

DTE Code : EN6315



NAAC Accredited

AICTE ID : 1-8419451  
UPEU Code : C-11165

# SANJEEVAN

ENGINEERING & TECHNOLOGY INSTITUTE, PANHALA

Sanjeevan Knowledge City, Somwar Peda, Inole, Panjala, Tal. Panhala, Dist. Kolhapur,  
Pin-416 201 (Maharashtra) Phone : 9146999500

Approved By AICTE, New Delhi Recognized by Govt. of Maharashtra & DTE  
Permanent Affiliation by Dr. Babasaheb Ambedkar Technological University, Raigad

## Gender Equity Policy

### • Preamble

Sanjeevan Engineering and technology institute is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. The college is committed to the right to freedom of expression and association. College strongly supports gender equality.

### • Objectives:

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

### • 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.

### • Policy Statement:

Sanjeevan Engineering and Technology Institute, 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



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ENGINEERING & TECHNOLOGY INSTITUTE, PANHALA  
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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.

## • Roles And Responsibilities:

- 1) To prevent violations of National Acts that prohibit gender injustices, aim to redress Any violations of gender-based rights and to work towards the empowerment of women
- 2) To create a gender sensitive environment that respects gender diversity.
- 3) To ensure equal opportunity to women and men without any discrimination.
- 4) To enable women to be aware in areas like education, employment and health especially reproductive health.
- 5) It also provides the platform for women to share their experiences and views regarding their status in the society. Moreover, they also suggest various ways to improve and empower themselves.
- 6) Organization of guest lectures, awareness programs, legal awareness, entrepreneur training, women self-defense programs and other welfare activities
- 7) Promote communications that represent unbiased representations of gender equity.
- 8) Conduct workshops that promote diversity and gender-sensitive communication for members and employees.
- 9) Conduct regular awareness-raising activities among students and staff
- 10) 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.
- 11) Ensure balanced gender quota in hiring committees
- 12) Our student code of conduct promotes gender parity at the governance level.
- 13) Conduct gender sensitization programmes
- 14) Women- related themes and topics taken up for discussion and debates
- 15) Leadership camps organized for the personality development of women students.
- 16) Conduct women Empowerment programs for women who needs help
- 17) Conduct programs at orphanages (women and children) for their upliftment



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- 18) Formation of Women empowerment cell and Anti-sexual harassment committee  
Continuously offer various programs on gender sensitization.
- 19) Take initiatives to check the functioning of vending machines, inspect sanitary napkin Incinerators.
- 20) Implement measures to evaluate the student's confidence as a result of gender equity awareness initiatives.

  
Dr. S. N. Jain

**PRINCIPAL**

Sanjeevan Engg. & Tech. Institute  
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