



GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT (GITAM)

(Approved by AICTE, New Delhi & Affiliated to BPUT, Odisha)

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GENDER EQUALITY POLICY

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|-----------------|------------------------|------------------------|----------------------------------|
| Name of Policy | GENDER EQUALITY POLICY | Department responsible | All Department |
| | | Prepared by | Prof. (Dr.) Truptimayee Pattnaik |
| Institute Level | | Checked by | Prof. (Dr.) Smruti Ranjan Nayak |
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Preamble

UNICEF says **Gender Equality** "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike."

The main goal is to ensure equal opportunities for women and men by encouraging a more **Gender-competent** management in research, innovation and scientific decision-making bodies, with a particular focus on universities.

Gender Equality POLICY

Gandhi Institute of Technology & Management, Bhubaneswar rooted in the Indian tradition and culture is committed to uphold the principle of gender Equality as enshrined in the Indian Constitution, in its preamble, fundamental rights, fundamental duties, respecting the dignity of the human individual and the centrality of human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

Objectives

- Equal career opportunities for women and men.
- Fair distribution of unpaid and paid work among women and men, wages and salaries that women and men can live on independently.
- Equality of women and men with regard to political representation and participation.
- To positively strengthen selection processes relating to equality in recruitment, promotion and progression and support for researchers in the partner institutions

- To develop processes to strengthen the presence of women in academic/research leadership positions and senior academic research positions in the partner institutions
- To raise gender equality awareness in academic research and scientific structures
- To provide sustainability of the culture change which will support gender equality and needs of women academics in the organisations
- To implement a locally specific Gender Equality Action Plan in each core partner institution
- To strengthen research excellence frameworks and policies in the context of gender equality with the key objective of developing a 'code of practice' for assessing research excellence
- To promote the benefits of gender and diversity in enhancing excellence in research and innovation systems and strengthen the systems in the context of gender equality and diversity.

Procedure/ Organization structure

8 faculty member with gender balance from each department and 16 students (one boy and one girl representatives) from all 8 departments will lead the team.

Roles and Responsibilities

- Promote communications that represent unbiased representations of gender equality.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- Conduct regular awareness-raising activities among students and staff
- In classes, faculty members could promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counselling during class hours and at hostels.
- Ensure balanced gender quota in hiring committees
- Our student code of conduct promotes gender parity at the governance level.
- Conduct gender sensitization programmes
- Women- related themes and topics taken up for discussion and debates
- Leadership camps organized for the personality development of women students.
- Conduct women Empowerment programs for women who needs help
- Conduct programs at orphanages (women and children) for their up-liften.
- Formation of women's study cell - Women cell and Anti-sexual harassment committee continuously offer various programs on gender sensitisation.
- Take initiatives to check the functioning of vending machines, inspect sanitary napkin incinerators.
- Implement measures to evaluate the student's confidence as a result of gender equality awareness initiatives.

Action Plan

Encourage -The celebration of international women's day every year with a message for women safety and etiquettes.

- The women cell / counsellors should interact with students on various gender problems and personal distress, so as to develop the sensitization of students and solve the social issues.
- Ladies common room facility made available in every block/ departments, should be inspected and monitored periodically.
- Maintenance and housekeeping - The sanitary napkin incinerators, sanitary napkin vending machines are installed for the health and hygiene maintenance for the girls.
- An awareness program on the rights of women and rules under the prevention of workplace harassment act, notified by the Government to the student community.
- Poster competition in connection with the International Girl Child Day.
- Slogan writing competition on women's day and Group discussion
- Seminar on Women's Safety and Security.
- Survey n gender equality awareness to be held (year wise)
- Semester wise invited talks on Gender Equality a) Boys b) girls C) in both boys and girls hostels
- Mechanism to identify 'problems' of students in this area and suing the service of counsellors.

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