



Shri Gajanan Shikshan Sanstha's  
**SHRI SANT GAJANAN MAHARAJ COLLEGE OF ENGINEERING  
SHEGAON – 444203, DIST. BULDANA (MAHARASHTRA STATE), INDIA**

"Recognized by A.I.C.T.E., New Delhi" Affiliated to Sant Gadge Baba Amravati University, Amravati  
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## Gender Sensitization and Equity Policy

### Introduction

Institute is committed to promoting a safe, inclusive, and equitable learning and working environment for all members of our community, regardless of gender. Institute recognize the importance of gender sensitivity, gender equity, and the prevention of discrimination, harassment, and violence based on gender. This policy outlines our commitment to gender sensitization, equity, and the steps to be taken to achieve it.

### Objectives

The objectives of a Gender Sensitization and Equity Policy in a college typically include:

**Promoting Gender Equity:** To establish and promote a campus environment where all genders are treated equally and have access to the same opportunities, resources, and rights.

**Preventing Discrimination:** To prevent gender-based discrimination, harassment, and violence within the institution, including discrimination based on sexual orientation and gender identity.

**Promoting Awareness:** To actively promote awareness about gender-related matters, cultivate gender sensitivity, and nurture a culture of respect and inclusivity.

**Training and Education:** To provide gender sensitization training and education for all members of the college community, including students, faculty, and staff.

**Creating an Inclusive Environment:** To actively work toward creating an inclusive and gender-equitable environment where diverse gender identities and expressions are respected.

**Health Awareness:** To underscore the significance of women's health, hygiene, and nutrition, promoting their well-being and vitality.

**Regular Review:** To periodically review and update the policy to reflect changing needs and evolving understanding of gender-related issues.

### Measures initiated by the Institution for the Promotion of Gender Equity

Gender equity refers to the equal rights, opportunities, and treatment of all genders, regardless of their identity or expression. It is a fundamental human right of social justice. Gender equality aims to eliminate discrimination and bias based on gender, ensuring that individuals of all genders have the same access to resources, opportunities, and benefits in all aspects of life, including education, employment, healthcare, politics, and social participation.



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At Shri Sant Gajanan Maharaj College of Engineering, we demonstrate gender sensitivity through various initiatives and actions, fostering a safe, secure, and healthy atmosphere on campus. Students are sensitized through special lectures and functions.

### **Specific initiatives in key areas include:**

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

Ladies' hostels within educational institutions play a pivotal role, not only in providing accommodation but also in fostering an environment that upholds gender equity. At SSGMCE, we provide separate hostels for girls and boys, each equipped with excellent amenities and robust security arrangements. Ensuring the safety and security of female students in these hostels is not just a security concern; it is an integral part of advancing gender equity in educational settings. Safe and secure hostels contribute to an inclusive environment where all female students feel welcomed and valued. Gender equity begins with creating spaces where individuals of all genders have equal opportunities to thrive. When female students feel safe in their living quarters, they are more likely to access and excel in educational opportunities.

**24/7 Security Personnel:** Female security guards are employed to monitor the hostel premises round the clock. Security checkpoints are strategically positioned at entry and exit points across the campus, ensuring 24/7 vigilance.

**CCTV Surveillance:** Security cameras are installed at strategic locations, including entrances, classrooms, laboratories, and common areas. The camera footage is diligently monitored and securely stored.

**Female Warden Staff:** In girls' hostels, only female wardens and supervisors are appointed. Supervisors maintain a continuous 24/7 presence, and hostel wardens also reside within the hostel premises. Female sweepers are employed in each girls' hostel, and no males are allowed in the hostel premises without proper authorization.

**Hostel Leave Form Facility:** It is mandatory for all students to fill out hostel leave forms, which must be duly signed by wardens and supervisors. In some cases, wardens contact parents before granting permission. Strict entry times are enforced for all girls' hostels.

**Biometric Devices:** Biometric devices are installed at each gate for entry and exit. These devices collect fingerprint and facial recognition information from all hostellers. When leaving the campus, students must register their exit using fingerprint or face recognition. A text message is automatically sent to their parents' registered mobile numbers, providing information about their wards' movements.

In addition to the aforementioned initiatives, the institute also provides the following amenities to students:



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**Mess Facility for Girls:** A dedicated hostel mess is exclusively offered for girls within the hostel premises.

**Medical Facility in Campus:** The institute maintains a dispensary within the campus, staffed by well-trained doctors. All necessary medical facilities and emergency services are provided. An ambulance is available 24/7, and fire extinguishers are strategically placed in various blocks across the campus to enhance security.

**Discipline in Campus:** A Discipline Committee is in place to ensure the safety and security of students while monitoring their activities within the institution. The college maintains a zero-tolerance policy against eve-teasing and ragging.

**Counselling:** The institute operates a mentor-mentee program, pairing each student with a mentor who provides guidance on both academic and non-academic matters. Additionally, college-appointed counsellors motivate and guide students, fostering personal development.

**Awareness Programs:** The Women Development Cell actively organizes events and awareness programs on various gender-related issues. These initiatives include celebrations for International Women's Day, webinars, and workshops on gender sensitivity, all aimed at enhancing women's empowerment.

**IEEE Women in Engineering (WIE) Affinity Group:** The WIE Affinity Group operates at the institute level, organizing activities that promote and inspire women engineers and encouraging young girls to pursue careers in engineering.

**Health Facilities:** The institute provides different timings for girls to use the central gym located on campus. Various facilities are available to help students maintain physical fitness. Additionally, sanitary napkin dispensing machines and incinerators are available for use.

**Yoga and Meditation Hall:** Within the hostel, a dedicated Yoga and Meditation Hall is provided, as promoting holistic health and mindfulness is essential in nurturing the overall development and well-being of students. This tranquil space is designed to encourage physical and mental well-being among students. It offers a peaceful sanctuary where individuals can practice yoga, engage in meditation, and find solace amidst their busy academic schedules.



  
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