



Gender Policy

Preamble

As a higher institution of learning, VIIT values the diverse skills and perspectives that people bring to the institution owing to their gender, age, language, ethnicity, cultural background, disability, educational level, Professional skills, work and life experiences, Socio-economic background, Geographical location, Marital status or Family situation. Being conscious of its social responsibility, the institution strives to promote an organizational culture which values equity and inclusiveness in all its activities, and strives for student transformation towards building a fair, just and harmonious society.

The institution makes concerted efforts to create a vibrant and inclusive campus environment that can provide a safe and supportive learning working space for its members of both genders. The overarching purpose of the gender policy of VIIT is to ensure that both men and women have equitable access to all resources of development. The policy shall guide all institutional practices and activities towards ensuring that no member faces any discrimination or harassment on the basis of their gender. The policy will be implemented along with VR17 regulations (A.Y.2017-18)

To achieve its outcomes, the institution also acknowledges that gender equality often requires affirmative measures for its women members in certain circumstances. VIIT is therefore committed to implement all laws of the country and that of the Government of India, which are meant for enabling its women members.

The Institute gender policy aims to:

- I. Provide equal access to education and research resources and facilities to encourage development of its women members through capacity building programmes as well as leadership training.
- II. Engage fairly and equitably with all students and staff members of our Institute, irrespective of their gender, in a positive, respectful and constructive manner.
- III. Provide awareness to girls on economic freedom and individual autonomy.
- IV. Conduct gender sensitization programmes for all its members both male and female towards fostering a spirit of cooperation and an environment of harmony.
- V. Organise events and programmes for training women members on self-defense.
- VI. Promote a gender-awareness and gender-responsive culture throughout the organization that values gender equality and integrates gender considerations in all aspect of the institution.
- VII. Overcome barriers to gender equality on the campus, including gender biases.
- VIII. Ensure all employees have an understanding of gender issues and the objectives of this policy

- IX. Ensure all employees have equal opportunity to participate in and contribute at all levels of the Institute and to receive appropriate acknowledgement and equitable reward for their participation and contribution.
- X. Not tolerate discrimination based on gender or any other factor
- XI. Not allow to further complicate gender issues with caste based or region based bias
- XII. Make available special provisions and welfare measures for women students and staff

All members of the institute are responsible for supporting gender equality in the workplace, and providing services and conducting their operations with a view to eliminating gender inequality and unconscious bias.

This policy applies to all employees, administrative officers, and members of the Institute committees. This policy shall be applicable in conjunction with relevant institute policies outlined in the institute Manual.



Principal

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