



AL-AMEEN INSTITUTE OF MANAGEMENT STUDIES

Al-Ameen Educational Campus, Near Lalbagh Main Gate
Hosur Road, Bangalore-560 027

Specific Facilities provided for Women

Gender relations impact greatly on the effective functioning of both society and the economy. Thus gender inequalities could create obstacles to the sustainability and effectiveness of the society at large, if not addressed appropriately & timely. Hence it is a necessary to work towards reducing gender inequality at all levels and contribute our bit towards reinvigorating & building the economy.

We have put in efforts to address pernicious gender gaps in the society and sensitize our students about this burning issue and propel towards a world with equal opportunity for all people.

a) Safety and Security

A core value at Al-Ameen Institute of Management Studies is the advancement of gender equality in all spaces, including the classroom. The following recommendations are a starting point to foster safety & security through respectful relationships in class and outside class, to rectify potential manifestations of inequality, and to guide in managing student interactions beyond class time.

..... IN THE CLASSROOM & OUTSIDE THE CLASSROOM AT AL-AMEEN

1. Raising students awareness activities by conducting workshops, debates, presentations etc.,
2. Set explicit ground rules for a class built on mutual respect

During your first class and beyond, don't hesitate to set the tone: the most successful class environment is one in which students feel free to speak, express their views, and contemplate new ideas in the certainty that they will be listened to and respected by all.

3. Encourage gender balance in selections for class representatives

We encourage two candidates to volunteer to be nominated as class reps, to achieve gender balance.

4. Facilitate equitable class participation

Generally it is seen that boys are more likely to monopolize in-class participation. We work to facilitate active class participation and to allocate speaking time to girl students just as much as to the boy students.

5. Establish a gender mix in group assignments

As much as possible, we aim for a gender mix when assigning groups for team projects, assignments, presentations, case studies, workshops, discussions etc.

6. Diversify examples and class reading list

While providing readings or formulating examples, exercises, and exam questions, we avoid those that hinge exclusively on a male character or a situation that is considered a stereotypical one. We try to churn in a balanced mix of authors in the books referred on syllabus. Similarly, we do not distinguish between research projects and subjects according to gender: any subject may be logically treated, regardless of gender.

7. Engage openly with the topic of gender equality

We address gender inequalities, their roots, their impact, and ways to make strides in ending them once and for all by encouraging group discussions, debates, and engaging with the students on the topic.

8. Monitor interactions on digital platforms (social networks etc.), to ensure that interlocutors are using respectful speech and behaviour

Respecting individuals means respecting their right to data protection, privacy, copyright and image rights for implementing best digital practices and procedures.

9. Recognizes students to actively participate

Different forms of engagement enable students to interact around common aspirations and share their areas of interest with an academic community; they are a means of living their citizenship to the full; they contribute to developing the culture of debate and intellectual curiosity encouraged by Al-Ameen, through an NGO promoting Active Citizenship – Children’s Movement for Civic Awareness, and also provide an awareness of the unique role of community work as a mode of action without any bias or gender disparity.

10. Risk prevention and respect for health and safety rules

Smoking and using electronic cigarettes are strictly forbidden. Students comply with the rules of safety and security, applicable within the campus sites, as well as with the terms of use of premises. Special care is also taken to provide hygienic food and healthy snacks to the students. During the course of events/functions organized by students, for eg., One Day Venture, Fresher’s Party etc, a request for authorization along with all the details is submitted in advance by the students in consultation with the faculty in charge to the Principal.

The campus has a CCTV Surveillance, a strong line of security personnel; we have constituted Sexual Harassment Anti-ragging Committee, Anti-ragging Committee & Equal Opportunity Cell and have made sure that one of the faculty keeps a vigilance on our students, in turns, as an extra precautionary measure.

b) Counseling

The need for counseling, mentoring and guidance as a practice for promoting safety, security & sustenance of physical, mental & emotional health has been documented worldwide. Establishing counseling and guidance programmes and incorporating gender responsiveness in educational institutions are vital to the achievement of larger key education objectives such as increased access to Education, Gender Equity and Equality in Education.

c) Common Room

We have separate toilets for both boys & girls and a ladies room too. There is a separate Hostel for girls with adequate facilities & security. Al-Ameen is committed to providing a safe, inclusive, and supportive living experience for all students.

- **Day Care Center for young children**

We recognize the important need to support our staff and whenever the need arises we provide day care facility for children.

