

MIT Academy of Engineering, Alandi (D), Pune**Gender Equality Policy****Contents:**

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Part One

1.1 Introduction:

MIT Academy of Engineering (MITAoE), Alandi, Pune, was established in 1999 under MAEER by the honourable Prof. Dr Vishwanath D. Karad, Founder and Executive President of MIT Group. The institute offers Eight UG programs and three PG programs. The UGC has honoured the institute with 'Academic Autonomy' considering the quality of pedagogical practices, research, faculty and the new age infrastructure that meets global standards during the academic year 2016-17.

The Savitribai Phule Pune University (SPPU) has honoured the institute with the 'Best Engineering College (Professional Courses) award. The institute has made its mark by excelling in academics and research and it continues to grow as a 'Centre of Excellence in engineering education and research. The six UG programs have been accredited by in the past, the institute has also received 'A' Grade by NAAC and additionally 2 (f) & 12 (B) status from the UGC, which are testimony to our pursuit of excellence. Learning-centred approach, personal attention to all the students and effective implementation of their valuable suggestions received through the continual feedback mechanism. Retaining efficient and talented staff members to enhance the quality of education and administration, is our key to success. MIT AoE has tie-up with YourDOST, online and emotional wellness platforms, to ensure that your emotional well-being is always looked after, another significant feature is the 'Tutor System for Counseling' for faculty, staff and student.

The students at MITAoE get an opportunity to not only enhance their technical skills but also their communication and soft skills.

Mission:

- To leave no stone unturned in our endeavour to ensure that every alumnus looks back at us and says MITAOE has not merely taught us, it has educated us.

Vision:

- To develop MITAOE into a new age learning center with an excellent ambience for academics and research conjugated with vibrant environment for honing the extra and co-curricular skills of all its stakeholders to enable them to meet the challenge of a fiercely competitive world.

Core Values:

As an autonomous institution, our core values are enduring principles,

- **Knowledge:** We believe that knowledge is the premise of progress and we continuously strive for new ideas, discovery and creativity.
- **Excellence:** It is the gradual result of our continuous effort to do better by skilful planning, execution and review.
- **Integrity:** We believe in the highest standards of ethics, wisdom and honesty in all academic and research activities.
- **Transparency:** The institute works as per the defined policies and rules.
- **Empathy:** The integral part of our education is being aware of and being sensitive to conditions of the weaker section of society and contributing towards solving such problems.

1.2 Objectives of the Policy:

To accomplish the commitment to gender equality.

- To provide guidelines that will assist equality and equity of prospects for women and men during service in the MITAoE
- Expediting the formation to support the full development of individual intellectual potentials of men and women.
- To intend institutional alteration of values, norms and practices, which hamper promotion of gender equality.
- Providing rules that will support women empowerment as faculty/ staff/ students related to gender liability from office bearers.
- To inhibit violations of National acts that forbid gender prejudices, intention to equalize any violations of gender-based rights and to work near the empowerment of women.
- To develop mechanisms for the avoidance and redressal of gender-based violence and judgment, comprising sexual harassment at the MITAoE

1.3 Introduction to the policy:

Gender discrepancy and inspiring inversely abled exhibits itself in various forms, the most observable being the tendency of continuously decreasing female ratio in the population in the past decades. It is immobile exists a wide gap between the goals articulated in the composition,

regulation, policies, strategies and correlated mechanisms to the situational certainty and existing reality of women empowerment. This policy would report the issues to increase and reinforce them economically and socially from discrepancy. This policy states the internal necessities prepared at MITAoE for non-discrimination at the Institute and equivalent prospects through the recruitment process as well. It also confirms that equality is retained without bias in promotions, involvements and progressive activities. Furthermore, this policy of equivalent employment opportunity and anti-discrimination relates to all sides of the liaison between MITAoE and its employees. Also, this policy is additionally prolonged to servicers and supports to staff/ faculty that work temporarily and treating in professional with MITAoE.

Major Elements of the Policy:

- Priority to hiring and retaining sufficient female members at all levels of the Institute to continue gender balance in the recruitment process.
- Ensuring equal prospects in terms of working circumstances, development and training to all the employees, regardless of gender
- Assuring impartial representation and involvement of both the male and female members in the various functional committees of the institute.
- Encouraging and assisting gender-sensitive ability building workshop/ training/ seminar to improve perspectives and conceptual clearness on gender concerns.
- Ensuring involvement of women employees in all the levels of activities in the Institute.
- Providing a safe and protected campus to the female members with a Women Grievance Redressal Cell to frighten and prevent any sexual harassment
- Provisions for Maternity/Paternity Leave benefits for the employees.
- Making all HR organisms and policies gender-sensitive and reactive, and incorporating gender pointers into faculty/staff performance appraisal systems.
- Promising girl students through a special merit scholarship scheme.
- Encouraging the girl students to benefit from distinctive employment programmes offered by various companies/organizations/NGO/ Government agencies, etc.
- Providing separate placement training to girl students to support employment among the female students.
- Evolving entrepreneurship spirit amongst girl students and expediting and supporting whichever start-ups by them under the Entrepreneurship Development Cell initiatives.

Part Two

2.1 Definitions:

- **Gender:** While the term 'Gender' in a broader perspective refers to social attributes to, relationships and opportunities related to being male and female, for the intention of this policy the term gender refers only to those who visibly recognize being female.
- **Employee** means any person, who is a present employee of MITAoE, and includes permanent, full-time, part-time, and contracted as faculty/staff.
- **Student** means any person currently registered at MITAoE for academic purposes.
- **Resources** consist of physical resources as well as property in terms of guidance, online resources, and academic resources
- **Facilities** mean all infrastructural facilities and educational facilities provided by the MITAoE
- **Equity** means fair and equal treatment for all based on their needs. To ensure equity, a treatment that is special but which is measured equal in terms of rights, benefits, obligations and opportunities might be essential.
- **Unconscious Bias** means a bias one may have towards a woman or woman exclusive of conscious understanding of the impact of one's attitudes or behaviour.

2.2 Jurisdiction:

This policy covers any act of injustice, violence, decimation and selfishness to any female employee or student in MITAoE. This policy will guide the MITAoE in all its actions and function counting:

- Recruitment
- Promotions and Leadership
- Faculty/ Staff Development Opportunities
- Formation of Committees
- Leave
- Curriculum design and development
- Performance evaluation and monitoring
- Teacher-Student Relationship
- Training and Participation in all events and programmes
- Research and Teaching
- Facilities and Resources

Not limited to the above.

2.3 Implementing Guidelines:

MITAoE will regularly set up a committee that will execute the goals of this policy. The mechanism will consist of those committees set up diverse Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at a place of work (Prevention, Prohibition and Redressal) Act, 2013, etc.

- Gender stereotypes will be banned.
- All types of bias and favouritism counting unconscious bias against women will not be tolerated.
- Gender sensitivity will be engaged in all recruitment, promotions and opportunity for leadership, to encourage the policy of equal account of men and women.
- In a choice of faculty/ staff for professional development opportunity and training, there will be no gender-based favouritism and special focus will be given to improve women's participation and representation of MITAoE at various in-house and outside activities.
- In the construction of any committee, the representation of women is compulsory.
- In keeping with National policies, the women-specific leave will be approved.
- All the employees and the students of MITAoE will inevitably undertake gender awareness and sensitivity training.
- Gender-based research will be promoted across all the disciplines of Engineering and Science in MITAoE.
- The gender-sensitive approach will be proficient in teaching and learning processes.
- Women-specific infrastructure facilities will be provided on campuses, also even in the creation of new development, renovation of existing infrastructure and other resources, women-specific requests will be addressed.
- Proactive measures will be undertaken to assist and promote the active participation of women students and employees in all activities of MITAoE.
- Celebration of International Women's Day (8 March) at individual School of MITAoE or Institute level.
- Every School / Department of MITAoE will organize at least one programme in a year towards gender awareness and sensitization.

2.4 Teacher-Student Relationship:

- Teacher-student romantic or sexual relations will be seen as a misuse of power by the teacher against the student, even if a grievance is not lodged by that or any other student. This issue unfavourably affects academic and professional ethics.
- Mainly when the teacher concerned is a project guide, mentor, educator and evaluator of that student it cannot be viewed as 'voluntary consent by the student because of the natural unequal nature of the relationship.
- A student who has broken off a relationship is also helpless of being graded with low marks/grades.
- The student might fear discrimination and consequently not be in a position to avoid the relationship with the teacher. The student might feel helpless and fear biased assessment.
- There is also the chance that the student has felt under pressure all along to "consent" to the relationship for fear of being victimized.
- Even if academic evaluations are kept entirely independent of individual involvements, there may be an emergence of bias in the eyes of other students and faculty/staff. The other students in the class might infer favouritism included in assessment and grading. Faculty members/teachers have accountability to avoid if any.

2.5 Gender Equity Monitoring, Review and Evaluation (GEM Committee):

- GEM Committee will be set up at MITAoE to supervise the execution of the Policy and the assessment of any grievance.
- GEM Committee will have an equal account of male and female employees and students. And said Committee will maintain documents of gender-disaggregated data in all aspects of the execution in MITAoE.
- The Committee will present its report every year to the Director of MITAoE. Even if there is no grievance in a particular year, the GEM Committee will submit a report of the prevention and other actions undertaken to put into practice the Policy.
- Grievances acknowledged by the GEM Committee should be reported to the Director of MITAoE and referred to the relevant body for redress within one month time period.

2.6 Amendments to the Policy:

- No amendment to this policy can be made without prior intimation with all the stakeholders, especially with the Female students and Female employees.
- Any recommendation for amendment should be distributed and stakeholders are given no less than a month to provide their reply.

Part Three

3.1 Financial Assistance:

- The MITAoE s will make a special arrangement and adequate Budget Head for the execution of the Gender Equity, Sensitivity and Equal Opportunity Policy and the activities of the Committees constituted.

3.2 Accountability and Transparency

- Setting up of GEM Committees is a compulsory requisite under this Policy for employees/students of MITAoE.
- Annual reports and the name and contact details of the GEM Committees should be displayed on the Institute website as well as in prominent places on the campus.
- A minimum of 2 meetings per year is compulsory for the GEM Committees; however urgent meetings, conversations and action will be initiated as and when required.

3.3 Additional Measures:

This policy considers other relevant Programmes, Policies, correlated documents and initiatives of MITAoE, including:

- Internal Complaints Committee
- Student welfare committee
- College Development Committee (CDC)
- Institute Development Council (IDC)
- Caste Grievance Committee
- Anti Ragging & Disciplinary Committee
- Grievance Redressal Committee
- Grievance Redressal
- Ombudsman Committee (Grievance Redressal)



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