

### ***7.1.2 Measures initiated by the Institution for the promotion of gender equity during the last five years***

I.T.S as an institution strongly believes in gender equality in education so that females have equal opportunities in terms of economic, social, cultural, and political development of our country. All the institutional regulations, policies and guidelines for admission, recruitment, academic activities, extracurricular activities and administrative bodies safeguard the interests of females. This is evident by the fact that the enrolment of female students is far greater (approximately 90%) compared to males, both at the graduate and under-graduate levels. The institution also believes in providing equal employment opportunities for females at all levels of hierarchy. More than half of the employees of the institution are females. The academic climate of the campus is thus very conducive for gender equity in totality. The Institution provides identical opportunities to both the genders in all its curricular, co-curricular, cultural and extension activities. Several programs are conducted every year to promote gender equity and sensitization.

#### **Specific facilities provided to women:**

##### **Safety and Security:**

- Institute provides comprehensive security especially for girls within the premises, through a dedicated team of security personnel which gives them a comfortable and safe ambience of 'feel at home' within the campus.
- The main entry of the campus is manned by security guards who monitor entry of visitors via log register and biometric machines.
- The girls' hostels have well demarcated boundary walls with 24 hour CCTV surveillance. A log register is maintained to record the details of any person entering the hostel premises. The hostels have a dedicated warden to oversee maintenance and security.
- There are strict entry times of all girls' hostels. It is compulsory for all the students to get their gate passes and leave forms duly signed by concerned authority.
- Self-defence training program on the occasion of International Women's Day was organised for female students by a qualified trainer in the campus.

##### **Counselling:**

- The institution has appointed a Student Counsellor for supporting and addressing of any issues faced by students in a confidential setting.

- Each student is also allotted a faculty member as a mentor to act as guide, guardian, and friend to counsel the students.
- An orientation program is conducted for every batch on the first day where they are informed about the facilities provided by the college and the authorities to contact in case of any concerns.
- A women grievance cell safeguards the interest and well-being of all female students and employees of the institute by timely redressal of complaints received.

### **Common Rooms**

A well furnished girls' common room is available in the academic block. The hostels also have separate common rooms with entertainment facilities. There is a dedicated sports complex with facilities for various games for overall physical well-being of the students.

In summary, the institution provides a safe and equitable environment for women in terms of education, employment and overall well-being.