

IITM/IP/GP/07

## Gender Policy

Throughout the world, emphasis is focused on the position of women and the need to better the quality of their lives, and highlight the advantage of a society where women and men engage as equals in all aspects of social, economic and political life. Higher education institutions have a specific responsibility in promoting gender parity between women and men. They are accountable for ensuring that what is taught and learnt has a beneficial impact on the lives of both boys and girls. As educators, we must ensure that both female and male students have equitable access to the knowledge and skills that institute can offer.

The stakeholders in the higher education system must assure equitable involvement of female and male students in classrooms, thereby fulfilling the vision of the Institute of Information Technology and Management (IITM), which has always been sensitive to gender issues. To address gender issues, the Institute has implemented a Gender Policy that follows the Supreme Court's standards. The institute encourages the female members of the student body, professors and staff to engage in all the activities associated to the organisation. The institute's Gender Policy bolsters these efforts by fostering a gender-sensitive workplace culture for all employees. IITM's Gender Policy, in its current form, extends beyond the institute's students and employees to the greater community by supporting gender equality. The policy applies to the entire institute, including academic and administrative offices, as well as communal areas.

### Meaning

Gender equality refers to the fair and just allocation of benefits and obligations between men and women. The concept recognizes that women and men have distinct needs and power and that these differences should be acknowledged and treated in a manner that rectifies the imbalance between the sexes. Discrimination undermines equity. Discrimination entails treating the sexes differently in ways that imply that one is fundamentally inferior to another. Different treatment



in areas of learning and related activities can and does impact the distribution of political, economic, and social rewards.

The IITM's education system plays a role and bears responsibility in promoting a socially just society. It is accomplished by guaranteeing equal and equitable access to, participation in, and outcomes from education for female and male students. In order that all citizens have an equal opportunity to contribute to and profit from the country's progress. Gender should not limit pupils' aspirations, achievements, or life choices. Awareness gender equality in education allows students and educators to identify and address the limits and inequalities that may arise as a result of a lack of awareness of gender constructs. The Gender Equity in Campus Policy aspires to develop each individual holistically.

### **Objectives**

- To promote gender equality by providing equal access to the institute's resources, facilities, and services for both male and female students and workers, as well as creating a gender-sensitive work environment.
- Eliminating gender discrimination and harassment in the workplace.
- Ensuring equitable treatment as a right for all.

### **Major Elements of the Policy**

- Prioritizing female recruitment and retention at all levels to maintain gender balance in staffing.
- Providing equal opportunities for work, growth, and training to all employees, regardless of gender.
- Ensuring equitable representation of both male and female members in institutional functional committees.
- Providing gender-sensitive capacity building trainings to improve perspectives and conceptual clarity on gender issues.



- Encouraging female employees to attend field-level meetings and trainings.
- Providing a safe and secure campus for female members, including a Grievance Redressal Cell to prevent grievances.
- Established the Internal Complaint Committee (ICC) to address all gender-related issues within the institute.
- Ensuring a safe and welcoming atmosphere for all female members of the institution.
- Providing Maternity/Paternity Leave Benefits to staff.
- Ensuring gender-sensitivity and responsiveness in HR systems and policies, including incorporating gender indicators into staff performance appraisals.
- Prioritizing conceptual clarity and sensitivity to gender concerns during staff recruitment and capacity building.
- Encouraging female students to participate in special employment programs offered by various organizations.
- Organizing self-defense programs for female students.
- Fostering entrepreneurship among female students and supporting their start-ups through the Entrepreneurship Development Cell initiative.
- Organizing outreach programs for gender sensitization and raising awareness about gender equity.
- Providing 24-hour CCTV surveillance to protect female students on campus.

