



Gender Policy

POLICY No: APN/ 2020/7.1.1

INDEX

SR. NO.	TITLE	PAGE NO.
	Vision, Mission, Quality Policy	3
1.	Introduction	4
2.	Gender Equality	4
3.	Gender Equity	4
4.	Objectives	4
5.	Key Addressable issues	5
6	Implementation	5
7.	Policy Details	6





Vision

Empowerment through quality technical education

Mission

M1: To excel as a center of excellence in technical education

M2: To impart skill based education to meet the needs of industry and Society

M3: To achieve excellence in teaching, learning and research

M4: To inculcate social & ethical values among the students

Quality Policy

We strive to impart the quality technical education through academic excellence and provide best of facilities to satisfy the need & expectations of the students & stakeholders.



Introduction:-

Organization has always been sensitive to the issues of gender. As a long term commitment towards this objective, and to follow relevant Supreme Court guidelines on the matter, it has been decided by the management to have a formally written and approved Gender Policy that would ensure the rights and safety of women employed by the organization.

The word “gender” refers to the socially determined ideas and practices of what it is to be female or male. Gender equality means that women and men and girls and boys all enjoy the same rights, resources, opportunities and protections. In order to promote women empowerment and gender equality, policies of the institute are framed to enable specific achievements with the action from all the areas. Institute acknowledges and practices equality, inclusion, and respect for human dignity, fairness and justice for all. We also acknowledge the support for a diversity of talent. We renew our commitment to teaching future generations and being role models. We also commit to counteract any existing inequalities.

There is also reservation for girls in the Engineering at Institute as per AICTE and SPPU norms.

Gender Equality:

This is achieved when women and men enjoy the same rights and opportunities across all sectors of society. e.g. Recruitment for jobs only based on merit

Gender Equity:

Fairness treatment for men and women mainly for indictment. e.g. Reserved seats for women in jobs or committee. Programs like safety for women, celebration of international women's day comes under gender equity.

Objectives:-

Institute through its proactive faculty, staff and student, will annually implement the following:

- To promote equal opportunities for male and female staff and create a gender sensitive working environment at the workplace.
- To promote and ensure gender equity and equality (in terms of rights and access to resources, responses and services)



- To act as an effective deterrent against gender discrimination and harassment both in workplace and in programmer intervention areas.

Stake Holders:-

All Genders

Gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. Gender equity denotes the equivalence in life outcomes for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources. Both are indispensable and need to be incorporated into the Gender Policy of the organization. DYP SOE recognizes that women's rights are human rights and that women experience injustices solely because of their gender.

Key Addressable issues

1. To study the present system to determine the gender balance (or imbalance), i.e. conducting a gender analysis,
2. To promote equity and equality between men and women,
3. To create a gender sensitive and conducive working environment,
4. To eliminate harassment and discrimination on the basis of gender, and
5. To ensure fairness and equity as a right for all in the outcomes of development, through processes of social transformation.

Implementation:

1. To evaluate mechanisms for implementation and follow-ups.
2. To conduct a regular awareness-raising activities among students and staff
3. To promote faculty members working together in classes, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, conduct mentorship meetings of students with faculties, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours.
4. To promote gender parity at the institutional level through our student code of Ethics, Rules and



Regulations and Service Rules, Policies and Procedures.


5. To ensure equal and unbiased measures for everyone for their teaching & learning activities. This "No Discrimination Policy & quote; has to be strictly followed by all means.
6. To conduct the induction and the orientation programmes after admission, so that the new students are to bring to the sense of sensitization by regular sessions. To provide mentor and if required a personal counselor in order to solve the student's problems related to habit, health, money or family issues without any gender bias.
7. To ensure equal rights and participation in regular cultural activities, sports, NSS, debate, celebrations, and performing arts, girl's students are to encourage by all means without any sign for gender discrimination.
8. To strictly monitor sensitisation by the elements of education in the curriculum and if possible perform different activities and topics related to gender sensitization under the curriculum.
9. To conduct counseling sessions for the girl students in a regular manner by the lady faculty members of the above mentioned Committees.



1. Policy Details:

Policy Name	Gender Policy
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Responsible Authority	Women's Empowerment Cell Coordinator
Superseding Authority	Principal
Date of last revision	-
References	AICTE, UGC, Supreme Court Order

Version History				
Version	Approved By	Revision Date	Description of change	Author
7.1.1	Dr. Sushant Patil		-	Dr. Pallavi Kharat


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