



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

GENDER EQUALITY AND EQUITY POLICY

Introduction

Institute of Aeronautical Engineering (IARE) has always been sensitive towards gender issues. In order to deal with issues related to gender, the institute has a gender policy in place which conforms to the guidelines of the Supreme Court on the matter. The institution continues to facilitate a number of gender-responsive activities. These activities include, among others, gender has been initiated to curb the imbalances among students and staff in terms of student enrolment, employment, and retention. Procedures and policies have responded to gender sensitivity positively and the process is ongoing. The success of the gender policy is the responsibility of all people at the policy, decision making, and implementation levels of our institution. They include the academic leaders and policymakers working at various units of the institution. The gender policy of the institute supports the efforts by ensuring a gender-sensitive work culture for all the employees. Gender equality and equity aim at ensuring both women and men (Staff and Students) are considered equal and treated equally in terms of dignity and rights. All at IARE are working towards non-discrimination of any kind and particularly those based on sex. The gender policy provides guidelines and frameworks for promoting gender equality and goes hand in glove with other policies in the country.

Objective(s)

The policy aims at achieving the following objectives:

1. To create a gender-sensitive work environment.
2. To promote and ensure equal access to the resources, responses, and services of the institute for both male and female students and employees.
3. To eliminate gender discrimination and harassment at the workplace and in program intervention areas as well
4. To ensure equity of treatment as a right for all equally

Major Elements of the Policy

- Giving priority to recruiting and retaining adequate female members at all levels of the organization to maintain gender balance in staffing pattern.
- Ensuring equal opportunities in terms of working condition, growth and training to all the employees, irrespective of gender.
- Assuring equitable representation and participation of both the male and female members in the Executive Board, Senior Management Team, and various functional committees of the institution
- Promoting and facilitating gender sensitive capacity building trainings to enhance perspectives and conceptual clarity on gender issues
- Ensuring participation of women employees in all the field level meetings and trainings.
- Providing a safe and secure campus to the female members with a Women Grievance Redressal Cell to deter and prevent any sexual harassment.
- Framing and disseminating information/rules to ensure safe and conducive environment for all the female members of the institution.

- Making Provisions for Maternity/Paternity leave benefits for the employees.
- Making all HR systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
- Ensuring the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity-building efforts of staff.
- Framing special admission policy for girl students and encouraging merit with scholarships.
- Encouraging the girl students to avail special employment program offered by various companies.
- Providing separate placement training to girl students to promote employment among the female students.
- Developing entrepreneurship spirit among girl students and facilitating and supporting any start-ups by them under the Entrepreneurship Development Cell initiatives.

Importance and Implementation at IARE

With the good number of students and faculties available in all departments, the IARE encourages students by providing scholarships for education, providing equal opportunity on the campus to participate and avail all facilities that are provided by the college. Non-statutory committees like Women Empowerment cell, Grievance Redressal Committee, Students' welfare committee, equal opportunity Committee are formed in the college to enhance and implement the policy.

Women Empowerment (WE)

The IARE has always strived towards the development and empowerment of women's fraternity through multiple ventures. Women Empowerment of IARE always focuses on "for the women" and "by the women".

- WEC comprises of vibrant faculty members and committed students and is jointly headed by the principal to work towards the progress of women in terms of nation-building, physical and emotional wellbeing.

Grievance Redressal Committee (GRC):

The IARE has a mechanism to deal with grievances related to students, parents, faculty/staff members, and other stakeholders. Grievance Redressal Committee is formulated in IARE to ensure an impartial mechanism for redressal of any grievance of Students/Parents/ Faculty/Staff members and other stakeholders and the grievances are resolved promptly, objectively, and with sensitivity in a completely confidential manner.

- GRC upholds the dignity of the college by promoting cordial student-student, student-teacher, and teacher-teacher relationships and advises the stakeholders to respect the right and dignity of one another, and not to behave in a vindictive manner towards any of them for any reason.
- Any stakeholder with a genuine grievance may approach the Grievance Redressal Committee to submit his/her grievance in writing or email to grievance@iare.ac.in or drop a letter with proper address in the grievance redressal box kept in the administrative block.
- Grievances submitted by the stakeholders are investigated and settled regularly with the cooperation of the respective Department / Office, maintaining confidentiality in managing the process, as the specific problem may require. The Grievance Redressal Committee at the IARE has emerged as the right forum to provide advocacy to all the stakeholders to express their grievances freely. It endeavors to ensure a responsive attitude among the stakeholders

Student Welfare Committee:

- The student welfare committee helps students at the IARE in their careers and life. An individual faculty mentor is assigned to every student to help them during their life at the IARE. The objectives of the student welfare committee include:
- To satisfy the learning needs of the students at all levels
- To achieve effective discipline and behavior inside the college premises
- To monitor the happy quotient of the students and strategies for improving it.
- To make a student to render useful contribution for the self-growth, department, and college
- To make the students derive enjoyment from their learning.
- To promote maintenance of cordial relationships with his/her fellow students and with the faculty members to create a conducive learning environment
- To create a platform for all students without any discrimination through one-to-one mentoring support

Equal Opportunity Committee:

The main objective of the Equal Opportunity Committee is to help and empower persons with disabilities, students to participate fully in the academic, intellectual, social, and cultural life of the institute on an equal basis. The Equal Opportunity Committee is established in the institution to address the issues related to all stakeholders belonging to Schedule Caste/Schedule Tribe, Other Backward Caste, Minorities, Persons with Disabilities (PWDs) & Women on a continual basis. The mission of the EOC cell includes

- To ensure that adequate opportunities are provided for participating in the programs organized by the college.
- To provide counseling for psychological support in meeting the needs of these students. To examine, help minority groups and girl students.
- To ensure a barrier free access to all buildings on the campus including Departments, Libraries, Hostels, offices and playground.