

# **SAINTGITS Group of Professional Institutions**

## **GENDER AND EQUITY POLICY**

Women and girls represent half of the world's population and, therefore, also half of its potential. Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth. The main goal is to ensure equal opportunities for women and men by encouraging more gender-competent management in research, innovation and decision-making bodies, with a particular focus on educational institutions. SAINTGITS is committed to upholding the principle of gender Equity as enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of the human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all. SAINTGITS institutions will be a collective hub of diversities accommodating members from different region, languages, caste and gender. It follows the culture of Unity in Diversity and respects the individuality of various stakeholders.

SAINTGITS is an Equal Employment Opportunity provider. From recruitment level, SAINTGITS does not discriminate its employees and students based on their background. Though merit is the only consideration for selection of faculty and administrative staff, it gives special consideration for members from financially or socially challenged groups. Institutions are committed to ensuring gender equality in all academic and administrative matters. The women's forum at the institution level ensures the implementation of gender equity policy in the campuses.

The Colleges have the practice of the inclusion of women in all advisory and decision-making bodies. Colleges strictly adhere to the norms of reservation laid down by the state for admissions. The management has instituted various scholarships for supporting students from economically weaker communities. Apart from scholarships, if any student getting admitted in merit finds it difficult to continue studies on account of financial constraints, the Management would make all efforts to take care of that aspect so that s/he is able to complete the programme s/he has joined in.

Any type of gender barrier would be identified and removed. In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty and having open and closed sessions with faculty members of the appropriate gender for resolving issues, if any. The women cell / Faculty advisor/ counsellor interacts with students on various gender problems and personal distress to develop the sensitization of students and resolving the issues.