

### ***7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years***

Gender encompasses socially constructed and culturally based roles of men and women to understand how unequal power relations are shaped and operated. Gender and its accompanying power relations are built-in all societies are family, educational institutions, workplaces, beliefs, norms, etc. It helps people examine their attitudes and beliefs, questioning the 'realities' they thought they knew. Gender sensitization acquaints men and women with each other's existence and gains fruitful results in an organization and at home. Gender is determined socially; it is the societal meaning assigned to males and females. All institutions of society exhibit gender disparity as thought to be essential and hardly understood and addressed. Gender roles are socially constructed according to their needs; when needs change, these roles are also needed to change. Gender sensitivity helps to generate respect for the individual regardless of sex. Educationists, academicians, and faculty greatly influence gender socialization and mold gender roles of students, thus impacting the quality of life and power distribution, stressing zero tolerance on indecent behavior towards women.

Internal Complaint Committee (ICC):

The Institute organizes webinars/workshops on Gender Sensitization & Sexual Harassment. The Institute has constituted the Internal Complaints Committee (ICC). The objective of the ICC is to evolve a permanent mechanism for preventing and redressing sexual harassment cases and other acts of gender-based violence at the Institute. And to uphold the commitment of the Institute to provide an environment free of gender-based discrimination.

Expert talk on gender sensitization:

The Institute also conducts a gender sensitization program and organizes counseling sessions of Dr. Bapat for each department during academic hours. Dr. Bapat addressed the personal queries of students. The Institute organized the Universal Human Values program, which also focuses on Gender sensitization and equity during the F.Y.B.Tech induction program.

Yourdost App:

The Institute also arranged the 'Yourdost' app where students can complain at any time, and there are counselors who attend to those complaints by keeping 100% privacy. This is very much helpful, especially during the lockdown.

Student council:

The election is held, and equal numbers of seats are reserved for boys and girls students. The Institute every year nominates and elects ladies representatives for each department. And also, take care while forming the students' committee.

Women's day celebration:

MITAOE celebrates every year women's day. The objective is to commemorate women's cultural, political, and socioeconomic achievements. The day emphasizes the women's rights movement and brings attention to issues such as gender equality, reproductive rights, and violence and abuse against women.

**Safety and Security:**

A CCTV facility is provided in each corridor on the campus. We have one lady guard on campus, and at each check post, there is one guard. For lady staff, we do not extend working hours beyond 6.00 pm. Also, college timing for students is 8.30 am Upto 5.00 pm. In an emergency, we provide an institute vehicle for lady staff, if at all they are working beyond working hours.

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
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