



**Shri Vile Parle Kelavani Mandal's**

**Institute of Technology, Dhule**

Approved by AICTE & Affiliated to DBATU

## **GENDER EQUITY POLICY**

### **Introduction**

The principle of Gender Equity is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. Gender Equity is the state of the equal ease of access to resources and opportunities regardless of gender. It also includes economic participation and decision-making and the state of valuing different behaviors, aspirations and needs equally regardless of gender.

### **Objective:**

- Creating a campus that promotes a culture of respect and equality among all without discrimination.
- To broaden the domain of knowledge and improve skills of women community.
- Strengthen efforts of institute Internal Complaints Committee (ICC) in bringing awareness around the issues of gender and sexual harassment in the institution.

### **Scope:**

The policy is applicable to all the staff and students of SVKM INSTITUTE OF TECHNOLOGY.

### **Policy**

SVKM IOT upholds the commitment of the institution to provide an environment free of gender-based discrimination. The modality of functioning is given below. The staff members and students are accountable for the implementation of the principles and standards presented in this policy:

- The college provides opportunities for staff members and students to participate in learning opportunities that enable them to adopt good practices in maintain gender equality.
- The college provides an inclusive learning environment for both the genders.



- Staff members and students in the college are expected to treat others with respect at all times.
- The college operates fair and transparent procedures for student assessment, progression, attainment of award and involvement in other college activities.
- The policy confirms that the staff members are offered equal opportunities within employment. Recruitment, selection and progression are determined only by merit.
- The institute provides fair and accessible opportunity for training and promotion of staff without gender discrimination.
- The Principal /The Heads of the Department actively promote gender equality at all levels of academic as well as administrative works.

#### **Internal Compliant Committee(ICC)**

ICC is constituted as per the guidelines of supreme Court,UGC, and Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, to provide protection against discrimination and sexual harassment of girls in institution and for the prevention and Redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. The Internal Complaint Committee will be responsible for the Redressal of complaints made by students and ensure time-bound treatment of the complaints as provided in the Act.

#### **SVKM IOT Internal Complaint Committee**

<b>Sr.no.</b>	<b>Name</b>	<b>Designation</b>	<b>Position</b>
1	Ms.Prerna Ikhar	Assistant Professor	Presiding Officer
2	Ms.Vijaylaxmi Bittal	Assistant Professor	Member
3	Ms.Farha Naz	Assistant Professor	Member
4	Dr.Sameer Goyal	Non-Government Organisation	Member
5	CA. Atul Patwari	Non-Teaching Faculty Representative	Member
6	Mr.Rahul Sharma	Non-Teaching Faculty Representative	Member

7	Miss Anjali A Mahajjan	Student Representative	Member
8	Mr.Rushikesh Sonawane	Student Representative	Member
9	Mr.Vishal P.Patil	Student Representative	Member

**Committee details Displayed in the Campus:**

Sr. No.	Name of Person	Designation	Position	Mobile No.
1	Ms. Prerana Ikhar	Assistant Professor	Presiding Officer	9923785207
2	Ms. Vijaylaxmi Bittal	Assistant Professor	Member	8424867047
3	Ms. Farha Naz	Assistant Professor	Member	9789540845
4	Dr. Sameer Goyal	Non-Government Organisation	Member	9552916993
5	CA. Atul Patwari	Non-Teaching Faculty Representative	Member	9075300073
6	Mr. Rahul Sharma	Non-Teaching Faculty Representative	Member	9405114982
7	Miss Anjali A Mahajan	Student Representative	Member	02562 297801
8	Mr. Rushikesh Sonawane	Student Representative	Member	02562 297801
9	Mr. Vishal P. Patil	Student Representative	Member	02562 297801

(Ref: AICTE Approval Process Handbook 2023-24, Appendix 6.3.41)



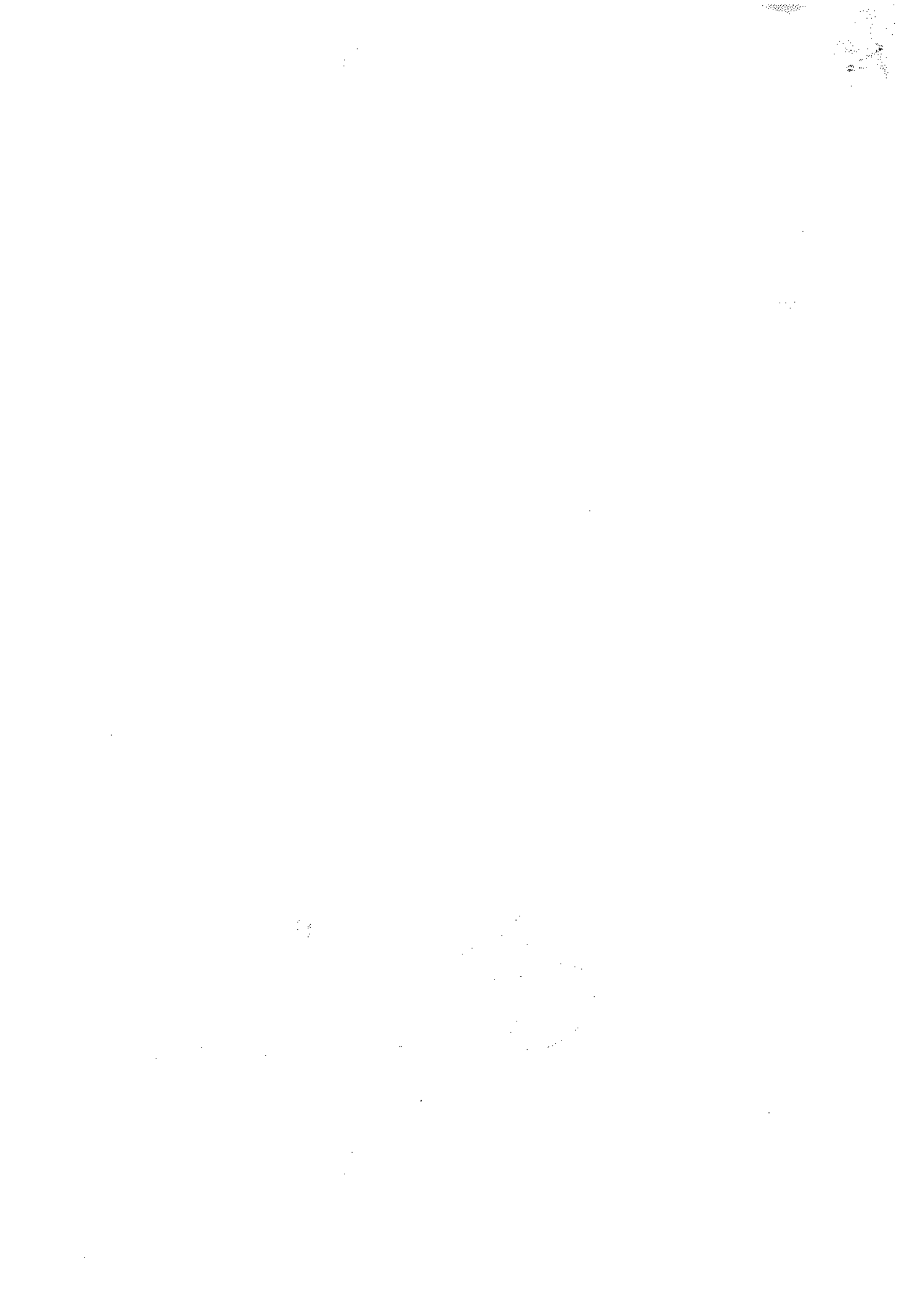
*Nilesh Salunkhe*

**Dr. Nilesh Salunkhe**

**Principal**

**SVKM Institute of Technology  
Principal**

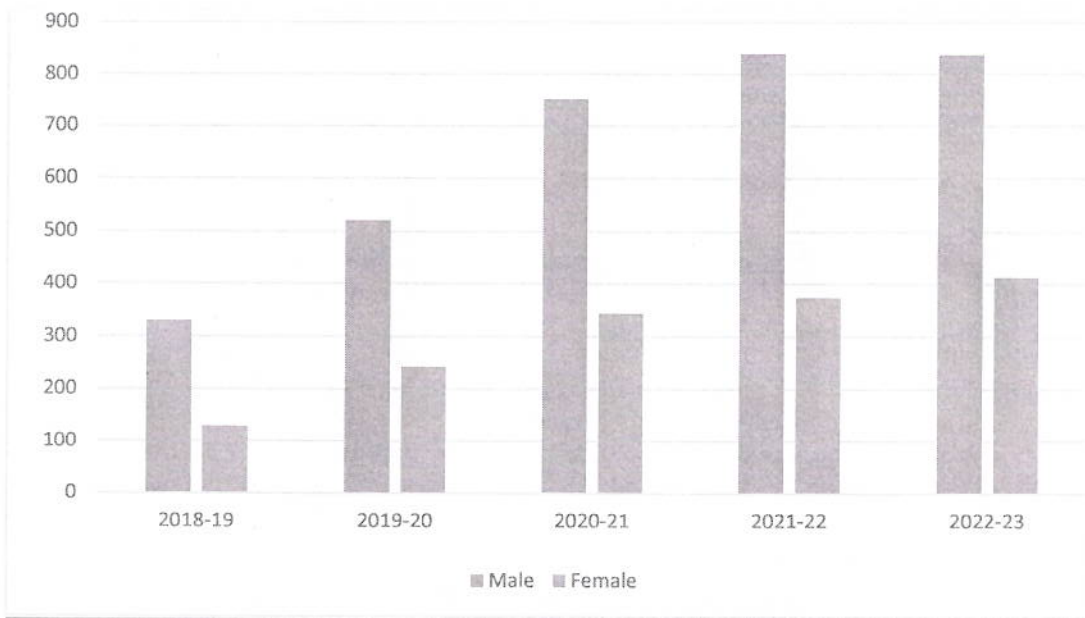
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## Gender Observations in Institute

### 1.Details of Total Students ratio in the college

Sr.no	Year	Male	Female	Total No. of Students
1	2018-2019	330	130	460
2	2019-2020	520	243	763
3	2020-2021	751	344	1095
4	2021-2022	839	374	1213
5	2022-2023	837	413	1250



**Fig: Ratio of total students**

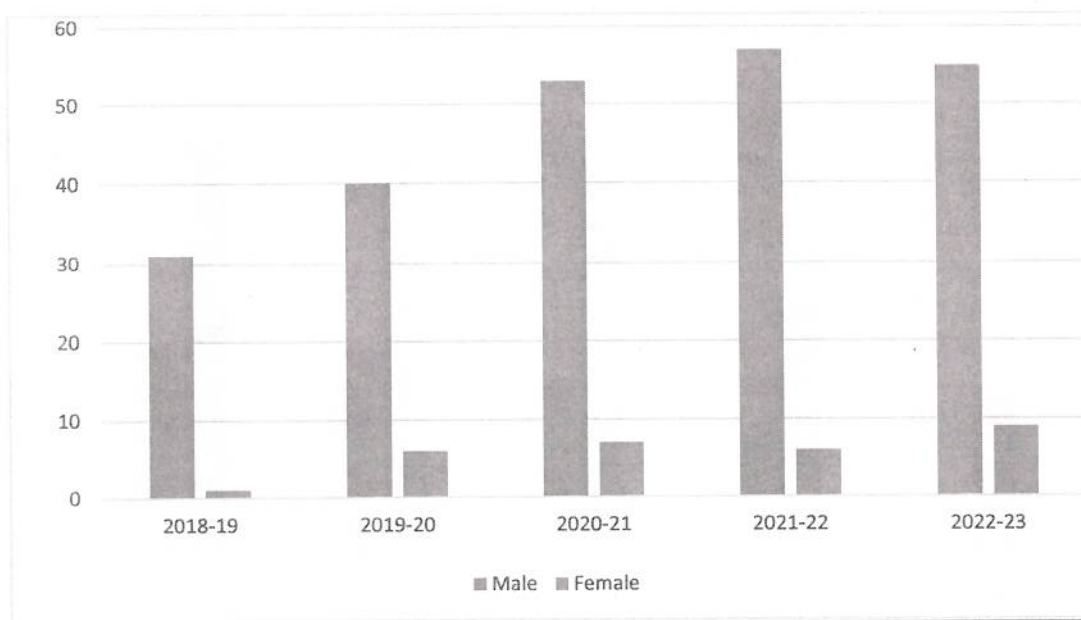
The Grouping of admissions of male and females for various courses is presented in the above graph. It can be clearly observed that the ratio of females admitted during 2018-19 is very less as compared the count in the 2022-23. The Count is gradually increasing year wise. The institute offers education at fair pricing because the students come from diverse social groups and low income background. The institute upholds to promote the equity policy in the campus with all fair means.



*Bahula*  
**Principal**  
SVKM's Institute of Technology, Dhule

## 2.Details of Total Ratio Teaching Faculty

Sr.no	Year	Male	Female	Total No. of Teaching Faculty
1	2018-2019	31	1	32
2	2019-2020	40	6	46
3	2020-2021	53	7	60
4	2021-2022	57	6	63
5	2022-2023	55	9	64



**Fig: Ratio of Teaching Staff**

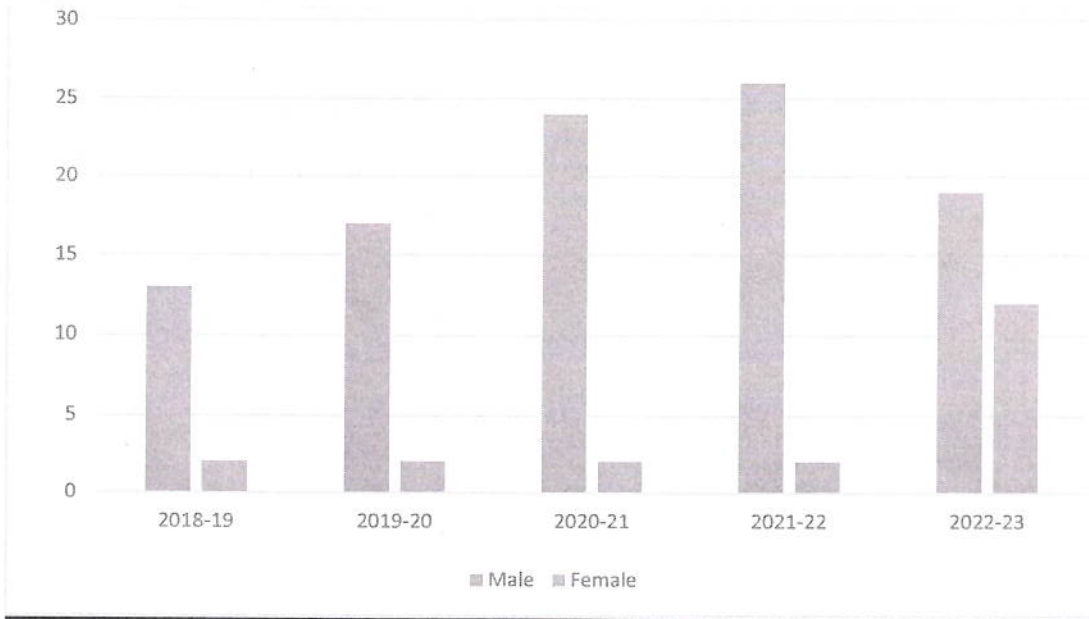
The above graph shows the data of Teaching faculties from previous years. It is clearly observed how the male and female count is increasing gradually year wise for various courses offered at the institute. It can be clearly observed that the ratio of females admitted during 2018-19 is very less as compared the count in the 2022-23. The institute upholds to promote the equity policy in the campus with all fair means from recruitment to probation process for the faculties.



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Principal  
SVKM's Institute of Technology, Dhule

### 3.Details of Total ratio of House Keeping staff

Sr.no	Year	Male	Female	Total No. of Cleaning Staff
1	2018-2019	13	02	15
2	2019-2020	17	02	19
3	2020-2021	24	02	26
4	2021-2022	26	02	28
5	2022-2023	19	12	31



**Fig: Ratio of Total House Keeping Staff**

The Housekeeping staff which includes both male and females in institute is observed from the above graph. It can be clearly observed that the ratio of female housekeeping staff is increased drastically from 2018-19 to 2022-23. The count is gradually increasing year wise keeping in the view as the ratio of female student admitted to institute is also increasing gradually. The institute upholds to promote the safety, security and healthy hygiene environment to the campus with all fair means.



*Dhule*  
**Principal**  
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