

Gender Equality Policy

2016 onwards

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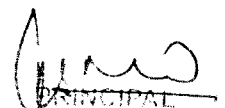
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PRINCIPAL

MLR Institute of Technology
Laxman Reddy Avenue, Dundigal
Outhullapur, Hyderabad-43,
TELANGANA, INDIA

1. PURPOSE

MLR Institute of Technology stands for equal opportunity and social justice irrespective of gender. It is committed towards gender equity and non discrimination It facilitates gender-inclusive awareness to encourage dialogue around gender equality and brings about social change for a better living.

2. OBJECTIVES

- To create a free and supportive environment for all genders, in the Institution.
- To endorse gender equity and gender equality.
- To offer gender justice from time to time with regard to the rules of the regulatory bodies.
- To provide redressal mechanism to fight gender injustice, for the victims

3. SCOPE

MLR Institute of Technology provides an inclusive environment where gender justice and equal treatment are guaranteed in an open and transparent setting. The institution focuses on raising awareness about gender issues and tries to create a gender-justice-friendly atmosphere.

4. POLICY STATEMENT

The institution has a positive approach in promoting gender equity to transform men and women into self-confident personalities. It removes all the barriers in promoting gender equity which enhances the culture of equality.

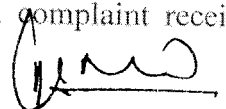
5. ROLES AND RESPONSIBILITIES

The Institution is equipped with four different committees in order to enhance gender sensitization/equity and further to provide safety and security, at college level. In the process, the following are the committees that are established:

Each cell mentioned below constitutes a chairperson, staff, and student coordinators from each department which is represented by a male and a female coordinator. At the outset, the coordinators are sensitized to understand the gender terminologies, objectives of the cell and are also given a chance to discuss their own aspirations for a gender-equal society.

1. Internal Complaints Committee (ICC)

MLR Institute of Technology takes proactive measures to ensure the safety and security of its staff and students. The responsibility of Internal Complaints Committee is to examine all complaint letters received from the staff/students regarding sexual harassment, anti-ragging and other women related issues. The committee examines and investigates on each complaint received from the



women staff/ students by collecting the required information from connected people. The committee will keep track of any complaints received from employees or students in a separate register dedicated for this purpose. And also, the committee's responses to the grievances of female staff/students are also included in the register. After a thorough inquiry, the committee provides a viable solution to the problems faced by female staff/students in reference to sexual harassment within few days.

2. Women Protection Cell (WPC)

MLR Institute of Technology ensures the safety and security of female staff and students. Meetings are conducted to promote the general well-being of female community, to enable the redressal of their problems, and to address issues and grievances affecting female staff and students. During these meetings, lady staff and girl students' suggestions/recommendations on relevant issues are welcomed, and appropriate actions are taken in the matter with the goal of assisting them. The complaints are treated with complete confidentiality.

3. Anti-Ragging Cell

MLR Institute of Technology tries to provide a safe and comfortable learning environment for its staff and students. Newly joined students are protected by the institution from the threat of ragging. In this regard, our Institute has established an Anti-Ragging Cell. The responsibilities of this cell are to secure almost all areas in the college (i.e., canteen, parking places, different blocks, play grounds etc.) and ensure that at least one faculty member is present at a particular time at all locations to avoid ragging. The students may feel free to put up a grievance in writing/or e-mail to the respective committee in charge. The cell acts upon the cases which have been forwarded along with the necessary documents and assures that the grievance has been properly solved in a stipulated time limit.

4. Prevention of Sexual Harassment Committee (POSH)

MLRIT is committed to create and maintain an environment free of harassment, stress, intimidation and exploitation. To attain this purpose a "Prevention of Sexual Harassment Committee" has been formed. This cell includes one chairperson, one NGO member, one judiciary member, one police officer, and staff from each department which is represented by a male and a female coordinator.

The responsibility of this cell is to facilitate a safe environment that is free of sexual harassment; and to promote practices that create an atmosphere which ensures gender equality and equal opportunities.

The Committee will meet as and when it receives a complaint. Any member of the committee can receive a complaint. If the written complaint lacks exactness and necessary particulars, the Committee may direct the complainant to compile and submit a detailed explanation of incidents

within two days or any other time period as the Committee may determine. The Committee may require the accused employee(s)/student(s) to prepare and submit a written response to the complaint/allegations within a few days of receiving the direction. Utmost care is taken to offer justice in all ways and means.

6. FACILITIES

Safety:

Personal safety and security of women is given top priority, at MLRIT. Special emphasis is provided to women safety. The entire campus is under CCTV surveillance.

Counseling:

Regular counseling sessions are held for students by mentors and counselors.

Common Rooms:

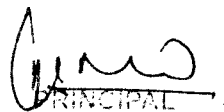
There are separate common rooms for all genders.

7. FEEDBACK

The committees take feedback from its staff and students every academic year and refine the SOP to make the environment more vibrant to remove all barriers that prevent gender equity and promote safety and security among the staff and students.

8. ANNEXURES

Annexure1- SOP 1 of Gender Equity Promotion Program



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