



"Empowerment through quality technical education"

Dr D Y Patil Educational Enterprises Charitable Trust's

Ajeenkya D Y Patil Group of Institution's Technical Campus

**Dr D Y PATIL SCHOOL OF ENGINEERING**

(Approved by AICTE, New Delhi Recognized by Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University)

AISHE Code: C-46648 DTE Code: EN6732 SPPU PUN Code: CEGP015720

(Accredited by NAAC)

## Annual Gender Sensitization Action Plan

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 School of Engineering (SOE) are framed to enable specific achievements with the action from all the areas. SOE acknowledges and practices equality, inclusion, 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. SOE follows the gender sensitization while recruiting the Teaching & Non-Teaching staff ratio for Male and Females, details are as following:

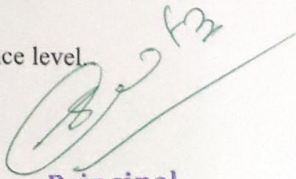
- Teaching staff: Female- 31 No's and Male- 61 No's
- Non-Teaching staff: Female- 24 No's and 52 No's

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

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

- Conduct activities like Blood donation camp, Aids awareness, female foeticide, dealing with COVID-19 pandemic, etc in order to give back to the society
- Promoting activities related to health, nutrition, self-defense and entrepreneurship among the female students.
- Conduct workshops related to cybercrime, safety and security in hotels and career enhancement for female students.
- Provide professional counseling to the students.
- Guidance regarding the financial investment for students and staff.
- Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- Mentorship in college to be provided where faculty and students can approach in matters of gender-related issues.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- Balanced gender quota while recruitment.
- Student's code of conduct that promotes gender parity at the governance level.



  
Principal

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