

Report on

Legal Awareness



Presented by
Legal Aid Clinic

Kalinga Institute of Industrial Technology
Deemed to be University, Bhubaneswar

Introduction:

Kalinga Institute of Industrial Technology (KIIT) is presently a collection of institutions that offer education and training in fields such as engineering, medicine and dentistry, law, management, nursing, biotechnology, film and media, humanities, and many others. KIIT has been promoting new principles, such as sympathy for the poor, respect for women, love, and peace.

KIIT has established a Centre of Excellence for Sustainability and Equity to create awareness among its students, staff and general public about the needs and importance of sustainable development goals and impact on the progress of our nation.

The '**Legal Aid**' team under the aegis of this center is also engaged in activities associated with SDG 4 and SDG10 involving awareness programs on women rights and duties, preventing violence on women, gender equality in society and workplace. The center works in close association with other KIIT Teams to ensure that the goals set are realized effectively.

KIIT Policy towards legal awareness:

❖ Regulation for Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students

Introduction:

As enshrined in the Preamble to the Constitution of India, "equality of status and opportunity" must be secured for all its citizens; equality of every person under the law is guaranteed by Article 14 of the Constitution.

KIIT is committed to conducting and governing with ethics, transparency and accountability and to this, KIIT have developed governance structures, practices and procedures that ensure that ethical conduct at all levels is promoted across the value chain. It is thus in acknowledgement of and consonance with these values, KIIT is dedicated to ensuring that the work

environment is conducive to fair, safe and harmonious relations, based on mutual trust and respect.

KIIT aims to provide a safe working environment and prohibits any form of sexual harassment. Hence any act of sexual harassment or related retaliation against or by any associate is unacceptable.

Prevention Action:

KIIT will take reasonable steps to ensure prevention of sexual harassment at work which may include

- Publicly notify the provision against sexual harassment and ensure their wide dissemination,
- Organise training programmes or as the case may be, workshops for the officers, functionaries, faculty and students, as indicated in the SAKSHAM Report of the UGC to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the Act and under these regulations,
- Act decisively against all gender based violence perpetrated against employees and students of all sexes recognising that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation,
- Publicly commit itself to a zero tolerance policy towards sexual harassment,
- Reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels,
- Create awareness about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment,
- Include in its prospectus and display prominently at conspicuous places or Notice Boards the penalty and consequences of sexual harassment and make all sections of the Institutional Community

aware of the information on mechanism put in place of redressal of complaints pertaining to sexual harassment, contact details of the members of Internal Complaints Committee, complaints procedure and so on.

- Inform employees and students of the recourse available to them if they are victims of sexual harassment,
- Organize regular orientation or training programme for the members of the ICC to deal with complaints, steer the process of settlement or conciliation, etc. with sensitivity,
- Proactively move to curb all forms of harassment of employees and students whether it is from those in dominant power or hierarchical relationship within HEIs or owing to intimate partner violence or from peers or from elements outside of the geographical limits of the University
- Be responsible to bring those guilty of sexual harassment against its employee and students to book and initiate all proceedings as required by law and also put in place mechanisms and redressal systems like the ICC to curb and prevent sexual harassment on its campus.
- Treat sexual harassment as a misconduct under service rules and initiate action for misconduct if the perpetrator is an employee,
- Ensure compliance with all provisions of these regulations, including appointment of Internal Complaint Committee.
- The rules, regulations or any such other instrument by which ICC shall function have to be updated and revised from time to time as court judgments, and other laws and rules will continue to revise the legal framework within which the Act is to be implemented.
- The recommendations of the ICC shall be implemented in a timely manner and all possible resources should be provided to the functioning of ICC.

- Counselling services must be institutionalized and shall have well trained full time Counsellor.
- Adequate and well trained security including a good proportion or balance of women security staff shall be employed.

Grievance Redressal Mechanism :

The institution has constituted an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment.

The ICC have the following composition :

- A Presiding Officer who shall be a woman faculty member employed at a senior level (not below the rank of Professor) nominated by the Vice Chancellor -Presiding Person
- Two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Vice Chancellor.
- Three student representative, if the matter needs the involvement of students
- One member from non-government organisations or association committed to the cause of women or a person familiar with the issues relating to discrimination.
- At least one-half of the total members of the ICC shall be women.
- Senior Administrative positions such as Vice Chancellor, Pro Vice Chancellors, Rector, Deans and Heads of Department, etc, shall not be members of ICC in order to ensure autonomy of their functioning.
- The member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the processing of the Internal Committee, by the Executive Authority as may be prescribed.

Responsibility of Internal Complaints Committee (ICC) :

The Internal Complaints Committee shall :

- Provide assistance if an employee or a student chooses to file a complaint with the police.
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
- Protect the safety of the complainant by not divulging the person's identity and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint or also provide for the transfer of the offender,
- Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment, and
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Process for making complaint:

- An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such Complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the person for making the complaint in writing.
- Friends, relatives, Colleagues, Co-students, Psychologist or any other associate of the victim may file the complaint in situations where the

aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

Process of Conducting Inquiry:

- The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.
- Upon receipt of the copy of the complaint, the respondent shall file his or her reply to comply to the complaint along with the list of documents, names and addresses of witnesses within a period of ten days.
- The inquiry has to be completed within a period of ninety days from the receipt of the complaints. The inquiry report with recommendations, if any has to be submitted within ten days from the completion of the inquiry to the Vice Chancellor of the University. Copy of the findings or recommendations shall also be served on both parties to the complaint.
- The Vice Chancellor of the University shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that times by either party.
- An appeal against the findings or / recommendations of the ICC may be filed by either party before the Vice Chancellor within a period of thirty days from the date of recommendations.
- If the Vice Chancellor of the University decides not to act as per the recommendation of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within in ten days, shall be served on the party against whom action is decided to be taken. The Vice Chancellor of the University shall proceed only after considering the reply or hearing the aggrieved person.
- The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The

University shall facilitate a conciliation process through ICC as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever, possible, is preferred to purely punitive intervention.

- The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of inquiry.

Interim Redressal

- Transfer the complainant or the respondent to another section or department to minimize the risks involved in contact or interaction, if such a recommendation is made by the ICC
- Grant leave to the aggrieved with full protection of status and benefits for a period up to three months
- Restrain the respondent from reporting on or evaluating the work or performance or tests or examination of the complainant
- Ensure that offenders are warned to keep a distance from the aggrieved and wherever necessary, if there is definite threat, restrain their entry into the campus

Punishment

- Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the University, if the offender is an employee.
- Where the respondent is a student, depending upon the severity of the offence, the University may :
- Withhold privileges of the student such as access to the library, auditorium, hostel, transportation, scholarship, allowance and identity card,
- Suspend or restrict entry into the campus for specific period,

- Expel and strike off name from the rolls of the institution, including denial or readmission, if the offence so warrants,
- Award reformatory punishments like mandatory counselling and or performance of community services,

Compensation

The aggrieved person is entitled to the payment of compensation. The University shall issue direction for payment of the compensation recommended by the ICC and accepted by the Vice Chancellor which shall be recovered from the offender. The compensation payable shall be determined on the basis of

- Mental trauma, pain, suffering and distress caused to the aggrieved person
- The loss of career opportunity due to the incident of sexual harassment
- The medical expenses incurred by the victim for physical, psychiatric treatment

Action against frivolous complaints

- If the ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the provisions underlying in Point no.9 of the regulations.
- However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant, malicious intent on the part of the complainant shall not be established without an inquiry.
- The University reiterates its commitment to providing its women employee and girls students, a workplace/academic ambience free from

harassment / discrimination and where every employee is treated with dignity and respect.

❖ KIIT Policy towards Anti-discrimination and Equal Opportunity:

Introduction :

Indian constitution encapsulates social safeguard measures for all citizens of India in Article 15 and Article 16. Article 15 mandates prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.

Article 16 mandates equal opportunity in matters of public employment. Article 16(2) further states that no citizen shall on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them, be ineligible for, or discriminated against in respect of, any employment or office under the State.

KIIT is committed to promoting equal employment opportunities and a workplace that is free of all forms of discrimination. Equal opportunity means that all staff experience fairness, impartiality and equal access to all career initiatives in KIIT. KIIT's Commitment to equal opportunity promotes an inclusive work environment that values and accepts the diverse cultural and social backgrounds of its staff. The Anti-Discrimination and Equal Opportunities Policy is consistent with the KIIT 's pursuit of excellence. This policy is underpinned by a set of values and key guiding principles in the building of a community of all employees.

This Non-Discrimination and Equal Opportunities Policy ("Policy") states the internal policy of the KIIT University with regard to non-discrimination at the workplace and equal opportunities during recruitment.

This Policy is internal to KIIT and is meant to provide a safe, diverse and comfortable workplace at KIIT. This Policy is without prejudice to any

anti-discrimination provisions of applicable law including, but not restricted to, the provisions of:

- Article 17 of the Constitution of India;
- the Protection of Civil Rights Act, 1955,
- the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989;
- the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013;
- Sections 354 and 509 of the Indian Penal Code, 1860; and,
- the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

Policy Objectives:

The objectives of this Equal Opportunity (EEO) and Anti-Discrimination Policy are to ensure that all:

- KIIT's employees or potential employees do not suffer unfair discrimination in the workplace.
- Individuals and groups within the KIIT work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit.
- Employees are encouraged to take positive action towards promoting equal opportunity throughout the organization.
- Personnel actions, such as compensation, benefits, transfers, layoffs, company-sponsored training programs, and social and recreational programs, will be administered on a non-discriminatory basis.
- Application of labour laws to be uniformly applied in the organization.

Anti-discrimination :

- KIIT will not adversely discriminate, and prohibits other adverse discrimination at the workplace, on the basis of religion, race, caste, sex,

place of birth, descent, sexual orientation, gender identity, disability, age or any of them (“Discrimination Characteristics”). KIIT will not condone any adverse discrimination against any person on its premises, whether that person is its students or employee or otherwise.

- Any person who believes himself or herself to have been subjected to adverse discrimination on the basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Internal Complaint Committee of KIIT at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.
- Any adverse discrimination or other action or behaviour that constitutes a violation of law will be reported to the police.

Equal Opportunities :

- KIIT provides equal opportunities to its employment, consultancy or otherwise without regard for the Discrimination Characteristics. All actions of KIIT with regard to its employees relating to compensation, benefits, transfers, leave, layoffs, training, education, and assistance, will be made without regard for the Discrimination Characteristics.
- Notwithstanding anything contained in the previous paragraph, if KIIT reasonably believes that its employment, workplace or premises do not adequately represent the balance of diversity of persons who share one or more of the Discrimination Characteristics, it may, with the aim only of redressing that imbalance, take positive discriminatory action in respect of persons who share that aspect, or those aspects, of the Discrimination Characteristics that are sought to be adequately represented.
- Any person who believes himself or herself to have been subjected to adverse discrimination, or impermissible positive discrimination, on the

basis of the Discrimination Characteristics is encouraged to bring the matter to the attention of the Internal Complaint Committee at the earliest practical opportunity.

Nature of workplace Discrimination:

Discrimination occurs when someone is treated unfavorably because of a certain attribute. Discrimination may involve some or all of the following:

- Conduct that can be considered harassing, coercive or disruptive, including sexual harassment
 - Making offensive 'jokes' about another worker's clan, ethnic background, colour, sex or disability
 - Expressing negative stereotypes about particular groups e.g. "married women shouldn't be working."
 - Judging someone on their political or religious beliefs rather than their work performance.
 - Using selection processes based on irrelevant attributes such as ethnic or clan group, age, sex or disability rather than on knowledge, skills and merit.
- Parameters of Discrimination – Strictly Prohibited

KIIT and its employees shall strive to create a workplace that is free from discrimination in their employment practices against any potential or existing employees, and shall not discriminate on a person's:

- Age or other circumstances
- Colour
- Cultural or social beliefs such as religious
- Educational Background
- Race, ethnicity or nationality
- Spiritual, traditional or customary beliefs
- Political opinion
- Physical features

- Gender identity and expression
- Marital status
- Pregnancy or judging the impacts of potential pregnancy on decisions
- Breastfeeding
- Sexual orientation
- Health or physical disability or impairment
- Medical record / HIV status

Complaint process and procedures :

A person wishing to make a complaint of discrimination can consult and file a complaint with the Internal Complaint Committee. The complaint should be made in writing and addressed to chairperson of the committee within 5 working days of any such incident of discrimination.

The constitution of the Committee shall be:

- A Presiding Officer who shall be a woman faculty member employed at a senior level (not below the rank of Professor) nominated by the Vice Chancellor – Presiding Person
- Two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Vice Chancellor.
- Three student representative, if the matter needs the involvement of students
- One member from non-government organisations or association committed to the cause of women or a person familiarly with the issues relating to discrimination.
- Director, Student Counselling – Member Secretary

Once the complaint has been filed an investigation will be undertaken immediately by IIC and work towards the prompt resolution and prevention of discriminatory acts and practices. The matter should be resolved within 15 working days.

Within 10 days of result of the IIC meeting, either the complainant or the respondent may make a request that an investigation be reviewed stating which aspect of the investigation is inadequate. The request must be submitted to the office of the Vice Chancellor, who will determine if the investigation is to be re-opened in order to address the concerned raised. In case the appeal is taken up, then the investigation shall be completed within 15 working days by the independent committee constituted by the Vice Chancellor. The result of the appeal shall be binding on the complainant for all purposes.

Measurable Outcomes:

Measurable Outcomes of the team works are as follows:

- 30 Community Engagement centers established in different districts have teams working on social issues in different areas and other initiatives to address the social inequalities.
- Different communities in the rural and tribal areas are interconnected with each other through WhatsApp group of their own which is administrated by one of the volunteers associated with the community engagement Center in that area.
- The legal aid team with the help of Panchayats and local authorities in loop ad been successful in reducing domestic violence by 55% and motivate 30% more tribal girl children to enroll in online education drive organized through KISS Foundation.
- KIIT Legal Aid team members working with Govt. of Odisha to provide the support in the form of health care, human resources at the time of pandemic situation.
- KIIT DU University along with Legal Aid Team Members providing health care services to the rural women



Fig. 1: Legal Aid Team Member interacting with rural women on woman rights, empowerment, gender equality for the changing of rural communities



Fig. 2: KIIT Legal Aid team members working with Govt. Of Odisha to provide the support in the form of health care, human resources at the time of pandemic situation



Fig. 3: Supports the transgender community in the form of food contribution during the pandemic situation



Fig.4. KIIT DU University along with Legal Aid Team Members providing health care services to the rural women

Legal Aid Teams along with other teams of the University conducted Awareness programs to sensitize 3 lakhs womenfolk about their rights and duties, legal support available to ensure that they are able to access their rights.

➤ **Awareness Programme On ‘Violence Against Women’**

KIIT Deemed to be University organized several awareness programs on the theme ‘**Violence Against Women**’. The different programs are conducted through Legal Aid team members. In those programs, The Protection of

Women from Domestic Violence Act 2005 has also been sensitized to the women.



Fig.5. Legal Aid Team Members Conducting Awareness Programme on “ Violence Against Women”

➤ **Awareness Program on “Gender Equality”**

- Gender Equality is an international subject. Its not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. KIIT Deemed to be University is continuously engaged in activities for awareness on Gender Equality in the society and work place.
- Legal Aid Team along with KIIT Deemed to be University conducted

several conferences, workshops, seminars, guest lectures on Gender Equality.

- Legal Aid Teams provides awareness on the Gender Equality Law of 2011 which aims to abolish discrimination in employment, training, and recruitment based on sex, marital status, pregnancy, or gender, and to encourage equal compensation for male and female employees who perform work of equal value.
- It also strives to prevent prejudice in other areas like access to goods, services, and facilities, as well as discrimination in employment advertisements, application forms, and interviews. The legislation also addresses discrimination by professional partnerships, qualifying and vocational training bodies, and employment agencies, as well as sexual harassment in the workplace.

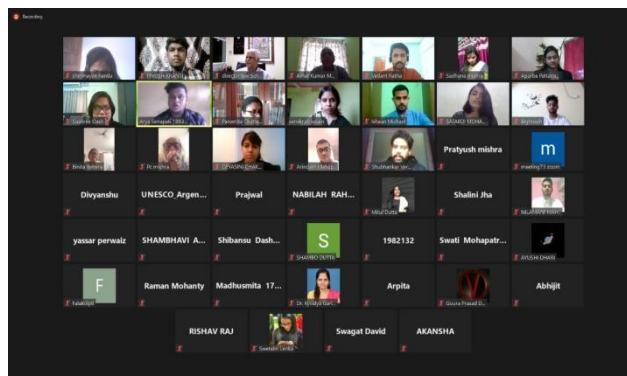
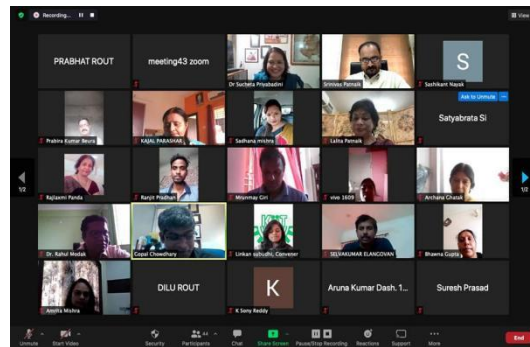


Fig.6. Legal Aid Team Members Conducting Awareness Program on “Gender Equality in offline and Virtual mode

➤ **Awareness Program on “Women Safety”**

Women Safety Workshop conducted by Legal Aid Team with KIIT NSS team. The workshop focuses on why the safety training is required for each and every women.

The event was spearheaded by the Orissa Taekwondo Association, who graced with their presence to train our girls under their wings.



Fig.7. Legal Aid Team Members Conducting Awareness Program on women safety workshop with the KIIT-NSS team

➤ Awareness Program on Women Legal Issues through PODCAST sessions (Virtual Sessions)

KIIT Legal Aid Team, KIIT Deemed to be University along with KIIT-NSS have initiated online PODCAST Episode for the awareness of different legal issues as well as health issues of women through online PODCAST sessions. This PODCAST episodes named “CAUTIONS NAARI” forecast on women rights and duties, health issues, gender equality etc. The episodes on PODCAST are as follows:





Fig.8. Legal Aid Team Members Conducting PODCAST sessions known Cautious Naari with KIIT-NSS

➤ **Awareness Programs on Legal Issues on Girl Child Marriage**

KIIT Legal Aid Team along with KIIT Law School (KLS) organized a webinar on the topic “Dominant Discourses, Gender Stereotypes, And The Hindu Marriage Act, 1955”.

The webinar discusses the awareness about Section 5 of the Hindu Marriage Act. It provides the necessary steps the government has initiated to prevent the child marriage. The webinar also focus the other legal issues related with the girl child marriage. Further, webinar discusses the concept of gender and how it evolved with the course of time.

The session was attended by students, faculty members, staff members, external experts and participants



Fig.9. Legal Aid Team Conducting webinar on the issue of Hindu Marriage Act focuses on Girl Child Marriage

➤ **Legal awareness programme through National Girl Child Day celebration , International Women Day Celebration and others**

The team in association other team members of the University celebrate the different programme on women such as National Girl Child Day, International Women Day etc.

Through these programs, the team propels the necessity of legal awareness for different issues such as gender equality, violence against women, women empowerment etc. Each school of the University celebrated the programs such International Women Day.

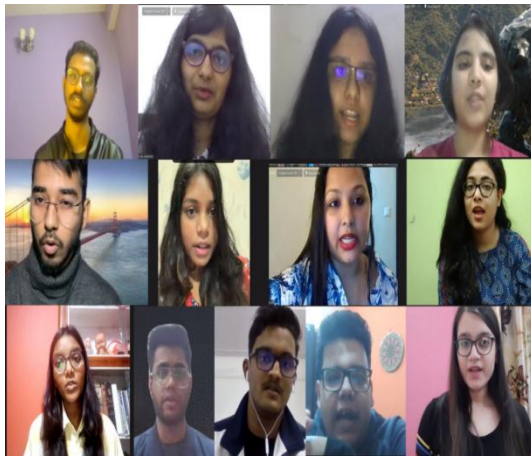


Fig 10. Awareness Program through celebration

- Conducted International Conference on Sustainability and Equity with the theme 'Digital Society' was organized from 23rd to 25th of November 2020 in virtual mode.
- In the goal to sustainability and equity, a digital society will play a significant role. A digital society refers to the adoption and integration of information and communication technologies at home, work, education, business, entertainment, governance, health care and other spheres of life.
- Conducted 2nd International Conference on Sustainability and Equity (ICSE-2021) was inaugurated on 17th December 2021.
- Through these conferences the legal awareness and the relevance of digital society has been discussed.

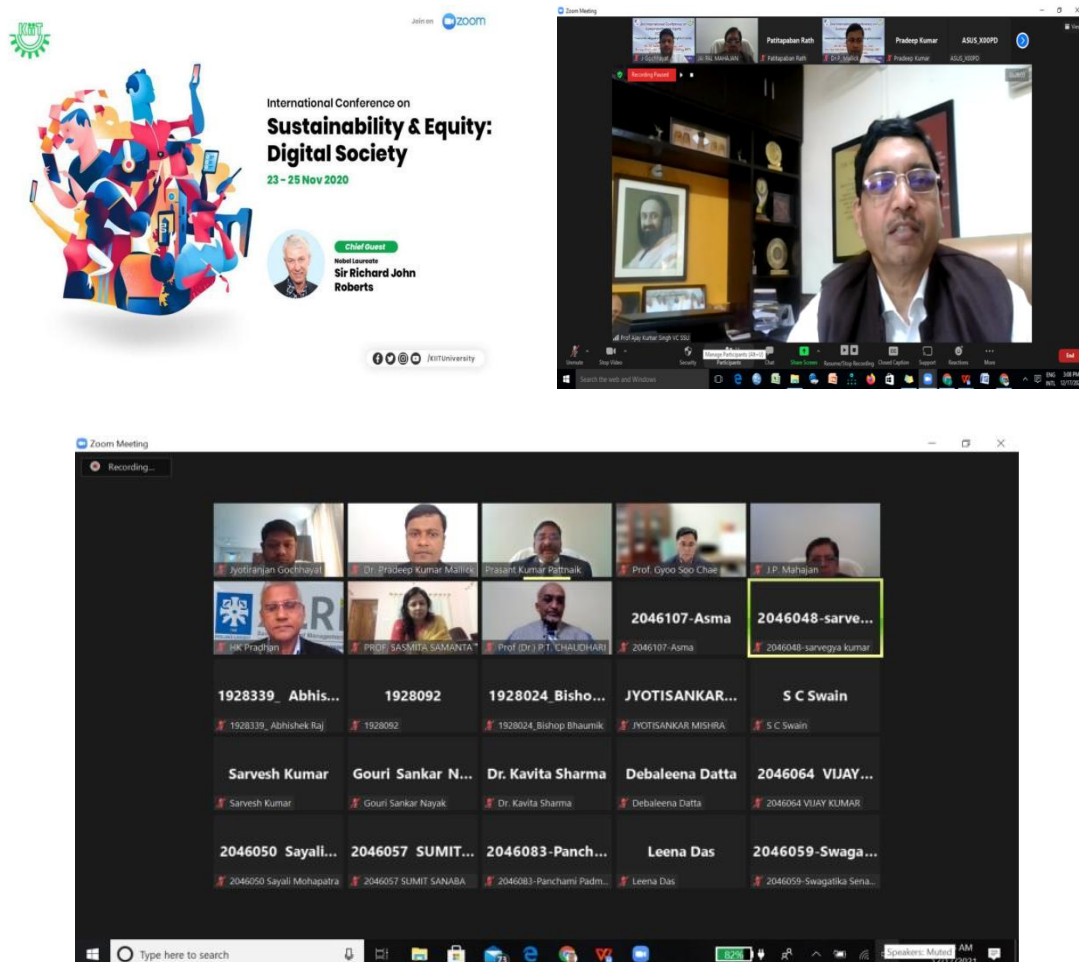


Fig 12. Awareness Program through Conference

- Legal Aid Team along with School of Mass Communication has started a Gender Orientation Programme (GOP) based on the societal, constitutional and academic requirement from 2020. GOP Talk on “Environmental Justice: An Eco-feminist Perspective” was organized on July 30, 2020 and delivered by Dr. Chitra, K. P., Assistant Professor, Department of Social Work, Central University of Tamil Nadu. She discussed the equation between social inequality and environmental inequality. She also explained how the environmental crisis was related to social injustice. Environmental injustice had been a very general issue for all but she analyzed the concept through a gender lens.

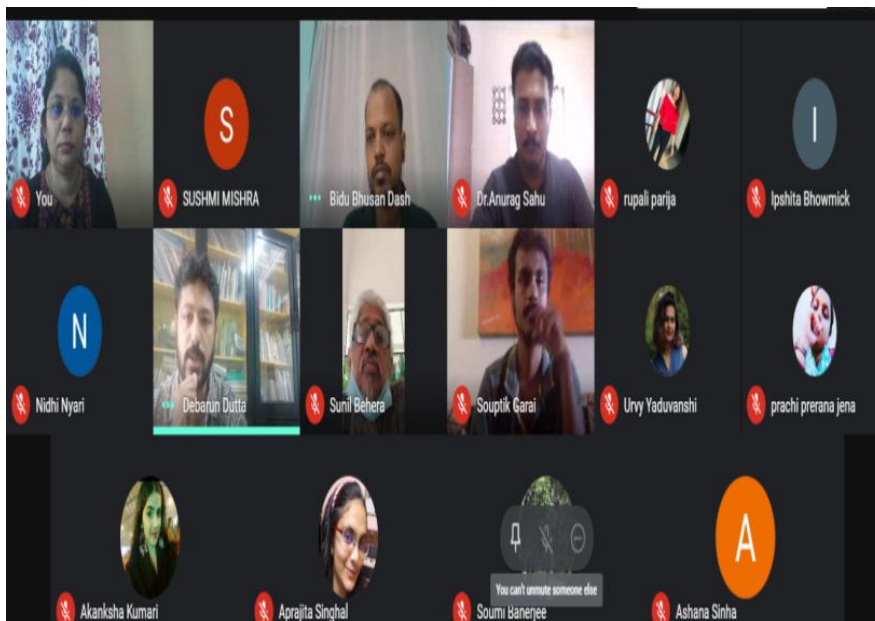


Fig 13. Awareness Program through GOP

➤ Webinar On ‘Women In Media’

Legal Aid Team along with School of Mass Communication, KIIT Deemed to be University organized a webinar on “Women in Media: Challenges & Opportunities”. Two award winning senior women journalists, Ms. Subhra Priyadarshini, Editor in Chief, Nature India, New Delhi and Ms. Teresa Rehman, Managing Editor, The Thumb Print, Assam were the speakers of the webinar. The webinar propagates the challenges facing the Women in the profession of Media and the legal issues.

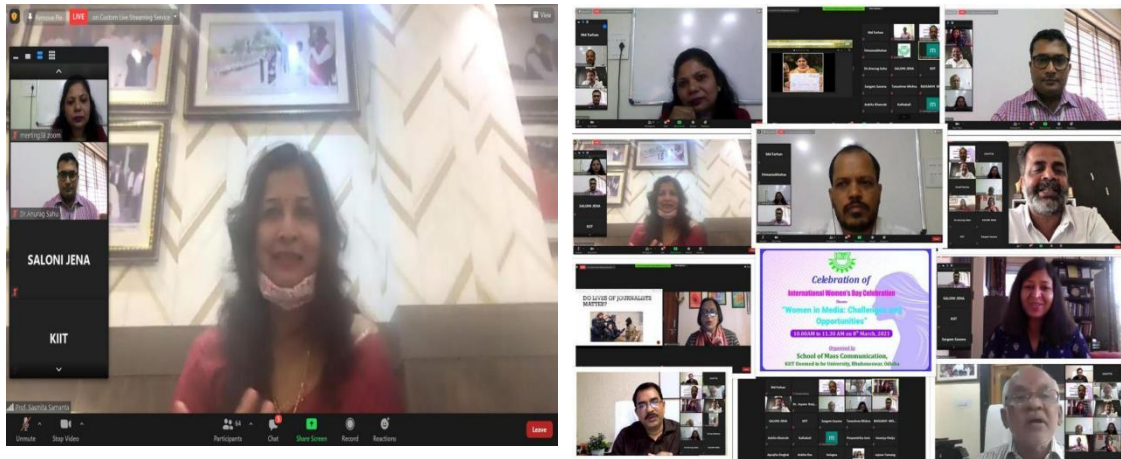
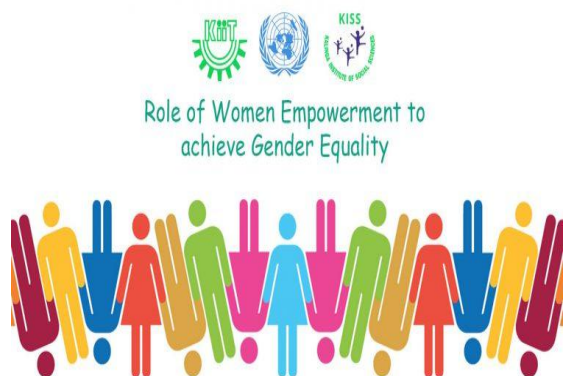


Fig 14. Awareness Program through Women in Media webinar

- **Legal Aid Team conducted OPEN MIC session On “Role Of Women Empowerment To Achieve Gender Equality” To Commemorate 75 Years Of UN**

As a part of the week-long campaign to celebrate 75 years of the United Nations, Legal Aid Team along with KIIT, KISS and KSAC conducted an Open MIC Session on the theme, ‘Role of Women Empowerment to Achieve Gender Equality’. This theme addressed the Goal 5 of the Sustainable Development Goals. KIIT University have been relentlessly working on building an inclusive society. Another theme of the session “To empower a nation, you must empower its women”.



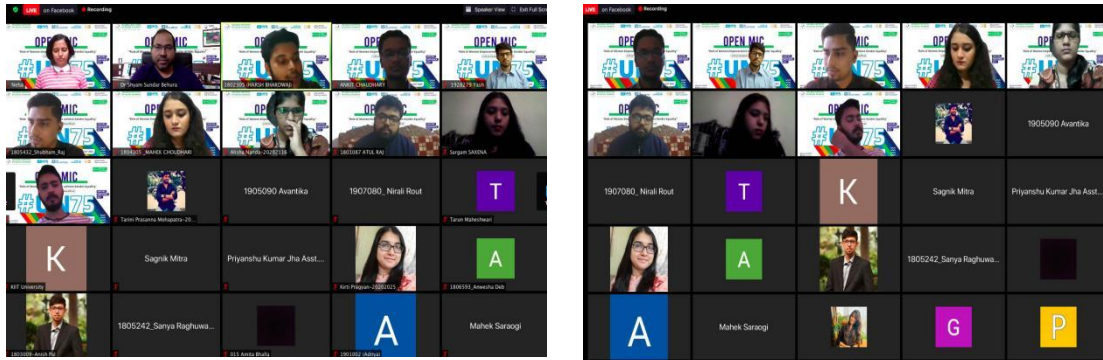


Fig 15. Awareness Program through Open MIC session on the theme, 'Role of Women Empowerment to Achieve Gender Equality'

➤ Establishment of Legal Aid Clinic

KIIT Legal Aid Society association with KIIT School of Law is set up in pursuance to Part IV Entry II of the Bar Council of India Rules on Legal Education that makes it mandatory for all 5 year law programmes to have a functional Legal Aid initiative.

As per the Scheme evolved by the Central Authority Student Legal Aid Clinic has been opened in KIIT Law School, Bhubaneswar which is functioning in coordination with the State Legal Services Authority. These clinics are aimed at associating the Law Students with the work of providing legal services especially in rural and remote areas.

The Society is one of its own kind whose primary focus is to rendering free legal aid services to those who find themselves unable to ensure the same. Its role, however, will be restricted only to counselling and assisting the seeker to find a suitable lawyer and there is no scope for the Society to appear before any court or tribunal whatsoever.

The Clinic works under the guidance of eminent lawyers from various High Courts and the Hon'ble Supreme Court of India, professors from other

prestigious law schools, legal luminaries, scholars, faculty and students of School of Law, KIIT University.



Fig. 16. Members of KIIT Legal Aid Clinic visit Special Prison (Jharpada), Bhubaneswar

➤ **Initiatives for Women Empowerment and Entrepreneurship**

➤ **KIIT Legal Aid Team along with KIIT TBI Organizes 'WING'- Capacity Building Workshop For Women Entrepreneurs**

The WING Program (2 Day Capacity Building Workshop Sessions for Women Entrepreneurs)-an initiative of Start Up India is being organized by Legal Aid Team with KIIT TBI at C-11 Auditorium with the support of Startup Odisha on 4th and 5th February, 2020. Some of the leading women entrepreneurs of the state were felicitated on the occasion.



Fig. 17. Capacity Building Workshop For Women Entrepreneurs

➤ **KIIT-TBI along with KIIT Legal Aid Team promotes women entrepreneurship in India**

Enhancing Female Entrepreneurship in India (ENPRENDIA), a capacity-building consortium project was co-funded by Erasmus program of the European Union.

The ENPRENDIA has 8 Indian partners and 5 foreign partners including University of Lisbon (Portugal), Glasgow Caledonian University (Scotland), University College of Dublin (Ireland), Kinderburo University (Austria), University of Santiago Compostela (Spain).

The KIIT University is the coordinating institution for the consortium, which held its first meeting at KIIT recently, where 24 representatives of all the partner institutions participated and deliberated on the roadmap and deliverables of the project.

Under ENPRENDIA, several trainings and workshops will be organised at both India and foreign counterparts and Entrepreneurship Resource Centres (ERC) will be created in all Indian Institutions which will help in promoting women entrepreneurship. Such partnership will bring cross border learning and build new collaboration in days to come.

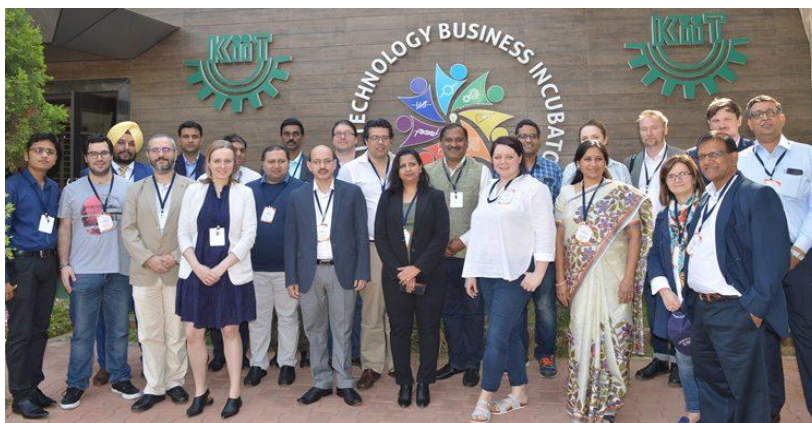


Fig. 18. Promotion of women entrepreneurship in India

➤ **National Launch Of Entrepreneurship Skill Development Programme For Women Entrepreneurs**

KIIT legal aid team along with Sister University Kalinga Institute of Social Sciences (KISS) and TRIFED, India (under Ministry of Tribal Affairs, Govt. of India) hosted the National Launch of Entrepreneurship Skill Development Programme for women entrepreneurs under Van Dhan Yojana scheme for Odisha.

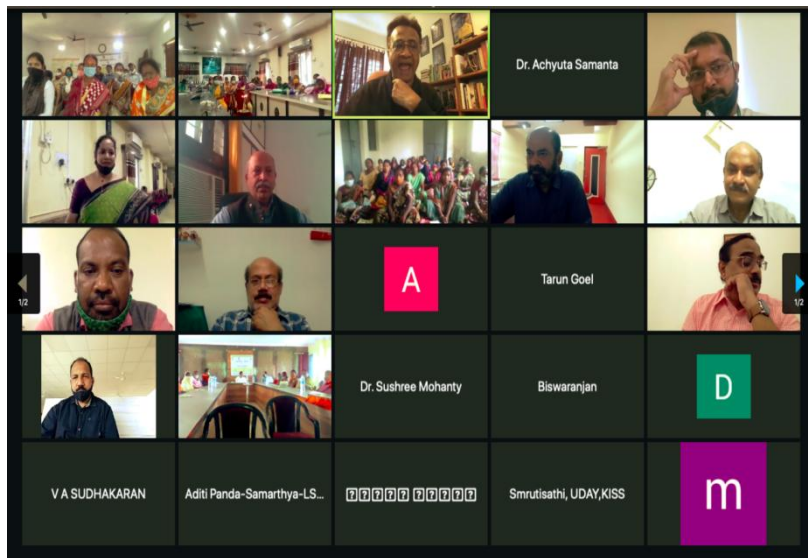


Fig. 19. Skill Development Programme For Women Entrepreneurs

➤ **Student Panel Discussion On Women Entrepreneurship**

A ‘Knowledge Dialogue’ session on the topic “What Women Entrepreneurs Bring to the Table in the 21st Century” was organized by Synergy, the HR Club of KIIT School of Management (KSOM) along with the Legal Aid Team of the University. The session featured a student panel discussion which had Riddhi Bhattacharya, Bicky Rauniyar and Simon Macharia, BBA-II students of KSOM, as the panellists

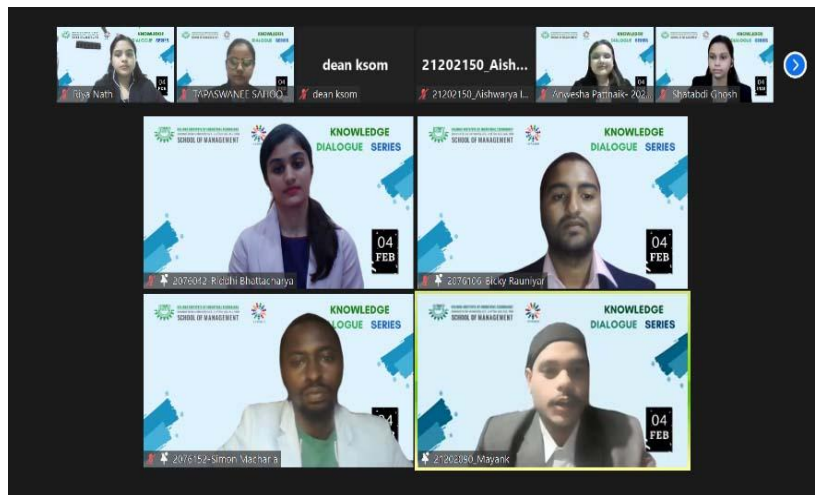


Fig. 20. Student Panel Discussion On Women Entrepreneurship

➤ **Women Societies and Women Forum Established at KIIT**

Kamakshi & HeForShe

Kamakshi and HeForShe are the two societies formed for the women of the University. At present we all can see what girls are facing all over the India and these societies aim to cure this inhuman disease with awareness and good cause. These societies got merged and they became the official society of KIIT to protect and aware girls and boys about the situations humans are facing in daily life. Learning self protection is not enough now, if “He” doesn’t stand For “She” then all the efforts to protect women in our country will be in vain. With this great aim and cause these societies works each and every day to educate the students and all the people of Bhubaneswar. We need to stand and we need to protect our girls, so at this very situation of this country, Kamakshi & HeForShe is one of the most sensitive and important societies in KIIT.

A Women Forum was established at KIIT to look after the welfare of the women employees and girl students of KIIT Group of Institutions & KISS.

➤ **Legal Aid Team helps to develop the projects associated with SDG 4 and SDG 10: Projects in collaboration with Indian Council of Social Science Research (ICSSR)**

- Literacy in Promoting Empowerment among the Tribal Woman: A Case Study of Odisha
- Response to the Offence of Rape by the Criminal Justice System-An Empirical Study in the State of Odisha, Jharkhand and West Bengal
- Revitalization of Indigenous Languages: Issue and Challenges
- The Root Cause of Maoist Extremism and Development Challenges, A Study of Odisha
- Strengthening Societal Roles in Developing and Implementing an Effective Alcohol Policy in India.

➤ **Measurable gains in terms of knowledge gained through the activities of Legal Aid Team of KIIT Deemed to be University:**

Legal awareness programs have been carried out on the following issues, along with information of Government support, associated laws, helpline numbers and services provided by KIIT-DU legal aid clinics:

- Sexual harassment at workplace

University along with the legal aid team provides proper rules and regulations for the safety of the women in the workplace as per the Prevention, Prohibition and Redressal Act, 2013.

- Prohibition of Dowry

The Legal Aid team spreads awareness among the women of rural areas to take action about the Dowry system and raise their voice against the old orthodox of taking dowry and fighting against their paternal for the kind of torture they undergo with the help of the Dowry Prohibition Act 1961.

- Child marriage

The legal Aid Team makes aware regarding The Prohibition of Child Marriage Act of 2006 forbids the solemnization of a marriage between a boy and a girl who are both under the age of 21.

- Domestic cruelty

The Legal Aid Team encourages women to raise their voice against the cruelty they suffer in the domestic circle and say NO more to be a victim and start fighting against the offender under the Protection of Women from Domestic Violence Act 2005.

➤ **Impact Of The Interventions/Programs /Activities On The Society And Its Significant Outcomes:**

The impact of the interventions in last 2 years is summarized below:

Initiative/Intervention	Number of people made aware and benefited
Awareness of legal rights and domestic violence.	More than 300,000 women folk
Counseled and aided by legal aid clinics.	More than 20,000
Awareness through deliberations in International Conference on Sustainability and Equity.	More than 5000
Awareness through week-long campaign to celebrate 75 years of the United Nations by KIIT, KISS and KSAC through Open MIC Session on the theme, 'Role of Women Empowerment to Achieve Gender Equality'	More than 5000
Awareness through Seminar Lectures on "Human Rights: Experience and Expectations".	More than 4000
Women empowerment as well as capacity building projects/ programmes for Women Entrepreneurs have been conducted. Various programmes conducted for Women Empowerment	22 programmes
Legal Team Aid helps placement support to KISS alumni	More 6000 placed

Conclusion

All these activities were conducted by Legal Aid Team along with the University. The Legal Aid Team look after the process and keep an eye over the rules and regulations made to follow the procedure for the safety and proper empowerment of the women using the laws and acts that are mentioned in the Indian Constitution.