



A. J. Institute of Engineering and Technology Mangaluru



Approved by AICTE New Delhi, Affiliated to VTU Belagavi & Recognised by Govt. of Karnataka
(A unit of Laxmi Memorial Education Trust (R))

NH-66, Kottara Chowki, Mangaluru - 575 006. Ph : +91 824 2455048, 2862202 Mob.: +91 9483026503. Fax : +91 824 2862205
email : ajenggcollege@gmail.com | website : www.ajiet.edu.in

Dated :10/12/2016

GENDER EQUALITY POLICY

Policy statement

Gender equality policy ensures equal opportunities for women and men by promising a gender competent administration in every aspect at the institution. Gender equality uphold the principle as mentioned in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of the human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

Scope of the Policy

This Policy sets out the required conditions and standards for mainstreaming gender equality and procedures with a view to promote gender equality.

Objectives

To ensure institute provides equal access to the resources, and provisions for both boys and girl students and employees.

To maintain healthy relationship with the opposite gender among the students and staff too.

To ensure equal justice of treatment for all.

To ensure both women and men Staff and Students are considered equal and treated equally in terms of fairness, opportunities, and rights.

Institutional Initiatives for Gender equality

- AJ Institute of Engineering and Technology provide equal opportunity to all on the campus to represent individually and to avail all facilities that are provided by the Institute. Committees like Women's Welfare Committee (WWC), Grievance Redressal Committee, Students welfare committee, College Internal Complaint Committee (CICC) are formed in the college and implement the policy.
- Institute gives equal opportunity to both boys and girls during the admission process without any gender bias or gender discrimination.


Principal

A.J. Institute of Engineering & Technology
Mangaluru - 575 006

- The management and Head of the Institute make sure female staff members are identified and given equal opportunities in various functioning systems related to administration, committees, Heading the departments etc.
- Institute support the welfare of physically challenged individuals, by providing required facilities like Ramp accessibility, Wheelchair facility, Accessible rest rooms.
- Institute shows gender sensitivity through various initiatives by organizing various guest talks through the central committees on awareness programs, legal awareness, self-defence programs and various value-added activities such as welfare related talk, health, and hygiene sessions to ensure all the students are educated in all aspects and given awareness with respect to gender.
- Institute provides security amenities to all the students and employees especially for girls within the premises, through well managed security team, well-maintained 24-hour CCTV surveillance system.
- College discipline committee ensures proper rules and regulations are followed to avoid any behavioural complaints.
- The institute keeps visitors log register to record the details of any person entering the college premise to avoid any kind of risk.
- Safety is ensured to inmates of girl's hostel and is located within the campus boundary. Residential wardens are appointed to ensure safety for hostel inmates.

With all the above-mentioned initiatives institute balances the gender equality with well managed gender sensitivity actions and equal opportunities.

The management of A J Institute of Engineering & Technology reserves the right to amend the policy issued as and when it is required.

for **A.J. Institute of Engineering & Technology**

For LAXMI MEMORIAL EDUCATION TRUST (R.)
A.J. INSTITUTE OF ENGINEERING OF TECHNOLOGY

President

President

Date: 10/12/2016



Principal

A.J. Institute of Engineering & Technology
Mangaluru - 575 006