

## GENDER SENSITIZATION ACTION PLAN

"Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility." Piloo Mody College of Architecture believes in inclusiveness, dignity & justice for all. Gender sensitive Action Plan has been initiated in 2016 and continues with specific goals and targets to bring about gender equality and social change for the better.

1. From the beginning, the new students are provided a proctor (who will be a teacher of her/his department). Weekly meetings between the proctor & students are to be conducted to smoothen the burden of study and to ease the stress in the new environment.
2. Grievances and complaints on gender issues, ragging and other matters are dealt with special Women cell. Counseling sessions are conducted for the girl students on a regular basis by the lady faculty members of the Women cell.
3. Special considerations are taken for expecting mothers among the staff and faculty members for their health and safety. Classes are allotted as per their convenience and mostly in the ground floor with flexible timing options. Six month maternity leave option is also provided.
4. A crèche facility is also available in the campus for new mothers among the faculty and staff.
5. There is a family library section in the library area exclusively for the kids of the faculty and staff members.
6. For equal rights and participations in the cultural activities of the institute such as sports, debate, celebrations, and performing arts, girls students are encouraged by all means without any sign of gender discrimination.
7. Lady faculties and staff members are given equal participation in different activities performed throughout the year such as sports events, quizzes and cultural fests, women's day etc.
8. Yoga classes are conducted by expert trainers arranged by the institute.



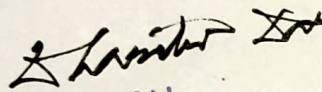
*A. K. Mody*  
PRINCIPAL  
PILOO MODY COLLEGE OF ARCHITECTURE  
HABIT GROUP OF INSTITUTIONS  
H.O. Badambadi, Cuttack - 753012, C.O.A.  
PLOT NO. 11/1/A, SECTOR-1  
CUTTACK-753011

PILOO MODY COLLEGE OF ARCHITECTURE  
Sector, C.O.A. Cuttack 753014  
PLOT NO. 11/1/A, SECTOR-1  
CDA, CUTTACK-753011

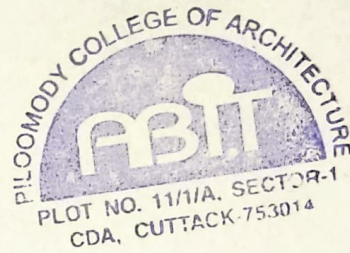
Phone : 0671-2363014  
0671-2363012 / 2364081  
0671-2316923 Dir (Off)  
0671-2366933  
Tel/Fax : 0671-2362015  
0671-2312664 (Fax/Tel)

College : Plot No. 11/1/A, Sector, C.O.A. Cuttack 753014  
e-mail : info@pmca.ac.in website : www.pmca.ac.in

9. Guest lectures are periodically organized focusing on gender sensitive disaster management issues and challenges.
10. Awareness programmes and interactive sessions are organized with invited guests focusing on health and hygiene issues of woman.



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ABIT GROUP OF INSTITUTIONS  
PLOT NO. 11/1/A, SECTOR-1, CDA  
CUTTACK-753 014



H.O., Badambadi, Cuttack - 753012

College : Plot No.11/1/A, Sector-, C.D.A, Cuttack 753014  
e-mail : [info@pmca.ac.in](mailto:info@pmca.ac.in) website : [www.pmca.ac.in](http://www.pmca.ac.in)

Phone : 0671-2363014  
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0671-2366933  
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0671-2312664 (Fax/Tel)