

Response:

Swami Vivekananda Institute of Science and Technology (SVIST) reflects a commitment to diversity and inclusivity. Our Institution has undertaken specific actions to champion gender equity.

The Institute proudly organises programs that consist of training sessions, workshops, and awareness campaigns that address unconscious biases, challenge stereotypes, and cultivate a culture of respect. Mentorship programs have been introduced to support the professional development of women. In addition to these, Women's Day is also grandly celebrated every year, thus encouraging female students and faculty members. Female students of our college also get opportunities to engage in a diverse range of sports activities like Table Tennis, Carom, etc.

The Institute enforces stringent policies against harassment, sending a clear message that such behaviour will not be tolerated. It creates a safe, secure and respectful environment for all by the installation of CCTV Cameras throughout the Campus. Apart from this, the Institute also has an active Women's Grievance and Redressal Committee against any kind of sexual harassment, so that women feel heard and supported, contributing to their overall well-being.

Recognizing the importance of diverse voices in the decision-making process, the Institute has women in the top positions as Principal and HODs. Further, Gender Equality in the Institute is ensured by maintaining a good number of intakes of Female Faculty members as well as students. Equal opportunities are given to both males and females without discrimination based on gender and all individuals are considered to be equal irrespective of their caste, gender, colour, profession and status.

The Institute also practices regular salary assessments, transparent pay structures, and a commitment to equal pay for equal work. To support work-life balance, our Institute implements flexible work arrangements and parental leave policies.

Regular Counselling Sessions are conducted both for the students and faculty members whenever required. An awareness program to educate about the various forms of harassment and violence has also been conducted as a part of the cultural fest, titled "Nirbhaya".

The following Gender Sensitization Action Plan is usually followed every year:

- Increasing awareness of gender equality by conducting various programmes.
- Monitoring workload allocation and ensuring transparency
- Maintaining gender balance in the appointment of faculty members.
- Conducting activities by Women's Cell to encourage girl students.
- Grandly celebrating International Women's Day.
- Encouraging women (both students and faculties) to play lead roles in college-related activities and social activities.
- To encourage teachers, an awards ceremony shall be included in Teacher's Day.