



# Adi Shankara

## INSTITUTE OF ENGINEERING AND TECHNOLOGY

Approved by AICTE & Affiliated to APJ Abdul Kalam  
Technological University  
(Owned by Adi Sankara Trust)

### Gender Equity Policy

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### **GENDER EQUITY POLICY**

ASIET is committed to fostering a diverse, equitable, and inclusive environment where all members, regardless of gender, have equal opportunities to succeed. This policy outlines the principles and actions to promote gender equity in all aspects of college. ASIET has a strong ethical work culture based on inclusivity. The Institution is committed to creating and maintaining a community in which students, teachers, and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation, and discrimination. The College's gender policy abides by National and International laws/policies.

#### **National**

- India's support for gender equity, sensitivity, and equal opportunity is expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India.
- Sexual Harassment of Women in the Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
- The Protection of Children from Sexual Offences Act, 2012.
- Equal Remuneration Act, 1976.
- Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
- POCSO.

#### **International**

- The Human Rights Declaration, 1948
- The International Covenant on Economic, Social, and Cultural Rights (in 1979)
- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993),
- Resolutions of the Fourth World Conference on Women in Beijing in 1995

The College shall also integrate the spirit of new policies at the national level and state level which are being introduced in the country from time to time and which have a bearing on the welfare, protection, empowerment, and rights of women and transgender.

## **Policy Objectives**

- - Ensure equal access to educational and professional opportunities for all genders.
- - Promote a culture of respect, inclusivity, and support for gender diversity.
- - Address and eliminate gender-based discrimination, harassment, and bias.
- - Encourage gender diversity in leadership roles and decision-making processes.

## **Scope**

This policy applies to all students, faculty, staff, and affiliates of ASIET.

### **1. Equal Opportunity**

- Provide equal access to resources, support, and opportunities regardless of gender.

### **2. Inclusive Environment**

- Foster an inclusive culture where all genders feel valued, respected, and supported.
- Promote gender diversity in curricular and extracurricular activities.

### **3. Anti-Discrimination and Harassment**

- Implement and enforce policies against gender-based discrimination and harassment

### **4. Support and Resources**

- Offer support services such as counseling, mentoring, and career guidance tailored to the needs of all genders.
- Provide resources and training on gender equity and inclusion for students, faculty, and staff.

### **5. Leadership and Participation**

- Encourage and support gender diversity in leadership positions within the college.
- Ensure gender representation in decision-making committees and bodies.

## **Implementation**

### **1. Training and Awareness**

- Conduct regular training sessions on gender equity, diversity, and inclusion for all college members.
- Raise awareness about the importance of gender equity through seminars, workshops, and events.

### **2. Monitoring and Evaluation**

- Establish a Gender Equity Committee to oversee the implementation of the policy.

- Regularly review and assess the effectiveness of gender equity initiatives and make necessary adjustments.

### 3. Support Mechanisms

- a confidential reporting system for gender-based discrimination and harassment.
- Provide support and protection for individuals who report discrimination or harassment.

### 4. Continuous Improvement

- Stay updated with best practices in gender equity and incorporate them into the college's policies and practices.

- Seek feedback from the students and faculty to continually improve gender equity efforts.

### 5. Accountability

All members of the College are responsible for upholding this policy. The college administration will ensure that adequate resources and support are available to implement and sustain gender equity initiatives.

This policy aims to create an equitable and inclusive environment where everyone, regardless of gender, can thrive and succeed.