



"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 is 50:50 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- Two No's

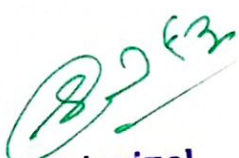
There is also reservation for girls in the Engineering at SOE as per AICTE and SPPU norms.

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

- To practise gender sensitization and respect towards women in the SOE.
- To promote communication w.r.t. Human Dignity and Social Responsibility
- To recognize Multi-Dimensional Representations of Women and Men
- To conduct more gender equity programs for the students to understand the fact that equality is the essence of democracy.
- To maintain a good workplace free from discrimination and bullying.
- To enable girls to have a wider role in decision-making.
- To prevent and respond to gender-based violence.
- To balance gender equality in teaching and education systems.
- To supporting teachers to create a gender-inclusive learning environment.
- To promote communications that are unbiased towards gender equity.
- To conduct a number of workshops on sensitization programs that promote diversity and gender sensitivity among the Staff & Students.

- To evaluate mechanisms for implementation and follow-ups.
- To conduct a regular awareness-raising activities among students and staff
- 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 counselling during class hours.
- To promote gender parity at the institutional level through our student code of Ethics, Rules and Regulations and Service Rules, Policies and Procedures.
- To ensure equal and unbiased measures for everyone for their teaching & learning activities. This "No Discrimination Policy" has to be strictly followed by all means.
- 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 counsellor in order to solve the student's problems related to habit, health, money or family issues without any gender bias.
- 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 of gender discrimination.
- 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.
- To conduct counselling sessions for the girl students in a regular manner by the lady faculty members of the above mentioned Committees.




Principal
 Dr. D. Y. Patil School of Engineering
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