



Shri Guru Gobind Singhji Institute of Engineering and Technology

Vishnupuri, Nanded (Maharashtra State) INDIA PIN 431606

Government Aided Autonomous Institute DTE Code: 2020

NAAC Accredited institute GRADE B++, CGPA 2.91 (2020 -2025)

Vision Statement: Education of Human Power for Technological Excellence



(An Autonomous Institute of Government of Maharashtra)

Equity Policy (Gender Equity and Social Equity)

Institute Vision and Mission

VISION

"Education of Human Power for Technological Excellence"

MISSION

- Dissemination of knowledge by offering world-class education
- Right to information for all stakeholders
- Promotion of sustainable industrialization to development of appropriate technologies
- Continuing education programs for reengineering of regional socio-economic system in the light of dynamic, global technological changes
- Contribution to national wealth through innovation

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Preface

The education system is responsible for providing high-quality, equitable education that meets the needs of all, regardless of gender or social status. Therefore, the Institute's Equity Policy considers both Gender and Social Equity.

The Institute's Gender Equity Policy has been developed to ensure that students are not discriminated against by their gender. This policy aims to create an environment that promotes equal opportunities and fair treatment for all members of the institute community, including the management body, teaching and nonteaching staff, and students. The institute fraternity is striving towards non-discrimination based on gender differentiation.

Social equity focuses on social justice and fairness. It accepts that people are exposed to different conditions due to race, gender, income, sexual orientation, religion, or ability. Social equity includes equitable access to programs and services and the unhindered ability to engage in all administrative or non-administrative processes. It also means equitable educational and economic opportunities. The goal of social equity policy is to eliminate inequalities of all kinds.

Shri Guru Gobind Singhji Institute of Engineering and Technology, a government-owned engineering institute in Maharashtra, India, is committed to fostering a culture of gender equity and inclusivity.

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Preamble:

'Gender equity' is the process to achieve gender equality. Gender equity recognizes that women and gender-diverse people are not in the same 'starting position' as men. Gender equity is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages, preventing women and men from operating on a level playing field. The gender equity policy provides guidelines and a framework for the creation of an inclusive learning environment that promotes gender equity. Social equity is impartiality, fairness, and justice for all people in social policy. Social equity considers systemic inequalities to ensure everyone in a community has access to the same opportunities and outcomes. The equity policy aims to outline the roles and responsibilities of various participants, such as:

1. **Management Body:** The Institute's management body is responsible for setting the gender and socially equitable environment, ensuring that the Institute's policies and practices align with this policy's objectives.
2. **Staff:** Teaching and nonteaching staff are given guidelines to abide by the principles of gender and social equity, treating all individuals with respect and promoting an inclusive learning and working environment.
3. **Students:** Students should actively participate in creating a gender and socially equitable campus culture, respecting their peers and contributing to an atmosphere free from discrimination.

Purpose for Equity Policy:

The sole purpose of the Institute's Gender and Social Equity Policy is to attempt to redress the historical gender and social imbalances that have placed 'the concerned' in a disadvantaged position in accessing, benefiting, and getting fair treatment as the users and producers of knowledge.

Objectives:

1. **Equal Opportunities:** To provide equal opportunities for all individuals, irrespective of gender and social status, in areas such as admission, learning, recruitment, promotion, and professional development.
2. **Prevention of Harassment and Discrimination:** To maintain a zero-tolerance policy for gender and social status-based harassment and discrimination. We are establishing clear procedures and mechanisms to address grievances promptly and effectively.
3. **Work-Life Balance:** To promote work-life balance and implement policies supporting flexible working arrangements to accommodate diverse needs.
4. **Empowering Women:** To ensure the participation of women in the decision-making process, planning, and execution.

Gender Equity Policy:

The Institute's Gender Equity Policy consisting of the implementation, complaint redressal flow, and roles and responsibilities is as follows:

• Implementation:

The Institute's arrangement for implementing the Gender Equity Policy includes:

- Establishing a framework for coordinating, monitoring, and evaluating policy implementation. A gender equity (GE) committee shall be formed to address all related issues.
 - Mahila Takrar Niwaran Samitee as per the directives of Government of Maharashtra.
 - The Institute will regularly (at least annually once) assess and update the policy to ensure its effectiveness.
- ### • The complaint redressal flow is:
- A complaint is submitted to the GE committee (7-member committee).

- If the complaint is related to sexual harassment, it may be forwarded to 'Mahila Takrar Niwaran Samitee' of the Institute.
- The committee's recommendations shall be submitted to the Hon. Director for necessary action.
- **Institute's Gender Equity Committee:** This is a 7-member committee (with at least 50% women) nominated by the Director, comprising of the following:
 - Chairman – Professor
 - Five members (should include one nonteaching staff and one student)
 - Secretary
- **Institute's Mahila Takrar Niwaran Committee:** This committee is formed as per the guidelines of government of Maharashtra (should be a minimum 5-member committee with at least 50% members women, nominated by Director which includes:
 - Chairman (A senior lady staff member from the Institute)
 - At least 2 Members having experience in social work
 - One non-government representative working for women related issues
 - Secretary
- **General Policy Statements:** The Institute will:
 - Promote a working environment where all employees are treated with respect and dignity.
 - Respond promptly and sensitively to any discrimination incidences as per the Government of Maharashtra guidelines.
 - Challenge discriminatory behaviors or attitudes wherever they occur.
 - Provide training on self-defense and conduct awareness programs related to gender sensitivity, sexual harassment, and assault prevention.
 - Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible, and the expression of those beliefs does not impinge on the legitimate rights of others.
 - Ensure that the needs of employees' and students' pregnancy or maternity and childcare activities are considered.
 - Celebrate a diverse workforce to ensure fair treatment.
 - Ensure the participation of female students, teaching and nonteaching staff in environmental policy, including carbon emission reduction with different programs like plantation, plastic elimination, cleanliness, garbage processing and garbage management, energy management, water conservation, and conservation of biodiversity. Women will be given representation in all such committees working for environmental protection.
 - Give appropriate representation to women working at different cadres and levels in the Institute. Women will be given equal opportunity and encouraged to work at various administrative posts of the Institute.
 - Set up ladies' rooms, 'Hirkani' cell, and childcare services at suitable places.
 - Take policy measures to emphasize seamless access to infrastructure, transportation, and sanitation facilities, ensuring safety and well-being for women and girls.
 - Frequently organize health camps and counseling sessions related to health issues of female students.
 - Encourage women to acquire additional skills.
 - Create awareness about physically disabled and mentally challenged women and girls and their problems.
 - Propagate and disseminate information on legislation made for all women in general and the physically disabled and mentally challenged women in particular.
- **Roles and Responsibilities:**
 - **Monitoring and Reporting:** The Institute is committed to monitoring and reporting progress in achieving gender equity. Regular reports will be prepared by the designated office responsible for gender equity, outlining key initiatives, challenges, and achievements. Reporting should be done at least annually once. This information will be shared with stakeholders, promoting transparency and accountability.

- **Training and Awareness:** To ensure widespread understanding and adherence to this policy, the Institute will provide training programs on gender sensitivity, diversity, and inclusion. These programs will be designed for all members of the institute community, with a focus on raising awareness about unconscious biases and promoting respectful behavior.
- **Recruitment and Retention:** The Institute will strive to attract and retain a diverse workforce by implementing fair and unbiased recruitment practices. Efforts will be made to eliminate gender-based stereotypes during recruitment, creating an inclusive environment that encourages individuals of all genders to pursue opportunities at the Institute.
- **Support Systems:** Adequate support systems will be established to assist individuals who may face challenges related to gender equity. This includes counseling services, mentorship programs, and resources to address work-life balance issues.
- **Partnerships and Collaboration:** The Institute will actively seek partnerships with organizations and initiatives that share a commitment to gender equity. Collaborative efforts will be pursued to enhance gender-inclusive initiatives' impact and stay informed about evolving best practices.
- **Review and Amendments:** Regular reviews will be conducted to evaluate the effectiveness of this policy. Amendments may be made based on feedback, changing circumstances, or evolving best practices in the field of gender equity. The Institute will remain flexible and responsive to ensure continuous improvement.

Social Equity Policy:

The Institute's Social Equity Policy consisting of the implementation, SE committee structure, and roles and responsibilities is as follows:

- **Implementation:**

The Institute's arrangement for implementing the Social Equity Policy includes:

- Establishing a framework for coordinating, monitoring, and evaluating policy implementation.
- A social equity (SE) committee, also called SC/ST cell, shall be formed per the guidelines provided by AICTE.
- This committee will monitor and endeavor to resolve issues/grievances related to SC/ST students at the interest level. They will work for the welfare of the SC/ST students.
- The Institute will regularly (at least annually once) assess and update the policy to ensure its effectiveness.
- **Institute's Social Equity Committee:** This is a 7-to-8-member committee nominated by the Director, comprising of the following:
 - Chairman – Senior Professor
 - Five/ Six members (should include nonteaching staff members)
 - Secretary
- **Roles and Responsibilities:**
 - Circulate GOI and Commission's decisions and collect regularly, on an annual basis, information regarding course-wise admissions to candidates belonging to the Scheduled Castes and Scheduled Tribes in the Institute for different courses, in suitable forms prescribed, by a stipulated date, and to take follow up action, where required.
 - Circulate GOI orders and Commission's decisions, collect information regarding appointment training of these communities in teaching and nonteaching posts in the universities and colleges in suitable forms by a stipulated date, and take follow-up action where required.
 - Collect reports and information regarding the GOI orders on the various aspects of education, training, and employment of Scheduled Caste and Scheduled Tribe candidates for the Commission to evolve new policies or modify existing policies.
 - Analyze information on admissions, education, training, and employment of SCs and STs, and prepare reports and digests for onward transmission to the Ministry of Human Resource Development/University Grants Commission and such other authorities as may be required.

- Deal with representations received from Scheduled Castes and Tribes candidates regarding their admission, recruitment, promotion, and other similar matters in Universities/Colleges. Celebrate a diverse workforce to ensure fair treatment.
- Monitor the workings of the remedial coaching scheme if approved by the affiliated colleges and universities.
- Function as a Grievances Redressal Cell for the grievances of SC/ST students and employees of the university and render them necessary help in solving their academic and administrative problems.
- Maintain a register for employment of SCs/STs in the Institute for the candidates belonging to SC/ST community for various posts in the Institute and
- Any other work is assigned occasionally to promote higher education among these two communities suffering economic, social, and educational deprivations.

- **Budget:** The equity committee will submit the annual budget to the Dean of Finance in February. It may include the expenses required for the following heads:
 - Health checkup camps (once in 6 months)
 - Awareness and Sensitization programs on issues related to women
 - Awareness and Sensitization programs on topics related to social discrimination
 - Gender sensitivity training programs
 - Expert lectures on women's health-related issues
 - Honorarium for experts
 - Any other expenses

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