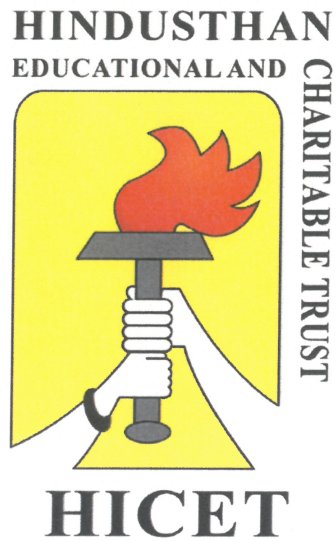


HINDUSTHAN COLLEGE OF ENGINEERING AND TECHNOLOGY

Coimbatore 641 032, Tamilnadu, India

Phone: 0422 4242424, website: www.hicet.ac.in



GENDER EQUITY POLICY

GENDER EQUITY POLICY

In Hindusthan College of Engineering and Technology (HiCET), Coimbatore Gender Equity Policy is one of the main objective from its inception. The logo of the institution itself is being designed with an intention to ensure the equality between the genders. The institution facilitates a number of gender responsive activities. This institution concerns gender equality from teaching to non-teaching faculty appointment and retention.

This institution has been started by well-established industrialist Shri.T.S.R.Kannaiyann and being managed by his life partner Smt.T.R.K.Sarasuwathi and their daughter Dr.K.Priya. Being the well-known women entrepreneurs in the town they care the administration and have equal importance in decision making.

We provide equal opportunities to both the genders from career guidance to extra and co-curricular activities. In HiCET, policies have been made to respond gender sensitivity positively. These policies ensure the equal opportunity, safety and dignity for all gender. Gender equity is successfully implemented and maintained here with more responsibility from administrators' level to student's level. Gender equality and equity aims at ensuring both woman and men (Staff and Students) equal equally in terms of dignity and rights. In HiCET all are performing towards non-discrimination of any kind and particularly those based on sex.

OBJECTIVES

Gender Equity Policy aims at achieving the following objectives:

- Creating serene ambiance to equip everyone to pay full attentiveness in their individual and teamwork.
- Facilitating the inhabitants to develop and demonstrate their intellectual potentials without bias.

- Providing guidelines that will facilitate equality and equity of opportunities for all gender in terms of accessing knowledge, employment opportunities, services as well as equality and equity of treatment by employers and all service providers at this Institution.
- Proposing institutional transformation of values, norms and practices, which hinder promotion of gender equality.
- Making guidelines with an intention to empower women as students and as members of staff so that they will feel as minority community.
- Providing guidelines that will enable the institute to ban discriminative practices, procedures and rules.

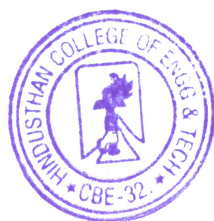
STATEMENT

HiCET shall be an equal opportunity employer by organizing and following policies and programs that will create equal opportunities for all gender staff in recruitment, staff and student development, training and retention.

FOCUS OF THE POLICY

- To Set affirmative action at the recruitment level to support an equal number of female employees in academic and administrative positions by defining female and male target percent levels.
- To establish mechanism accountability for managing and monitoring the extent to which each unit (college, faculty, department etc.) adopts and implements gender responsive plans for moving to the set target of 50/50 percentage ratio.
- To prepare operational policy of the HiCET and meticulously observing for the necessity of amendments to provide Staff Training and Development and make it implementable
- To maintain and to promote gender equality and gender equity in the vision and mission and all key policies of the institution.

- Ensure equitable distribution of all available resources, benefits and opportunities.
- To promote a proficient gender sensitive approach in teaching and learning processes.
- Providing a safe and secure campus to the female members with a Women Grievance Redressal Cell to prevent any sexual harassment.
- Promising girl students through a special merit scholarship scheme.
- Encouraging the girl students to benefit from distinctive employment programmes offered by various companies/organisations/Government agencies, etc.
- Providing separate placement training to girl students to support employment among female students.
- Evolving entrepreneurship spirit amongst girl students and expediting and supporting whichever start-ups by them under the Entrepreneurship Development Cell initiatives.
- Non-statutory committees like Women Empowerment cell, Grievance Redressal committee, Students Welfare committee, are formed in the college to enhance and implement the policy.



A red handwritten mark, possibly a signature or initials, is located to the left of the principal's name.

A green handwritten signature is written over the printed name of the principal.

PRINCIPAL

Hindusthan College of Engineering & Technology
COIMBATORE - 641 032