



SHRI VAISHNAV INSTITUTE OF MANAGEMENT & SCIENCE, INDORE

(Autonomous)

Approved by AICTE, New Delhi and Affiliated to DAVV, Indore & RGPV, Bhopal, Madhya Pradesh, India

UGC-NAAC Accredited 'A' Grade Institute

ISO 9001:2015 Certified

GENDER EQUALITY POLICY



PREAMBLE

Shri Vaishnav Institute of Management (SVIM), Indore, India, established in 1987, is run by a registered Educational Society "*Shri Vaishnav Shaikshanik Evam Parmarthik Nyas*", an Educational & Charitable Trust, Indore, Madhya Pradesh, India. The Institute is approved by All India Council of Technical Education (AICTE), New Delhi and affiliated to Devi Ahilya Vishwavidyalaya (DAVV), Indore and Rajiv Gandhi Proudyogiki Vishwavidhalaya, Bhopal. The Institute is accredited with Grade 'A' by UGC-NAAC (**National Assessment and Accreditation Council**) in two consecutive cycles and conferred with '**The Oldest Self Finance Institute of MP Award**' by CMAI, Asia. With a legacy of 35 years, the Institute has a successful academic journey and excellent track record in the fields of Management and Computer Science. As per the guidelines of University Grants Commission it is essential to develop a safe and secure and cohesive learning environment in the Institute campus. Keeping in line with it, the Institute has framed a generalized policy for understanding the concept of gender equality and its related issues.

INTRODUCTION

At Shri Vaishnav Institute of Management Gender equality especially pertains to gender sensitization towards all stakeholders. These stakeholders include students (boys/girls), faculty members (Male/female), employees (Male/Female) and administrators (male/female). Institute believes in imparting equal ease of access to the existing resources opportunities, economic participation and decision making irrespective of gender. The main aim of development and execution of the policy is to develop highly cohesive environment in the Institute by enhancing the personal ability and thinking of stakeholders without rigid gender discrimination. The institute is following VISHAKAH Guidelines for curbing Sexual Harassment against Women at work place.

OBJECTIVES

To fulfill this aim following objectives have been laid down:

1. To promote a culture of respect and equality for gender especially towards women.
2. To promote women for undertaking high quality research and academic activities.
3. To organize various seminars, workshops and other activities related to Gender Sensitization from time to time.
4. To equip the female students, faculty and staff members with knowledge of their legal rights
5. To inculcate strong leadership quality and capacity building amongst stakeholders so as to participate in decision making effectively.



SUGGESTED ACTIVITIES

To achieve aforementioned objectives, the Institute aims to conduct related activities regularly:

- Workshops on Anti Societal, prevention of Sexual Harassment at work place.
- Seminars on Women Safety, Women Empowerment and harmonious environment in the campus.
- Women Hygiene awareness programs.
- Workshops on protection against cyber crime.
- Self Defense training programs for girl students of the institute to strengthen the Self-confidence, defense mechanism and physical fitness of the girl students.
- Smart Girl training programs for the girls to empower the girls.
- Debates and elocution on discrimination of gender issues such as womenempowerment, reservation policy, character building and ethics.
- Poster competition on gender equality.
- Regular medical checkup by a Gynecologist for female students, faculty and staff members.
- Training related to Gender Sensitization for teachers and students.
- Expert lectures on fundamental rights, legal remedies etc.

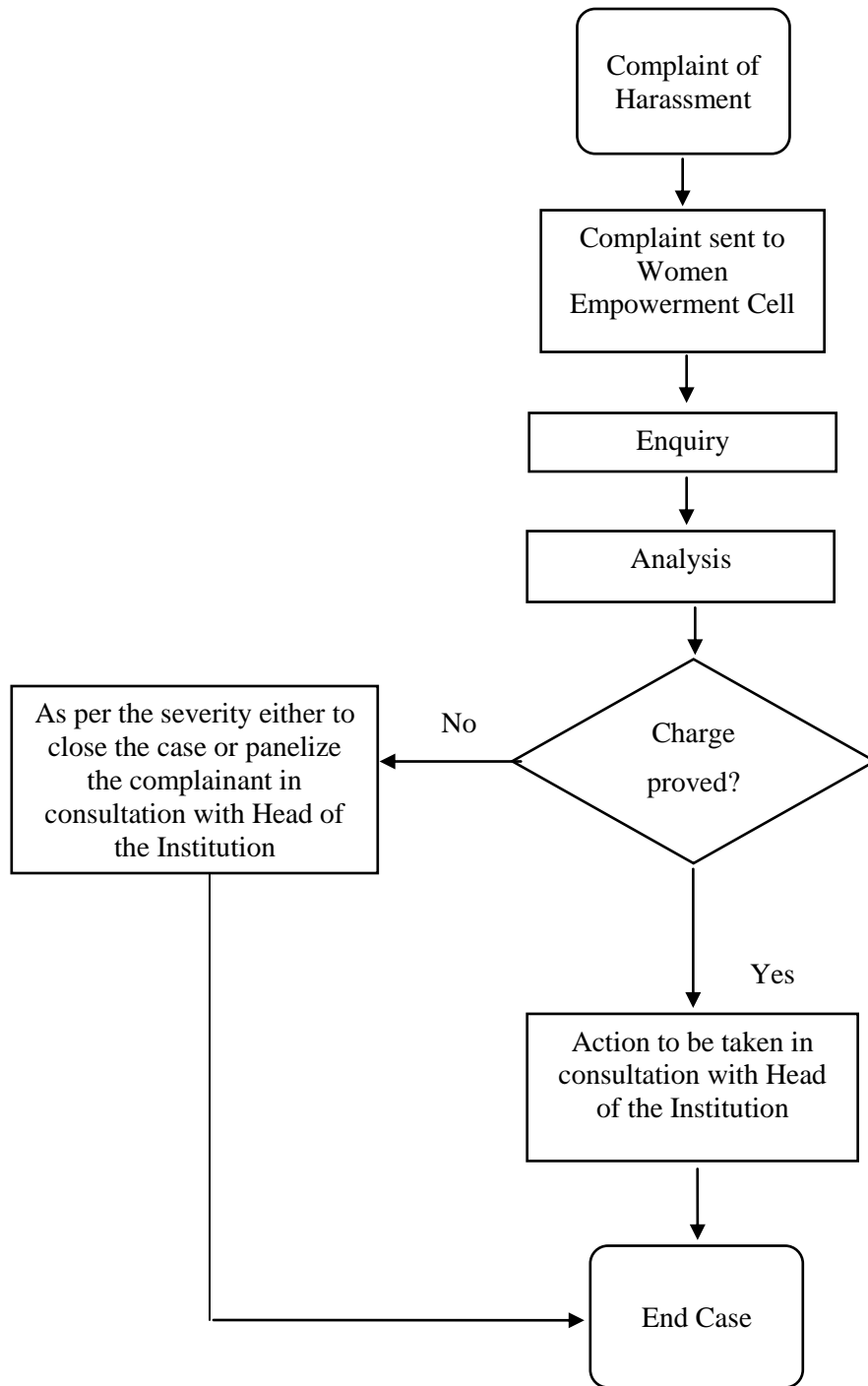
EXPECTED OUTCOME

The stakeholders will have the awareness about their rights thereby building up their confidence for effective decision making. The implementation of related activities will enhance perspectives and conceptual clarity on gender issues thereby developing a conducive environment in the campus.

The Institute's Take

The institute constituted Women Empowerment Cell to maintain safety and security of the girls and women of the institute under the guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka guidelines. The Cell deals with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the institute.

If the students or female employees face any kind of harassment, then they can complain at Women Empowerment Cell. The members look into the issues, gather the evidence, analyze all the facts to develop reasoning, arrive at the findings and if found guilty then strict action is taken as per the sections of the Indian Penal Code that can be applicable to in case of sexual harassment.



Mechanism for Curbing Sexual Harassment at Workplace
