

GENDER POLICY

SRM Institute of Science & Technology, Vadapalani campus intends to inculcate the spirit of gender equality within the developing minds of the young generation to create a gender friendly and gender positive campus. The following gender related policies has been adopted in our institution.

- 1 To sensitize the student community with regard to gender equality. This is done by conducting awareness programs and workshops within the campus.
- 2 To establish practices and procedures in the educational institution to establish gender friendly practices.
- 3 To conduct activities related to women safety and empowerment through initiatives like SAKSHAM. As a part of these training programs of self defense, women safety and women empowerment must be conducted.
- 4 To display gender equality sentiment across the campus by putting up gender related dashboards in the campus.
- 5 To have a internal complaints committee to deal with complaints related to sexual harassment and discrimination
- 6 To avoid glass ceiling within the organization specifically in relation to recruitment and promotion practices.
- 7 To make gender equality a prime agenda of the institution by showing support to gender related issues.
- 8 To create and maintain a gender based budget. Allocation to be made to aid the gender related programs.
- 9 To make gender equality perspectives and considerations as the regular norms of the educational institution.
- 10 To develop gender sensitive indicators within the campus to enhance empathy and acceptance towards gender related issues.

The SRMIST Vadapalani campus has a good strength of female faculty and female student population. Implementation of the gender policy can create a gender neutral and gender supportive environment within the campus. The implementation of SAKSHAM within the campus is an example of how the institution is trying to bat for gender.