



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE

www.sathyabama.ac.in

7.1.1 Annual Gender Sensitization Action Plan and Related Activities

S.No.	Document
1.	Annual Gender Sensitization Action Plan
2.	Activities in support of Annual Gender Sensitization Action Plan
3.	Gender Equity Policy – https://sist.sathyabama.ac.in/download/igac/GenderEqualityPolicy.pdf



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1) Annual Gender Sensitization Action Plan

Sathyabama Institute of Science and Technology has 'due regard' in eliminating unlawful discrimination, harassment and victimization and any other conduct that is affecting the gender equality. The Institute sensitizes all the employees and the newly admitted students about the gender equity and regularly follows up with the related activities to ensure equal and unbiased measures. Girl students are motivated to participate in all the cultural activities, sports, NCC, debate, celebrations and art performance to ensure equal rights.

Women faculties and staff members are given equal participations in all the activities taking place in the institute throughout the year without any sign of gender discrimination. All the committees formed include women faculties and staff in appropriate numbers. Awareness programme for girl's safety and security are conducted on regular basis. Girl students are encouraged to keep up their physical fitness by making use of the separate gymnasium facility and are asked to participate in the regular yoga classes conducted by expert trainer for girls. There are many other sports facilities available for girls in the ladies hostel.

The Institute conducts regular meetings of the Grievance redressal committee for addressing the sexual harassment issues and to ensure the safety and security aspects at the institute. Different activities and seminars related to gender sensitization have been conducted by women empowerment Cell. Activities on women's rights are conducted by the School of Law and NSS wing. Many other events and programmes on gender equity, secured usage of social media and cyber security are conducted to increase the awareness and confidence level of girl students.

Institutional Data on % of Male and Female in 2022-23

Faculty / Students	Female	Male
Faculty	61 %	39%
Students	48%	52%

Challenges:

Majority of the courses offered are Engineering, Dental, Law etc., which are traditionally considered as male-preferred courses. Although, this trend is changing with more and more numbers of female students choosing such streams, there is still need for encouraging female students to opt for such career based courses.

Annual Gender Sensitization Action Plan

The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at the institute. The Action Plan will help us, over the next few years, to navigate and accelerate the gender equality journey that the institute must take to improve the engagement, retention and advancement of female staff and students.

Sathyabama commits to embed this plan, devoting appropriate resources to its implementation, monitor and report, evaluate and support to implement operational plans. Institute will continue to pursue and report on statistics of our staff participation. In adopting and implementing this Gender Sensitization Action Plan, our institute demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take the Institution-wide transformative actions to enhance inclusion for all.

Partnering to Address Gender Imbalance

We currently work with a wide range of partners to encourage and raise awareness and aspiration among female students. We regularly work with secondary schools to help develop perceptions of Various courses offered by the institute, the possible job opportunities and the overall personality development that as student of Sathyabama they would gain. We engage in visits to local and secondary schools promoting subject areas and encouraging girls school to pursue their higher studies. We actively support initiatives of our students who organize awareness events and rallies in the nearby villages and schools. The main goal of such events is to raise the level of awareness among female students as well as their parents, especially mothers, regarding health & hygiene, benefits of girls pursuing higher studies, and their legal rights, so as to empower them to take informed decisions.

Areas	Action	Responsibility	Action by	Timeline
Leadership Commitment to gender equality and addressing the imbalance	Board of Management to formally communicate and endorse Institute's commitment to gender equality to all staff, students and stakeholders	An increased awareness of top management level of commitment to address the imbalance	Vice Chancellor Director Administration	Continuous Process
Increase capacity of staff to address gender imbalance	Capacity Building	Increased gender competence	Women Empowerment Cell	Continuous Process
Enable women to have a wider role in governance and decision-making	Develop and implement a policy for improving the representation of women on decision-making Committees with a target of at least 50% women with the aim of achieving equal representation	Improved gender equality	Vice-Chancellor Director Administration Registrar	Continuous Process
Increased visibility of women	Ensure visibility of women and female role models in Institute Communications, events, meetings, Conferences and Panels	Providing platform for representation to minority gender	Dean Student Affairs Director Administration	Continuous Process
Influence school pupils' perceptions of industries and subject areas with high gender imbalances	Visits to local schools promoting subject areas to minority genders Visit of Sathyabama to provide first-hand experience to school students Use student testimonials and case studies to change perceptions	School pupils are less influenced by stereotypical perceptions. Career aspirations are widened and enhanced An increase in applications from minority gender Students	Student Committee Coordinators	Continuous Process

The use of extra-curricular activities to Address Gender equality	Develop initiatives to encourage students to question assumptions and popularly held	The impact of gender stereotypes on career choice is reduced	Student Committee	Continuous Process
To raise Legal awareness among female regarding various societal issues and the rights concerning women	To organize Legal awareness programmes such as guest lectures, rallies and workshops for gender discrimination, gender equality, sexual harassment, etc.	Improvement in knowledge among women regarding their own betterment	Dean, School of Law	Continuous Process
To raise awareness of the whole range of subjects and career choices available to both genders	Develop outreach programs specifically designed to improve the gender balance in the top most imbalanced courses offered by Sathyabama	An increase in the balance of Gender participation	Dean - Academic Dean – Student affairs Student Committee Coo radiators	Continuous Process
To ensure our Marketing processes Address the gender imbalance	Develop and promote minority gender case studies. Use website to promote the success of minority gender students. Develop a Gender Empowerment webpage	Tackling gender stereotypes Increasing stakeholders awareness of our commitment to gender equality Explicitly conveying a culture of gender inclusion, which will Hopefully attract further applications	Project Team	Continuous Process

To take action to ensure that minority genders at our Institution are supported and encouraged	Consult with minority gender students about how best to meet their needs Cross analyze student satisfaction in formation with gender Work in partnership with employers / recruiters to support and encourage transition of minority gender students	The minority student experience is enhanced Attainment and retention of underrepresented students is increased A reduction in barriers to gaining and progression within employment	Dean Student affairs Placement Cell	Continuous Process
Counselling	Provide staff Advisor / psychological counseling for students or faculty Members		Deans/ HoDs / Staff Advisors	Continuous Process
Anti-ragging/ Women and student grievances redressal committees	For monitoring and evaluation of gender equality in the institution	Regular meetings	Conveners of the Committee	Minimum Two Meeting per year
Continuation of Creche – Day care For children with adequate quality control services	Expansion of the existing capacities of institutions for the care of children	Expansion of the existing capacities of institutions for the care of children	Management	Continuous Process

Our partnership with local village bodies in the form of adopting the villages has informed us the issues to be addressed and the direction in which we need to focus our actions in the Action Plan for Academic Years.



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2) Activities in support of Annual Gender Sensitization Action Plan

Gender equity promotion programs organized by the institution during (2022-2023)



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LEGAL AWARENESS CAMP ON WOMEN & LAW

(Part of International Women's Day Celebration)

Organised by

SCHOOL OF LAW

&

STUDENT DEVELOPMENT CELL

ANTI HUMAN TRAFFICKING CLUB

DATE : 07/02/2023

PLACE : Mambakkam, Kanchipuram, district

TIME : 11.30 am to 1.30 pm

With the blessings of

Col. Dr. JEPPIAAR MA, BL, Ph.D
Founder Chancellor

Chief Patrons

Dr. MARIAZEENA JOHNSON B.E., M.B.A., M.Phil., Ph.D.
Chancellor

Dr. MARIE JOHNSON B.E., M.B.A., M.Phil., Ph.D.
President

Mr. J. ARUL SELVAN
Vice President

Ms. MARIA BERNADETTE TAMILARASI
Vice President

Ms. MARIA CATHERINE JAYAPRIYA
Vice President

Patron
Dr. T. SASIPRABA M.E., Ph.D.
Vice Chancellor

Convener
Dr. DILSHAD SHAIK M.L, M.B.A., Ph. D (Law)
Dean,
School of Law

Organizing secretary
Mrs. POOJASREE, M.L., (Ph.D)
Assistant Professor,
School of Law,



சத்தியபாமா

அறிவியல் மற்றும் தொழில்நுட்ப
(பல்கலைக்கழகமாக கருதப்படுகிறது)

AICTE ஆல் அங்கீகரிக்கப்பட்ட NAAC ஆல் கிரேடு 'A' உடன் அங்கீகாரம் பெற்றது



சட்டப் பள்ளி

மற்றும்

இலவச சட்ட ஆலோசனை மையம்

இணைந்து நடத்தும்

சட்ட உதவி முகாம்

இடம் - திருப்போரூர் உணின், தண்டரை பஞ்சாயத்,
ஓரத்தார் விள்ளகே.

தேதி - 19.02.2023 ஞாயிறுகிழமை

நேரம் - காலை 11.00 மணி

முதல் மதியம் 1.30 மணி வரை



தலைமை புலவர்கள்:

முனைவர் மரியசீனா ஜான்சன் B.E., MBA., M.Phil.,
Ph.D.,
வேந்தர்

முனைவர் மேரி ஜான்சன் B.E., M.B.A., M.Phil., Ph.D.,
நிறுவனத்தலைவர்



திரு. அருள் செல்வன் B.E., M.S.,
நிறுவனத் துணைத்தலைவர்

திருமதி மரியா பெர்னடெட் மிழரசி அருள்செல்வன்
நிறுவனத் துணைத் தலைவர்

செல்வி. மரியா கேத்தரின் ஜெயப்பிரியா
நிறுவனத் துணைத் தலைவர்

ஆதரவாளர்கள்:



முனைவர். சசிபிரபா M.E., Ph.D.,
துணை வேந்தர்

டாக்டர் இ.லோகசண்முகம் M.E., Ph.D.,
சார்பு துணைவேந்தர்

டாக்டர் எஸ்.எஸ்.ராவ் MBA., Ph.D.,
பதிவாளர்

டாக்டர் பி.ஷீலா ராணி M.S.,PH.D.,
ஆராய்ச்சி இயக்குனர்



டாக்டர் ஜி.சுந்தரி M.E.,PH.D.,
நிர்வாகம் இயக்குனர்



டாக்டர் இக்னி சபாஸ்டி பிரபு M.E.,PH.D.,
தேர்வு கட்டுப்பாட்டாளர்



அழைப்பாளர்

முனைவர். தில்ஷாத் ஷேக் M.L.,M.B.A,PH.D(LAW)
சட்டப் பள்ளி தலைவர்



அமைப்பு செயலாளர்

திரு . வி.ஆனந்த் குமார் M.L.,PH.D(LAW)
உதவிப் பேராசிரியர், சட்டப் பள்ளி



சட்ட ஆலோசனை மையம் உறுப்பினர்கள்

தலைவர்

ரா. கெத்சி மேக்தலின் 5th Year B.B.A.,LL.B(HONS)

துணைதலைவர்

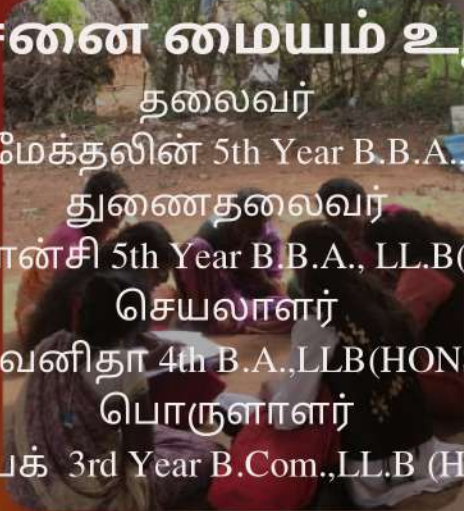
வே. ஜான்சி 5th Year B.B.A., LL.B(HONS)

செயலாளர்

த.வனிதா 4th B.A.,LLB(HONS)

பொருளாளர்

ஆ.தீபக் 3rd Year B.Com.,LL.B (HONS)





சத்தியபாமா

அறிவியல் மற்றும் தொழில்நுட்ப
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மற்றும்

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இணைந்து நடத்தும்

சட்ட உதவி முகாம்

இடம் - திம்மவராம் படவட்டம்மன் கோவில் அர்ச், செங்கல்பட்டு

தேதி - 22.01.2023 ஞாயிறுகிழமை

நேரம் - காலை 11.00 மணி
முதல் மதியம் 1.30 மணி வரை



தலைமை புலவர்கள்:

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நிறுவனத் துணைத்தலைவர்



திருமதி மரியா பெர்னடெட் தமிழரசி அருள்செல்வன்
நிறுவன துணைத் தலைவர்

செல்வி.மரியா கேத்தரின் ஜெயப்பிரியா
நிறுவன துணைத் தலைவர்



ஆதரவாளர்கள்:



முனைவர். சசிபிரபா M.E., Ph.D.,
துணை வேந்தர்

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தேர்வு கட்டுப்பாட்டாளர்

அழைப்பாளர்

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சட்டப் பள்ளி தலைவர்

அமைப்பு செயலாளர்

திரு . வி.ஆனந்த் குமார் M.L.,PH.D(LAW)
உதவிப் பேராசிரியர், சட்டப் பள்ளி

சட்ட ஆலோசனை மையம் உறுப்பினர்கள்

தலைவர்

ரா. கெத்சி மேக்தலின் 5th Year B.B.A.,LL.B(HONS)

துணைதலைவர்

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பொருளாளர்

ஆ.தீபக் 3rd Year B.Com.,LL.B (HONS)



சத்தியபாமா

அறிவியல் மற்றும் தொழில்நுட்ப
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சட்டப் பள்ளி

மற்றும்

இலவச சட்ட ஆலோசனை மையம்
இணைந்து நடத்தும்

சட்ட விழிப்புணர்வு முகாம்

தேதி - 28/06/2022 செவ்வாய் கிழமை

இடம் - ஆப்பூர் கிராமம் , செங்கல்பட்டு மாவட்டம்

நேரம் - காலை 11.00 மணி
முதல் மதியம் 1.30 மணி வரை

தலைமை புலவர்கள்:
முனைவர் மரியசீனா ஜான்சன் B.E.,
MBA., M.Phil., Ph.D.,
வேந்தர்

முனைவர் மேரி ஜான்சன் B.E., M.B.A.,
M.Phil., Ph.D.,
நிறுவனத்தலைவர்

திரு. அருள் செல்வன் B.E.,M.S.,
நிறுவனத் துணைத்தலைவர்

திருமதி மரியா
பெர்னடெட்தமிழரசி அருள்செல்வன்
நிறுவன துணைத் தலைவர்

ஆதரவாளர்கள்:

முனைவர். சசிபிரபா M.E.,Ph.D.,
துணை வேந்தர்

முனைவர். தில்ஷாத் ஷேக்
M.L.,M.B.A,Ph.D(LAW)

சட்டப் பள்ளி தலைவர்

திருமதி. பூஜாஸ்ரீ M.L.,(Ph.D)
உதவிப் பேரரசிரிய, சட்டப் பள்ளி

இலவச சட்ட ஆலோசனை மையத்தின்
தலைவர்:ரா. கெத்சி மேக்தலின் 5th Year B.B.A.,LL.B(HONS)
துணைத் தலைவர் :சோ. கீ. ஈஷ்வா 5th Year B.A.,LL.B(HONS)
செயலாளர்: வே.ஜான்சி 5th Year B.B.A.,LL.B(HONS)
பொருளாளர்: எம்.சுபாஸ் முத்துலிங்கம் 5th Year B.A.,LL.B(HONS)

LEGAL AID CLINIC 4TH EVENT

Title: Legal Awareness Program on Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)

MODE: offline

REPORT:

Introduction:

The Legal Aid Clinic of the School of Law at Sathyabama Institute of Science and Technology organized a Legal Awareness Program on Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) on Tuesday, 28th June 2022. The aim of the event was to provide legal aid to the villagers who work under the MGNREGS scheme, and also to create legal awareness on various issues like family disputes, civil disputes, cybercrime, 100 days wages scheme, and legal aid.

Methodology:

The event was held in Appur village, Chengalpattu district, and was open to all interested participants. The program was conducted by the student members of the legal aid committee. The camp was conducted with student presentations related to the MGNREGS scheme, and a skit and drama were performed to help participants understand the legal aspects in an easy way.

Key Speakers:

The event was organized and conducted by the student members of the legal aid committee. The speakers shared their knowledge and experience with the participants and provided insights into the legal aspects of MGNREGS scheme and other legal issues.

Findings:

The legal awareness program organized by the Legal Aid Clinic of the School of Law at Sathyabama Institute of Science and Technology was highly effective in providing legal solutions and support to the villagers who work under the MGNREGS scheme. The participants were actively engaged throughout the program and asked questions to the student members of the legal aid committee.

Conclusions:

The Legal Awareness Program on Mahatma Gandhi National Rural Employment Guarantee Scheme organized by the Legal Aid Clinic of the School of Law at Sathyabama Institute of Science and Technology was a great success. It provided a platform for the villagers to interact with student members of the legal aid committee and gain valuable insights and knowledge on how to protect their legal rights.

Recommendations:

Based on the success of this event, it is recommended that similar events be conducted regularly to continue educating the villagers about legal issues related to MGNREGS scheme and other legal issues. The School of Law at Sathyabama Institute of Science and Technology should continue organizing such events and take advantage of the student members of the legal aid committee to reach a wider audience. Additionally, the legal solutions and support provided during the event should be disseminated to a wider audience, including through publication or distribution of informational materials.

EVENT PHOTOS





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SCHOOL OF LAW ,LEGAL AID CLINIC

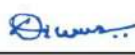
CERTIFICATION OF PARTICIPATION

THIS CERTIFICATE IS AWARDED TO

R.GETHCY MAGDALENE

participated in Legal Awareness Program on Mahatma Gandhi
National Rural Employment Guarantee Scheme (MGNREGS)
organized by the legal aid clinic, School of Law, Sathyabama
Institute of Science and Technology (deemed to be university)
held on 28th JUNE 2022


Dr. T. SASIPRABA
VICE CHANCELLOR


Dr. DILSHAD SHAIK
DEAN
SCHOOL OF LAW


Mrs. POOJASREE
FACULTY COORDINATOR, ADR CADRE
SCHOOL OF LAW



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A" by NAAC

Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai - 600 119, Tamil Nadu, India.



SCHOOL OF LAW

ORGANIZES

NATIONAL SEMINAR ON WOMEN EMPOWERMENT



DATE: 14/09/2022

TIME: 10 am to 12 pm

VENUE: Dr. Remibai Auditorium

WITH THE BLESSINGS OF
COL. Dr. JEPPIAR

MA., BL., Ph.D

FOUNDER & CHANCELLOR

CHIEF PATRONS

Dr. MARIE JOHNSON B.E., M.B.A., Ph.D

PRESIDENT, Sathyabama Institute
of Science and Technology

Dr. MARIAZEENA JOHNSON B.E., M.B.A., Ph.D

CHANCELLOR, Sathyabama Institute of
Science and Technology

PATRON

Dr. T. SASIPRABA. Ph.D

VICE CHANCELLOR, Sathyabama Institute of
Science and Technology

ORGANIZING SECRETARY

Ms. V. POOJASHREE, M.L., Ph.D

ASSISTANT PROFESSOR, School of Law,
Sathyabama Institute of Science and
Technology

ABOUT SATHYABAMA

Sathyabama Institute of Science & Technology is one of the Pioneer Institutions in India, imparting knowledge in the areas of Engineering, Science, Technology and Management, Law, Pharmacy and Nursing. It is accredited with "A" grade by NAAC and approved by AICTE, Government of India. It has been ranked in 41st position by the National Institutional Ranking Framework (NIRF), Government of India among the Universities in India for the year 2019 and ranked one among the top 50 Universities for the past four consecutive years. The Institution has been awarded 4 star ratings for Overall Performance by QS (Quacquarelli Symonds), the World's No.1 Ranking Agency. Sathyabama Institute of Science & Technology is a research intensive Institution and offers multi-disciplinary academic programmes at under graduate, postgraduate and doctoral level. It has a team of dynamic and outstanding faculty, innovative pedagogical practices and state of the art infrastructure. Sathyabama Institute of Science & Technology has alliances with leading Universities, Industries and research establishments across the world. It is a potential destination for students across the globe owing to its admirable academic and research ambiance. Sathyabama has secured the 39th Rank in the NIRF Ranking 2020. Ranked among top 50 Universities in the country for the 5th Consecutive Year.

ABOUT SCHOOL OF LAW

Sathyabama School of Law aspires to be an internationally-renowned Centre for research and teaching in law. School of Law is dedicated in advancing human dignity, social welfare and justice through knowledge of law. School of Law offers B.A.LL.B (Hons.), B.B.A.LL.B (Hons.), B.Com.LL.B (Hons.) and LL.B Programs. Our courses are academically rigorous, informed by the latest research. Courses are taught by dedicated, efficient and industrious faculty and a cadre of intellects that includes respected judges and experienced practitioners. We work with a wide variety of groups including the legal profession, policy makers, research bodies and organizations. This reflects our strength in many fields of legal and socio-legal research and this gives our students the opportunity to interact with internationally-respected scholars. Our programmes will prepare students for a career in the legal profession and

ABOUT THE SEMINAR

This Seminar is based on Women Empowerment. Women empowerment has become a significant topic of discussion in [development](#) and [economics](#). It can also point to the approaches regarding other trivialized [genders](#) in a particular political or social context.^[4] Women's [economic empowerment](#) is the ability for women to enjoy their right to control and benefit from the resources, [assets](#), [income](#) and their own time, as well as the ability to [manage risk](#) and improve their economic status and well being.^[5] While often interchangeably used, the more comprehensive concept of [gender empowerment](#) concerns people of any gender, stressing the [distinction](#) between biological and [gender as a role](#).

Nations, businesses, communities and groups may benefit from the implementation of programs and policies that adopt the notion of female empowerment.^[6] Empowerment of women enhances the quality and the quantity of human resources available for development.^[7] Empowerment is one of the main procedural concerns when addressing [human rights and development](#). Women's empowerment equips and allows women to make life-determining decisions through the different problems in society.^[3] They may have the opportunity to redefine [gender roles](#) or other such roles, which in turn may allow them more freedom to pursue desired goals.^[1]

For More Details, Contact:

Ms. V. Poojasree, M.L., PH.D

Assistant Professor,
School of Law,

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SCHOOL OF LAW

ORGANIZES

NATIONAL WORKSHOP ON GENDER EQUALITY



HER STORY



DATE: 20/01/2023

TIME: 10 am to 12 pm

VENUE: Dr. Remibai Auditorium

WITH THE BLESSINGS OF
COL. Dr. JEPPIAR

MA., BL., Ph.D

FOUNDER & CHANCELLOR

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ABOUT THE WORKSHOP

The Workshop will be based on Gender Equality. Gender Equality and Women's Empowerment are today accepted as vital development objectives, crucial for the realization of human rights and key to effective and sustainable development outcomes. In the context of post 2015 sustainable development agenda, it is important to remember that however impressive the progress may be, substantial and deep inequalities still persist in varying forms, even in domains where change has occurred. Women and Girls make up more than half the world's population and are often more deeply impacted than men and boys by poverty, climate change, food insecurity and lack of health care. In India, the real change came through after independence, when our constitution framers ensured that the Principle of Gender Equality is enshrined in the Indian Constitution in its Preamble, Fundamental duties and Directive Principles. Ending all discrimination against women and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering women and girls helps economic growth and development. UNDP has made gender equality central to its work and we've seen remarkable progress in the past 20 years. There are more girls in school now compared to 15 years ago, and most regions have reached gender parity in primary education. It is vital to give women equal rights land and property, sexual and reproductive health, and to technology and the internet. Today there are more women in public office than ever before, but encouraging more women leaders will help achieve greater gender equality.

For More Details, Contact:

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