

Gender Equity Policy

Policy Statement:

Sanskriti School of Engineering is dedicated to promoting and fostering gender equity across all aspects of the institution. We recognize that gender equity is essential for creating an inclusive and supportive environment where all individuals have equal opportunities and are treated with fairness and respect. This policy outlines our commitment to gender equity and sets forth the principles and guidelines to be followed by all members of the institution.

Definition of Gender Equity:

- 1.1. Gender equity refers to ensuring fairness and justice in the treatment, opportunities, and outcomes for individuals of all genders.
- 1.2. The policy recognizes that gender equity does not mean treating everyone the same, but rather acknowledging and addressing the different needs, challenges, and experiences faced by individuals due to their gender.

Non-Discrimination:

- 2.1. Sanskriti School of Engineering strictly prohibits any form of discrimination or harassment based on gender, gender identity, gender expression, or any other gender-related characteristic.
- 2.2. All members of the institution, including students, faculty, staff, and visitors, have the right to be free from gender-based discrimination in all aspects of academic, employment, and social life.

Equal Opportunities:

- 3.1. The institution is committed to providing equal opportunities for individuals of all genders in education, research, employment, and leadership positions.
- 3.2. Policies and practices related to recruitment, admissions, hiring, promotions, and career advancement will be fair, transparent, and unbiased to ensure that no individual is disadvantaged due to their gender.

Gender-Inclusive Environment:

- 4.1. Sanskriti School of Engineering endeavors to create a gender-inclusive environment that respects and celebrates the diversity of all genders.




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4.2. Gender-inclusive language and imagery will be encouraged in all official communications, documents, and materials.

4.3. All members of the institution will be addressed and referred to using their preferred gender pronouns and names.

Training and Awareness:

5.1. The institution will provide training programs and workshops to raise awareness about gender equity, unconscious bias, and the importance of promoting an inclusive environment.

5.2. Faculty, staff, and students will be encouraged to participate in gender equity training to better understand the challenges faced by different genders and foster empathy and respect.

Gender-Based Violence and Harassment:

6.1. Sanskrithi School of Engineering maintains a zero-tolerance policy towards gender-based violence, sexual harassment, and any form of harassment or abuse.

6.2. Reporting mechanisms will be established to ensure that incidents of gender-based violence and harassment are promptly and effectively addressed, with appropriate support provided to victims/survivors.

Work-Life Balance:

7.1. The institution will promote work-life balance for all members, recognizing the diverse responsibilities and challenges faced by individuals due to their gender roles and responsibilities.

7.2. Efforts will be made to provide flexible work arrangements and support systems that enable individuals to balance personal and professional commitments.

Gender Representation and Leadership:

8.1. Sanskrithi School of Engineering will strive to achieve balanced gender representation in leadership positions, committees, and decision-making bodies.

8.2. Mentorship and leadership development programs will be implemented to support individuals of all genders in their career progression.

Monitoring and Reporting:

9.1. The institution will establish mechanisms to monitor and evaluate progress in implementing this gender equity policy.

9.2. Regular reporting and data collection on gender representation, pay equity, and incidents of gender-based discrimination will be conducted to identify areas for improvement.




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Policy Review:

10.1. This Gender Equity Policy will be periodically reviewed and updated to ensure its effectiveness and alignment with the evolving needs and best practices in promoting gender equity.

By adhering to this Gender Equity Policy, Sanskrithi School of Engineering aims to create an inclusive and supportive environment where all individuals have equal opportunities to thrive, contribute, and succeed, regardless of their gender identity.

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