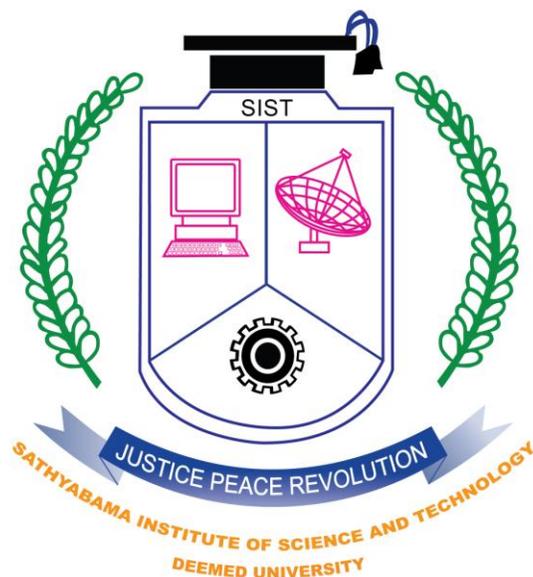


SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

GENDER EQUITY POLICY





SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)



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FOREWORD

Sathyabama is an Institution that works consistently towards achieving gender equality. It believes that achieving gender equality is essential for developing a sustainable community. The enrolment figures for various programmes of the Institution ensure the equal participation of girls in the education. Sathyabama, as an employer, practice positive discrimination towards employment of women. Women occupy most of the key positions in the Institution and more than 60 % of the staff members are women.

In any committee or club or any forum, the equal representation of girls and women is a strictly followed norm at the Institution. The concept and the ideology of gender equality are deeply rooted in the core value of the Institution. Men and women have equal access to opportunities at the Institution and equally participate in policy making and administration.

Sathyabama provides learning and employment opportunities to everyone irrespective of gender and protect women from harassment and gender based discrimination and violence. Support of the staff, students and all the stakeholders is essential for the development of an environment that safeguards the rights of every individual, especially women.

Dr. T. Sasipraba

Vice Chancellor

CORE VALUES OF THE INSTITUTION

The core values on which Sathyabama is founded are

Excellence

Sathyabama strives to achieve excellence in all its pursuit.

Integrity

Sathyabama values truth and honesty, which is reflected in all its activities

Diversity and inclusion

Sathyabama recognizes different backgrounds, lifestyles, experiences, differences and a cultural heritage represented worldwide and supports an environment where everyone is valued, respected and treated with dignity.

Teamwork

Sathyabama provides an academic environment that advances collaboration and synergy at all levels that leads to a knowledgeable and creative environment.

Innovation

Sathyabama encourages an environment of innovation that supports new ideas, processes and methods that will positively contribute to the growth of the Institution.

GENDER EQUITY POLICY

Sathyabama Institute of Science and Technology believes in a Positive workplace culture and does not allow any kind of harassment or discrimination based on gender. Pay decisions are made based on performance, grade and business factors and not based on gender.

GENDER EQUITY AND EQUALITY

The Institution is founded on the basic principles of respect and tolerance for everyone that facilitates gender equality and diversity. All Employees and students are treated equally without discrimination on the basis of gender, religion, disability, ethnicity or community. Sathyabama strives to provide equal opportunities, which means that everyone is treated with respect and consideration and has the opportunity to develop from the starting point of his or her personal circumstances.

Sathyabama takes measures to ensure non-discrimination and equality by familiarizing its action plan. The action plan is disseminated by educating students and staff about gender equality, equal opportunities, diversity, discrimination, victimization and sexual harassment.

Sathyabama provides a safe and pleasant environment where everyone is treated with fairness and respect. Sathyabama intends to promote gender equity and

equality by providing enabling environment to women and empower them by means of:

- Treating men and women equally without discrimination.
- Allowing participation of women in all levels including high level of administration and management.
- Promoting work-life balance.

In order to achieve the goals concerning gender equality, equal opportunities and diversity, the following areas are highlighted in particular:

1. Recruitment and promotion:

Recruitment and promotion are based on skills and experience with active gender equality targets that allows the increased participation of women.

2. Leadership:

The Institution will undertake initiatives for under-represented gender in order to achieve gender equality and diversity in leadership. The aim of the policy is that active work will be carried out on all levels to achieve gender balance in all decision-making bodies and in leadership roles.

3. Equal pay and terms of employment:

Equal pay and equal terms of employment shall apply to men and women. At the same time, the institution will continue to take measures to promote women in employment by providing positive work environment that will encourage more women to participate in the employment.

4. Facilities promoting the participation of women in employment:

In order to promote the participation of women employment, Women are to be provided with welfare facilities like maternity leave of 6 months with pay, Free Child Care facility on campus for children of women employees, Paternity Leave of 2 weeks for Male employees are offered by the Institution. Women are to be provided with feeding break once they join back after their maternity leave.