



# MAR BASELIOS COLLEGE OF ENGINEERING AND TECHNOLOGY

## INSTITUTIONAL POLICIES

**Policy No. 22**

**Title: GENDER EQUALITY POLICY**

**Date of Issue:01.05.2022**

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*The main goal is to ensure equal opportunities for women and men by encouraging a more **gender-competent** management in research, innovation and scientific decision-making bodies, with a particular focus on universities.*

### 1. OBJECTIVES

- a) Equal career opportunities for women and men.
- b) Fair distribution of unpaid and paid work among women and men, wages and salaries that women and men can live on independently
- c) To develop processes to strengthen the presence of women in academic/research leadership positions and senior academic research positions in the partner institutions
- d) To raise gender equality awareness in academic research and scientific structures
- e) To provide sustainability of the culture change which will support gender equality and needs of women academics in the organisations
- f) To implement a locally specific Gender Equality Action Plan in each core partner institution

### 2. SCOPE

All students, faculty members, non-teaching and house-keeping staff are involved. Gender Equality is the basis of a society, one cannot achieve full development in a society if there is no gender equality in the society. Any Government has a role to play in fostering equality in-general through certain policies. Such policies have overt and indirect effects on the social standing of both men and women. The chances of losing equality rise if such effects are not expected.

### 3. POLICY STATEMENT

MBCET, rooted in the Indian tradition and culture is committed to uphold the principle of gender Equity as enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

### 4. RESPONSIBILITY

1. Promote communications that represent unbiased representations of gender equity.
2. Conduct workshops that promote diversity and gender-sensitive communication for members and employees

Prepared By	Approved By	Issued By
<b>Name :</b>	<b>Name :</b>	<b>Name :</b>
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<b>Date:</b>	<b>Date:</b>	<b>Date:</b>



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3. Conduct regular awareness-raising activities among students and staff
4. In classes, faculty members could promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours and at hostels.
5. Ensure balanced gender quota in hiring committees
6. Our student code of conduct promotes gender parity at the governance level.
7. Conduct gender sensitization programmes
8. women- related themes and topics taken up for discussion and debates
9. Leadership camps organized for the personality development of women students.
10. Conduct women Empowerment programs for women who needs help
11. Conduct programs at orphanages (women and children) for their upliftment
12. Formation of women's study cell - Women cell and Anti-sexual harassment committee continuously offer various programs on gender sensitisation.
13. Take initiatives to check the functioning of vending machines, inspect sanitary napkin incinerators.
14. Implement measures t evaluate the student's confidence as a result of gender equity awareness initiatives.

### 5. RELATED PROCEDURES AND OTHER DOCUMENTS

**NIL**

### 6. POLICY HISTORY

Version/Date	Prepared by	Approved by	Remarks
V1.0/			Original Version.
V2.0/			Revised.

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