



SHREE SANTKRUPA SHIKSHAN SANSTHA'S

SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to DBATU, Lonere and MSBTE, Mumbai
Reg.No.MH/4775/ (Satara) Est.:27/06/1996

PRESIDENT
HON. DR. USHA A. JOHARI

SECRETARY
HON. MR. PRASUN A. JOHARI

PRINCIPAL
DR. SWANAND B. KULKARNI

Gender Sensitization Policy

Introduction:

Shree Santkrupa Institute of Engineering & Technology is always committed to maintain community where teachers, staff and students can work together in an atmosphere free from gender sensitization. The institute supports freedom of expression and collaboration but it follows a zero tolerance against discrimination and stereotype thinking. College will ensure gender sensitivity, gender equality as well as equal opportunities for all women.

The policy shall be applicable to all stakeholders such as faculty, student, staff, officers and visitors of the institute.

Goal:

The goal of Gender Sensitization is to contribute towards a gender sensitive society where opportunities and responsibilities are mutually shared by men and women in equal measures.

Objectives:

- To create stability in decision making process and equal participation of students in all the events and competitions conducted.
- To reduce the gender gap by organizing various orientations programme and workshops.
- To make the students understand the importance of gender equality.
- To generate the awareness with regard to equality in law, social system and democratic activities.
- To provide orientations on sanitization and hygiene by conducting health awareness camps, thus emphasize the importance of self-care.

Implementing Guidelines:

Institute will set up committees to implement and achieve the goals of the policy. Institute is implementing the following guidelines -

1. Biasness and discrimination in any form will not be tolerated.



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2. Recruitment of staffs (teaching or non- teaching), equal representation of men and women is necessary to uphold the nature of the policy.
 3. Special attention will be given to encourage women's participation in all the areas of studies in the institute.
 4. Women specific leave will be granted such as maternity leaves.
 5. The equal representation of men and women is mandatory in formation of any committee.
 6. Gender sensitive approaches will be practiced in teaching and learning processes.
 7. Women specific needs will be taken care at the time of renovation or in creation of new infrastructure.

Compliance:

All directors, administrators, staff, student and others holding responsible positions will implement the policy guidelines as stated above. The institute may facilitate conduct of annual sustainability audits of campuses to ensure compliance of the policy.

Date: 13th Feb 2019.

Place: SSIET, Ghogaon.




Principal
Shree Santkrupa Institute of Engg. & Tech.
Ghogaon, Tal. Karad, Dist. Satara