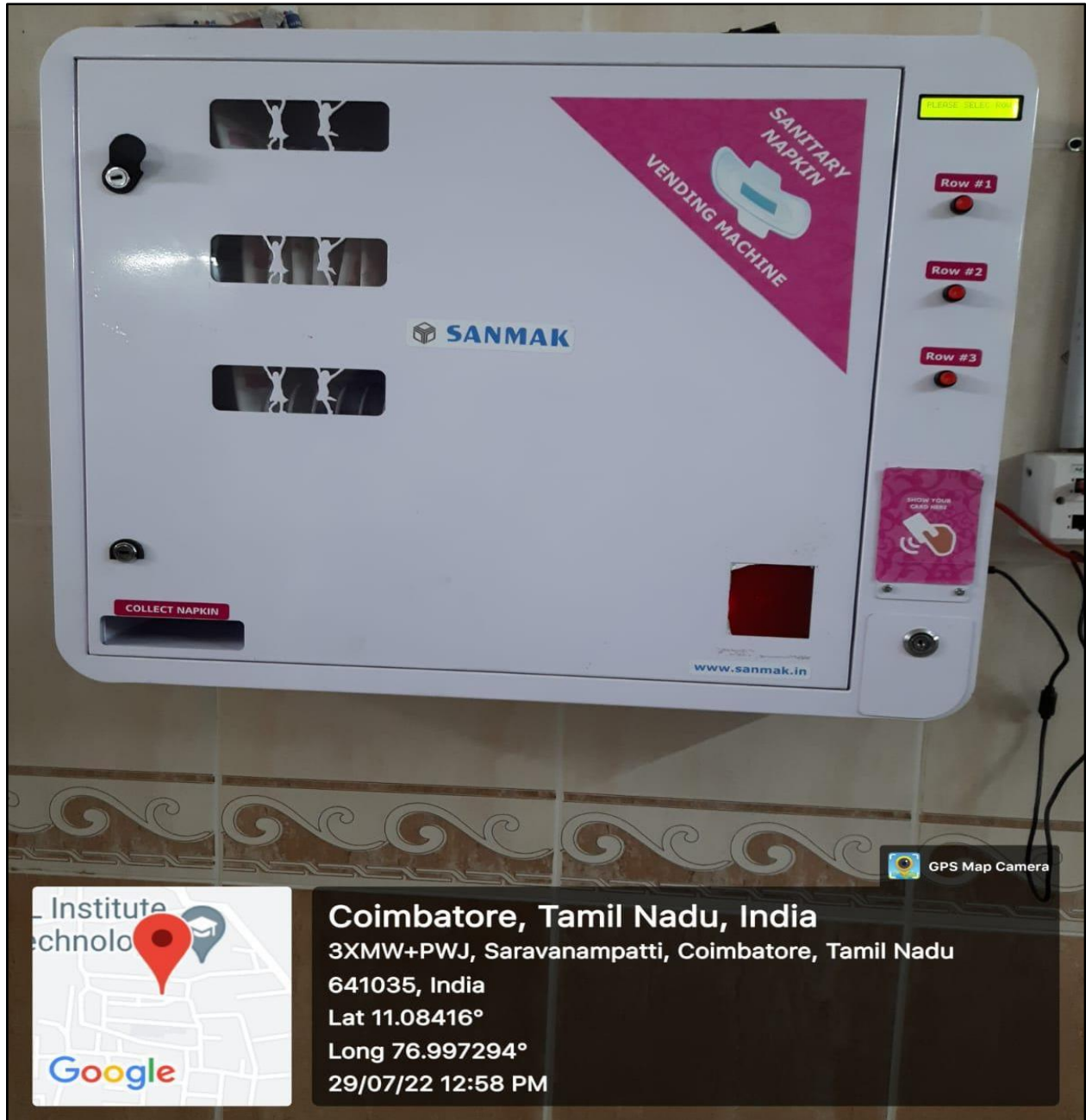
#### 7.1.1 - Measures initiated by the Institution for the promotion of gender equality during the year 2022 - 2023

#### Institution initiatives for the promotion of gender equity

S. No.	Description	Link
1	Facilities for Women	
2	Safety and Security	
3	Clubs and Committees	
4	Co-curricular Activities	

## Facilities for Women

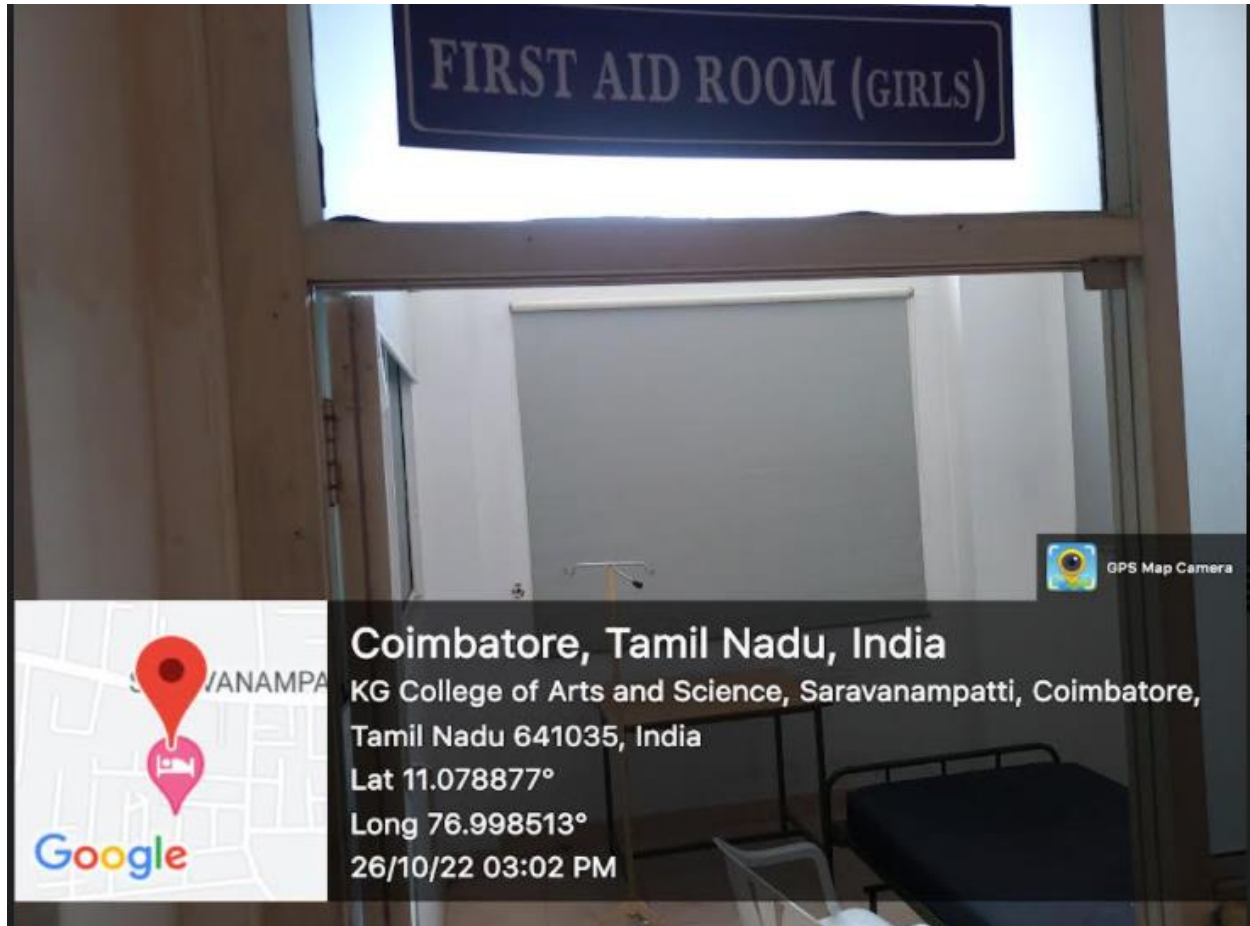
### Automatic Sanitary Napkin Vending Machine



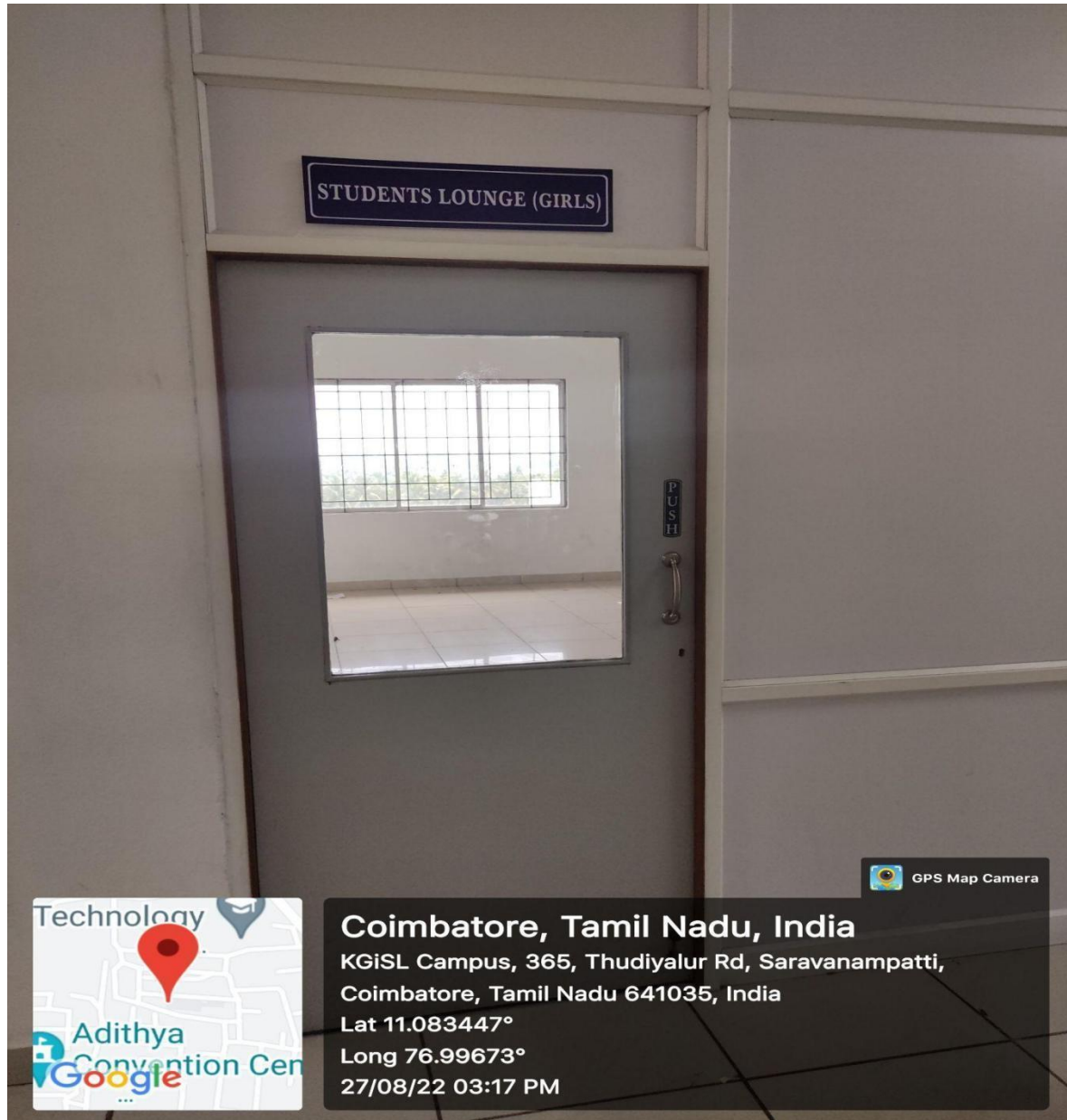
### Automatic Sanitary Napkin Incinerator Machine



### First Aid Room for Girls



## Waiting Room for Girls



## Safety and Security

### Ambulance Contact Number



### A Ragging Complaint Box

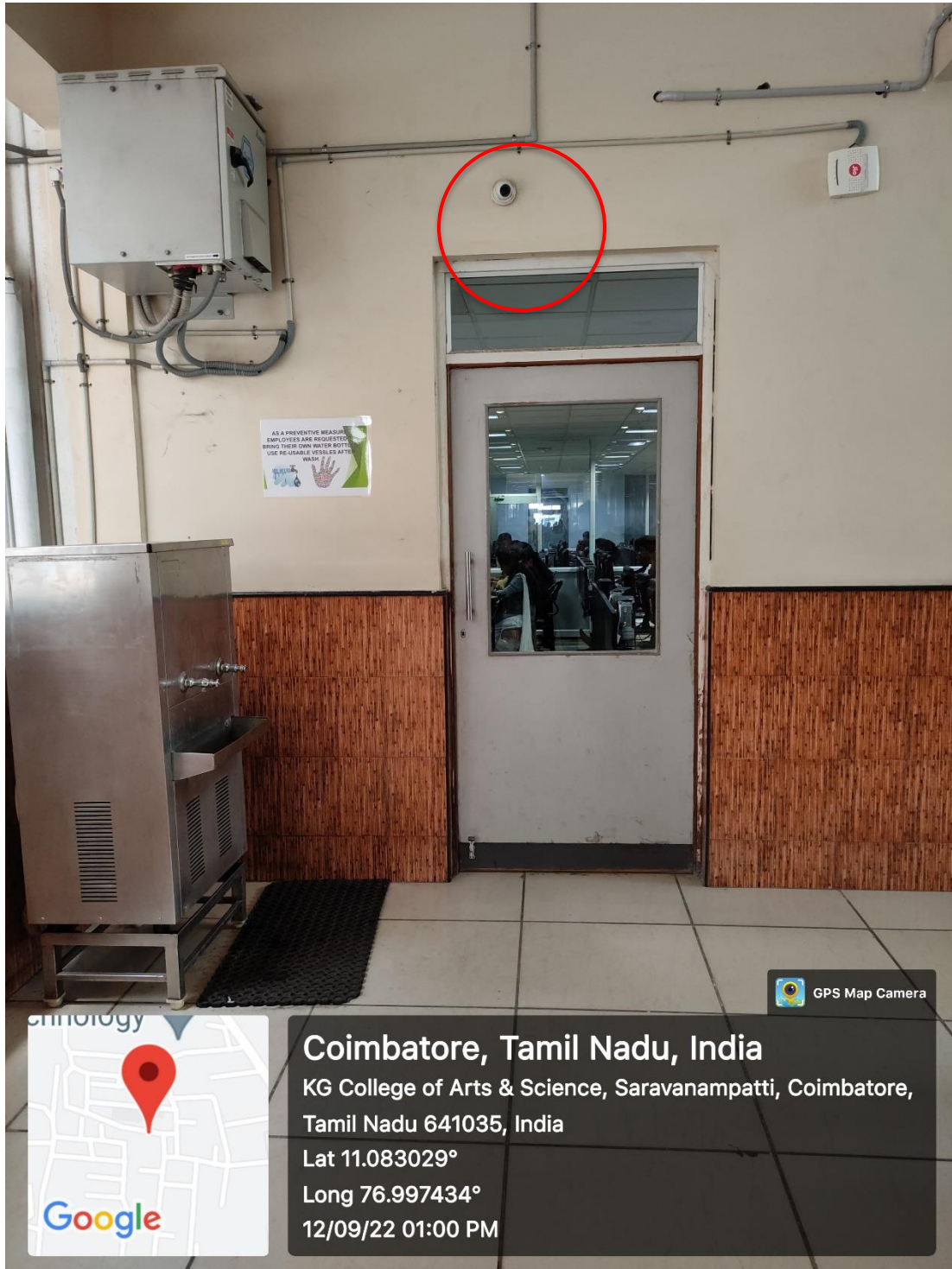




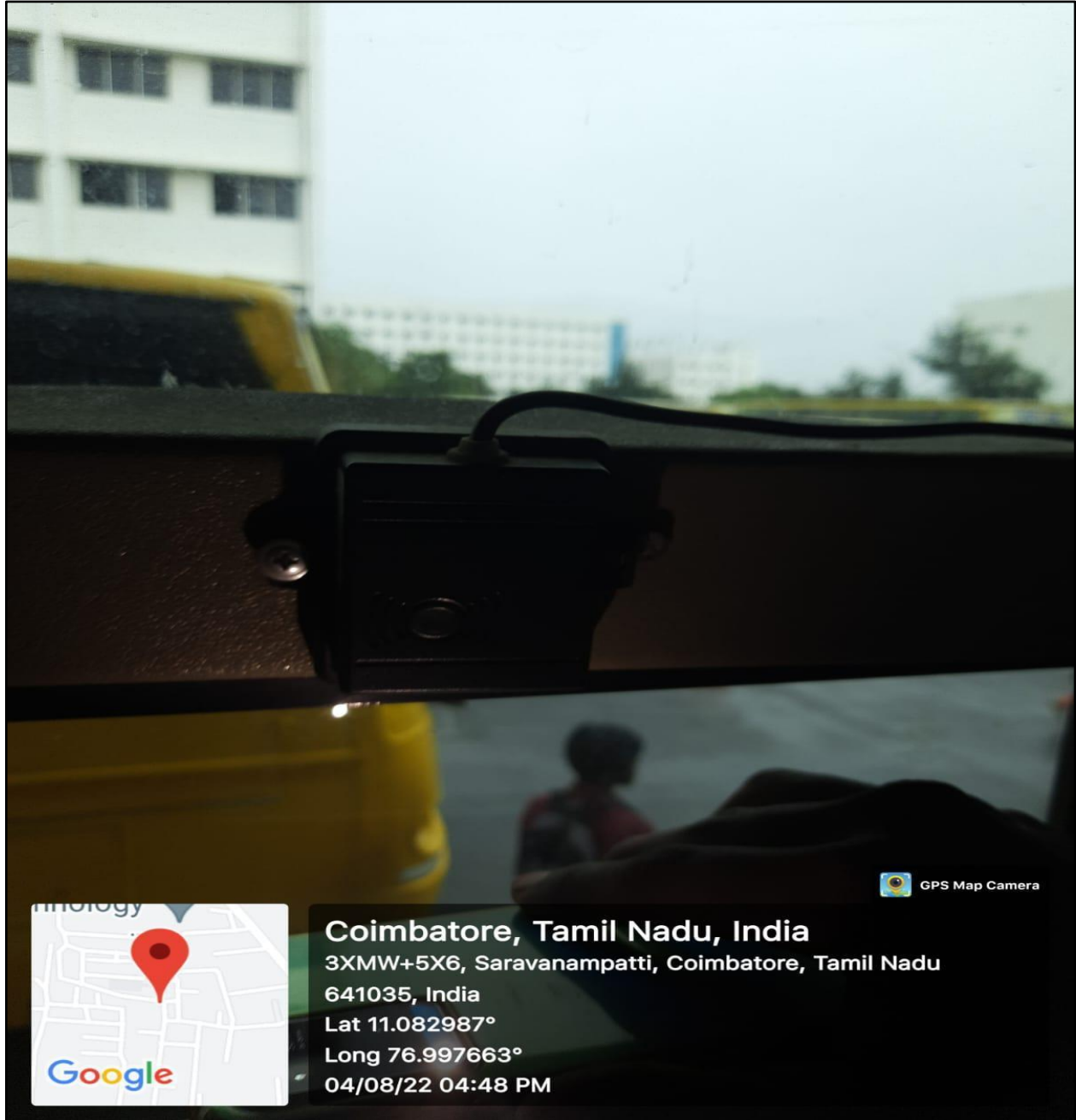
### Radio-frequency identification

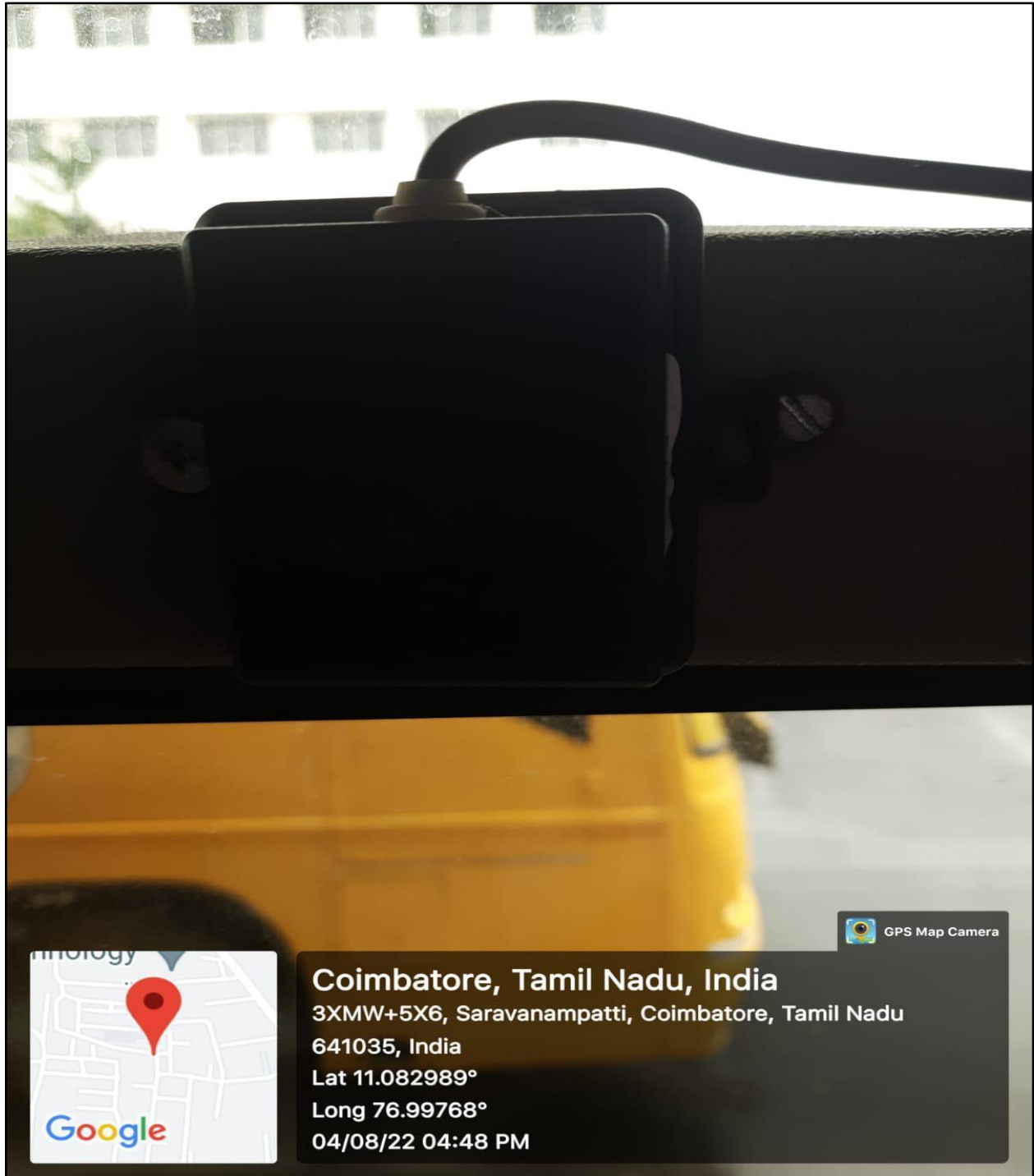


**Total number of CCTV Cameras: 64**



### RFID at College Bus





### Camera at College Bus



## **Mental Health**

<https://edu.kgisl.com/mental-health-emotional-wellbeing-counselling-for-students-coimbatore/>

## Clubs and Committees



### KG COLLEGE OF ARTS AND SCIENCE

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#### Internal Quality Assurance Cell (IQAC)

#### Grievance Redressal Policy

In order to redress individual as well as collective grievances; general in nature, and also related to ragging and sexual harassment of the students, teachers and the staff of the college, Grievance Redressal Mechanism has been devised by KG College of Arts and Science. Grievance Redressal Mechanism has been constituted with the following details and the representations of the stakeholders in different capacities to enquire the nature and extent of the grievances.

What is a Grievance? A grievance may be any kind of discontent or dissatisfaction or negative perception, whether expressed or not, arising out of anything connected with the college that a student or staff thinks, or even feels, is unfair, unjust or inequitable. Any grievance/complaint relating to sexual harassment and ragging will be covered by different committees mentioned above form for the purpose under a separate mechanism for addressing such matters.

#### **Objectives:**

- To formulate a policy to investigate and review complaints or grievances.
- To create awareness of availability of members
- To investigate the causes of the grievances.
- To ensure an effective solution to the grievance depending upon the gravity of the grievance.

**Awareness Policy:** The institution has devised its fix policy to undertake various measures to create awareness to avoid the cases of grievances in regards to sexual harassment, ragging and general grievances of the students, faculty and the staff. The awareness among them has been created through-

- Prospectus
- Undertaking of students and parents at the time of admission

- Institutional website
- On campus display of rules.

The committee has three layers working separately to address the specific issues. The three segments of the committee are

1. General Grievance Redressal Committee
2. Internal Complaints Committee
3. Anti-Ragging Committee

These three committees shall work under the control and guidance of the Principal to redress the grievances. Grievances of serious nature if any can only be forwarded to the highest authority viz. College Committee or the Governing Body. Issues common in nature can be sorted out then and there only at the committee level. The grievances can be represented through online, drop boxes placed at various places in the campus, in person: oral or written and cases detected during the vigilance of the Discipline Committee. The Committee shall meet at least twice in an academic year but in emergency, it can meet any number of times. The committees are required to maintain the record. Note: While these platforms allow to voice the concerns in an open manner it is imperative that the complainant exercises due diligence and care in deciding what he/she would qualify as a grievance that is serious enough to deserve the attention of this committee of senior faculty of the institution. All the committees to redress the Grievances on campus have student representatives.

**1. General Grievance Redressal Committee:** There shall be a grievance redressal committee at the institutional level to redress the grievances of students, faculty members and the staff in the institution during the general functioning. The committee shall meet at least twice a year or as and when required. The Principal shall be the chairperson of the committee and a senior faculty member shall facilitate it as its Convener. The Chairperson shall nominate faculty members and students as the members.

**2. Internal Complaints Committee:** - In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted as under to deal with complaints relating to Sexual harassment at the work place. **There shall be a committee at the institutional level to prevent the sexual harassment of the students, teachers and the staff in the institution during the**



general functioning. The institution follows the guideline as per the UGC and formed an Internal Complaint Committee. The Committee shall meet at least twice in a year or as and when required. The Principal shall be the Chairperson of the committee and faculty wise representation shall be given and a few students shall act as members nominated by the Principal. Besides, a senior faculty member shall facilitate it as its Convener. A legal adviser, a social worker & a medical doctor shall also be nominated by the Principal as the members. The institution is abide by the following policy

- a. Confidentiality of the student's identity on the concerns raised in sexual harassment be maintained.
- b. Dress code and code of conduct for female and male students to be formed
- c. 24X7 point of contact for the students to address their concerns immediately be established
- d. Orientation for the female students on the potential activities which may led to sexual harassment be given.
- e. Activities such as molesting, bullying and any other forms of physical disturbance and mental disturbance to the students be considered as sexual harassment
- f. Update of policy from time to time as per the Government norms and regulations is taken care off.

[https://www.ugc.ac.in/pdfnews/9606743\\_ICC-GSP.pdf](https://www.ugc.ac.in/pdfnews/9606743_ICC-GSP.pdf)

**3. Anti-Ragging Committee:** The institution adopts the anti-ragging policy which was specified by the UGC, dated April 2009, NO. F 1-16/2007 (CPP-II) to observe and regulate the ragging cases of the students that occurred in the institution during the general functioning. The Committee shall meet at least twice in a year or as and when required. The Principal shall be the Chairperson of the committee and senior faculty members shall facilitate it as its Convener. The Chairperson shall nominate faculty wise members as the members of it to regulate the affairs along with student representatives. Students can read the Anti-Ragging Policy followed by the College and take their pledge against ragging in the link <ps://www.antiragging.in>

**Internal Complaints Committee****2022 – 2023**

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 KGiSL Campus, Saravanampatti, Coimbatore – 641 035, Tamil Nadu.

Ref. No.: KGCAS/ICC-01//06/2022

Date: 17/06/2022

**CIRCULAR**  
**ACADEMIC YEAR 2022 - 2023**  
**MEETING OF INTERNAL COMPLAINTS COMMITTEE**

Dear Members,

This is to inform you that the Internal Complaint committee meeting will be held on 22/06/2022 at 3:45 pm at Board Room.

**AGENDA:**

1. To discuss about the steps to be taken to examine all matters related to women in the institution.
2. Any other related issues.

**MEMBERS:**

S. No.	Name & Designation	Signature
1	Dr.M.Usha, (Convener), HoD, B.Sc.IT	
2	Mr.L. Poovalingam (Member), Dean – Student affairs.	
3	Dr.S.Kavitha (Member), Assistant Professor, Tamil	
4	Ms.N. Nagarathinam, (Member), Assistant Professor, Commerce	
5	Ms.J.Nirmala (Member), Assistant Professor, Mathematics	
6	Mr.S.Soma Sundaram M.A.,B.L., Advocate Enl.No:1351/92	In Absence
7	Ms.K. Amritha – I M.Sc Maths - PG Student	
8	D.Sweety Mercy I B.Sc. IT 'A' - UG Student	



**Principal**  
**PRINCIPAL**  
 KG COLLEGE OF ARTS AND SCIENCE  
 COIMBATORE - 641 035.



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**ACADEMIC YEAR 2022 – 2023**

**Minutes of the Meeting of Internal Complaints Committee**

Internal complaints Committee Meeting for the members was held on 22.06.2022 at 3:45 pm in the Board Room.

**The points discussed**

- It is proposed to conduct orientation to the newly admitted students in the campus, about existence of the Internal Complaints Committee (ICC), and the members of the Committee, Students can approach the ICC Cell if they face any sexual harassment issues. They can contact Dr.M.Usha, Head, Information Technology. Mobile +91 9487790087
- It is suggested to conduct a program on 'Gender Politics' to girl students.
- It is proposed to conduct an interactive program with women entrepreneurs.

**Members Attended**

S. No.	Name	Signature
1	Dr.M.Usha, (Convener), HoD, B.Sc.IT	
2	Mr.L. Poovalingam (Member), Dean – Student affairs.	
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 KGISL Campus, Saravanampatti, Coimbatore – 641 035, Tamil Nadu.

Ref. No. : KGCAS/ICC-02/04/2023

Date: 05/04/2023

**CIRCULAR**  
**ACADEMIC YEAR 2022 - 2023**  
**MEETING OF INTERNAL COMPLAINTS COMMITTEE**

Dear Members,

This is to inform you that the Internal Complaint committee meeting will be held on 05/04/2023 at 3:45 pm at Board Room.

**AGENDA**

- To review the activities of the Internal Complaints committee.
- Any other related issues.

**MEMBERS:**

S. No.	Name & Designation	Signature
1	Dr.M.Usha, (Convener), HoD, B.Sc.IT	
2	Mr.L. Poovalingam (Member), Dean – Student affairs.	
3	Dr.S.Kavitha (Member), Assistant Professor, Tamil	
4	Ms.N. Nagarathinam, (Member), Assistant Professor, Commerce	
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Date: 05/04/2023

Venue: Board Room

**ACADEMIC YEAR 2022 – 2023**

**Minutes of Meeting**

1. Action taken report for the previous meeting held on 22/06/2023:
  - Nil Complaints were received related to Sexual Harassment by the committee for the academic year 2022-2023.
  - Orientation programme given to newly admitted students and clearly explained about the existence of the Internal Complaints Committee (ICC)
  - Internal Complaints Committee organized International Women’s Day Celebrations on 8<sup>th</sup> March 2023 and conducted various competitions for the girl students..
  - Seminar on “**Current Trends in Gender Politics**” was delivered to girl students on 18.10.2022 by Ms. Pranavi.J, Founder and Trainer, Her-D.
2. The principal congratulated the committee members for being vigilant throughout the year.

**Members Attended**

S. No.	Name & Designation	Signature
1	Dr.M.Usha, (Convener), HoD, B.Sc.IT	
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 COIMBATORE - 641 035

### Co-Curricular Activities



### Webinar on National Women's Day

Name of the Department	MSc Software Systems and Computer Science (PG)
Name of the Association	MindBenders
Activity	National Women's Day- Webinar
Date of the activity	13 February 2023
Title of the activity	Webinar on Stress management
Objective	The aim of this webinar is to help the students to avoid negative effects and increase their positivity.
Resource Person	Dr.S.GayathriDevi Professor & Head, Department of Psychology Avinashilingam Institute for Home science and Higher Education for Women, Coimbatore
Total no. of beneficiaries	90
Outcome / Report	The aim of this webinar is to help the students to avoid negative effects and increase their positivity. There were 90 students participating in this webinar. Stress can also affect health-related behaviors. Stressed students are more likely to have problems with disrupted sleep, poor diet, and lack of exercise. The speaker handles relaxation techniques, facing problems and giving demonstrations about mind relaxation. She also spoke about music and art therapy, aromatherapy, REIKI. She also said that problems such as stress, fear, anxiety, anger, inferiority, depression, insomnia, pain can be treated by positive therapy. The session was very much useful and given excellent feedback by the students.

## Brochure

Department of Software Systems and Computer Science

Mindbenders

Webinar on “Stress Management”

The brochure features the KGCAS logo at the top left, which includes a shield with a book and the motto 'co-read your - emus'. To the right of the logo is the text 'KG College of Arts and Science'. Below this, the word 'Mindbenders' is written in a large, bold, red font. Underneath, it says 'Department of Software Systems & Computer Science [PG]'. A yellow banner contains the text 'NATIONAL WOMEN'S DAY CELEBRATION - WEBINAR'. The main title 'Stress management' is in a large, bold, red font. To the right is a portrait of Dr. S. Gayathridevi, a woman with glasses wearing a red sari. Below the portrait, the text reads: 'Dr. S. GAYATHRIDEVI, Professor & Head, Department of Psychology, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore'. At the bottom left are social media icons for Facebook, Twitter, YouTube, LinkedIn, and Instagram, with the text 'Kgcasofficial' below them. In the center, it says 'All are welcome' and 'Google Meet'. At the bottom right, it displays the date '13 FEB 2023', the time '2.00 PM', and the website 'kgcas.com' with a globe icon.

KG College of Arts and Science

**Mindbenders**

Department of Software Systems  
— & Computer Science [PG] —

NATIONAL WOMEN'S DAY CELEBRATION - WEBINAR

**Stress management**

**Dr. S. GAYATHRIDEVI**  
Professor & Head  
Department of Psychology  
Avinashilingam Institute for Home Science  
and Higher Education for Women  
Coimbatore

13 FEB 2023  
2.00 PM

kgcas.com

All are welcome

Google Meet

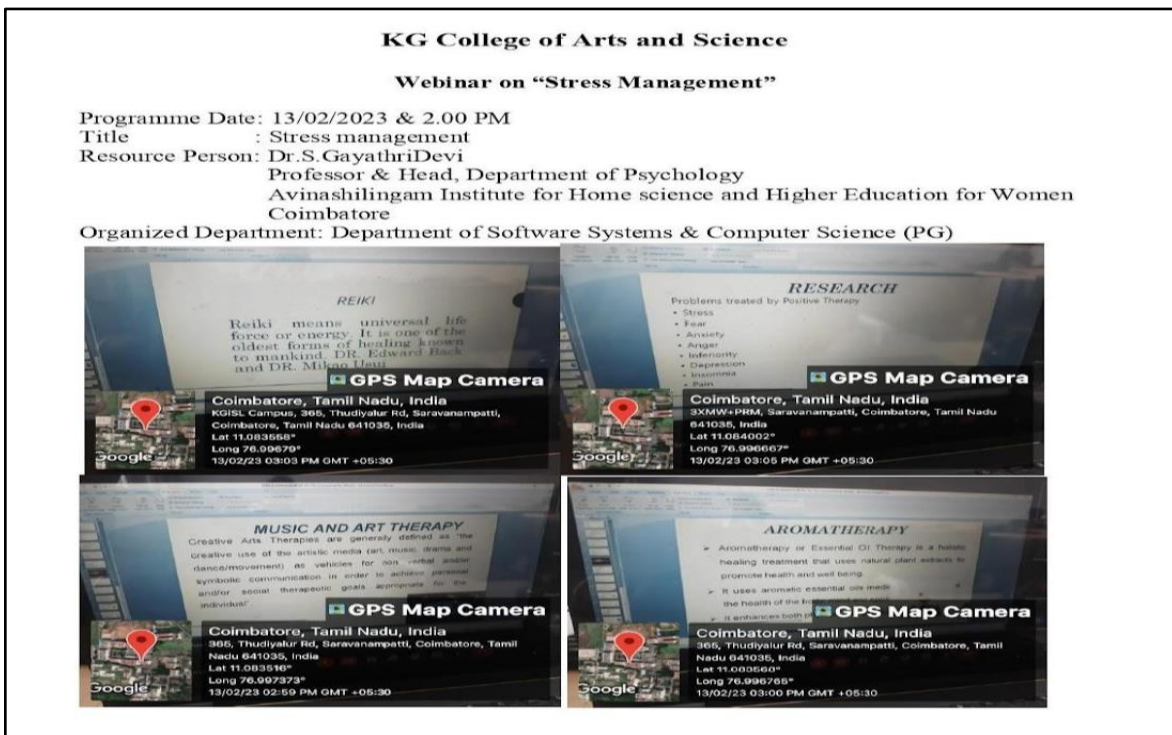
Kgcasofficial

**Geotag Photos**

**Department of Software Systems and Computer Science  
Mindbenders**

**Webinar on “Stress management”**

**Dr.S.GayathriDevi, Professor & Head, Department of Psychology, Avinashilingam Institute for Home science and Higher Education for Women, Coimbatore**



**FeedbackLink:**[https://drive.google.com/file/d/1\\_VL5xJd3hFaXcYN1DEuqDcU\\_BMZYuXB3/view?usp=sharing](https://drive.google.com/file/d/1_VL5xJd3hFaXcYN1DEuqDcU_BMZYuXB3/view?usp=sharing)

*Dr. V.V. Gomathi*

**Program Coordinator  
[Dr.V.V.Gomathi]**

*Mr. Alwin Pinakas James*

**HoD  
[Mr.Alwin Pinakas James]**





**Exhibition : International Women's Day**

Name of the Department	Computer Applications
Activity	Exhibition : International Women's Day
Date of the Expo	08.03.2023
Theme of the Expo	Prominent Women Achievers
Objective	The main objectives of the exhibition was to create an awareness among the participants about the prominent women achievers in various disciplines. To develop eventmanagement skills among the participants
Total no. of participants	280
Outcome / Feedback	The exhibitors explored the list of women achievers and selected a list from various fields and prepared charts and presentations for the expo. An open Quiz based on the topics presented in the exhibition was also conducted. The visitors enthusiastically participated in the quiz.

## Brochure

**Department of Computer Applications**  
**Association Activity : International Women's Day 2023**  
“Exhibition & Interdepartmental Quiz”

 **KG** College of Arts and Science  
Department of **Computer Applications**

**TECHNOZION**  
organizes

**INTERNATIONAL WOMEN'S DAY 2023**  
**PROMINENT WOMEN ACHIEVERS**  
**EXHIBITION**

 **MAR 2023**  
**8<sup>th</sup>**

**STUDENT CO-ORDINATORS**  
Ms. Sneha  
Ms. Rajeswari  
Ms. Rishya Charu  
|| BCA

 **10:00 AM**

**STAFF CO-ORDINATOR**  
Ms. G Priyadarshini  
Assistant Professor

**CONVENER**  
Dr. D Kavitha  
HoD - Computer Applications

 **BCA Classrooms**

 **Kgcasofficial**

 **kgcas.com**

## Geotag Photos

**Department of Computer Applications**  
**Association Activity : International Women's Day 2023**  
**“Exhibition”**







**Coordinator**

**HoD**