



**Marri Laxman Reddy Institute of Technology and Management**

**(UGC Autonomous)**

**Dundigal, Hyderabad – 500043**

**Gender Equality and Equity Policy**

**With effect from 14<sup>th</sup> April 2016**

## **Gender Equality and Equity Policy**

### **Introduction**

MLRITM has consistently demonstrated a strong commitment to addressing gender-related concerns. In alignment with the Supreme Court's guidelines, the institute has implemented a comprehensive gender policy aimed at fostering a gender-sensitive academic and work environment.

This policy supports a range of gender-responsive initiatives designed to address imbalances in student enrolment, employment, and retention. Our institutional procedures actively promote gender sensitivity, and this effort is ongoing. The success of this policy rests with individuals at all levels—including policymakers, academic leaders, and administrative personnel—across various departments and committees.

The gender policy seeks to establish a work culture that is inclusive and respectful of all individuals, ensuring equal dignity and rights for men and women alike. MLRITM is committed to eliminating all forms of discrimination, with a particular focus on gender equality. This policy aligns with national gender frameworks and supports inclusive institutional development.

### **Objectives**

The key objectives of the Gender Equality and Equity Policy are:

1. To create a gender-sensitive and inclusive work environment.
2. To ensure equal access to institutional resources, services, and opportunities for all students and employees, regardless of gender.
3. To eliminate gender-based discrimination and harassment within the campus and in all programmatic interventions.
4. To ensure equitable treatment and uphold it as a fundamental right for all individuals.

### **Key Elements of the Policy**

- Prioritizing the recruitment and retention of qualified women at all levels to maintain gender balance in staffing.
- Ensuring equal opportunities in terms of working conditions, professional development, and career advancement for all employees.
- Guaranteeing balanced representation and participation of men and women in the Executive Board, Senior Management, and all institutional committees.

- Organizing gender-sensitivity training and capacity-building programs to enhance awareness and understanding of gender issues.
- Promoting full participation of women employees in field-level meetings and training programs.
- Maintaining a safe and secure campus through the establishment of a Women's Grievance Redressal Cell to prevent and address instances of sexual harassment.
- Developing and disseminating clear policies and rules that foster a safe and respectful environment for all women on campus.
- Providing maternity and paternity leave in line with institutional policies.
- Integrating gender-sensitive practices into all human resources systems, including performance appraisal frameworks.
- Incorporating gender sensitivity as a key consideration in staff recruitment and training processes.
- Encouraging the enrolment of female students through special admission policies and merit-based scholarships.
- Supporting female students in accessing employment opportunities offered by various companies.
- Offering dedicated placement training programs tailored for female students.
- Nurturing entrepreneurial skills among female students and supporting their start-ups through the Entrepreneurship Development Cell.

### **Policy Implementation and Institutional Support at MLRITM**

MLRITM is home to a diverse student and faculty population across departments and is committed to upholding equal opportunities through scholarships and inclusive participation. To further reinforce this commitment, several non-statutory committees have been formed, including:

- Women Empowerment Cell
- Grievance Redressal Committee
- Student Welfare Committee
- Equal Opportunity Committee

These committees actively contribute to the successful implementation and enforcement of the gender policy.

### **Women Empowerment Cell**

The Women Empowerment Cell at MLRITM plays a vital role in promoting the advancement of women within the institution. Comprising dedicated faculty and student members, the cell operates under the guidance of the principal. Its mission is to foster women's development in areas such as leadership, well-being, and nation-building through

diverse initiatives and programs.

### **Grievance Redressal Committee**

MLRITM has established a robust and confidential grievance redressal mechanism to address concerns raised by students, parents, faculty, and staff. The Grievance Redressal Committee is tasked with handling complaints impartially and sensitively.

#### **Key Functions:**

- Promotes harmonious relationships among students, faculty, and staff by encouraging mutual respect and non-retaliatory conduct.
- Allows stakeholders to submit grievances via email at [grievance@mlritm.ac.in](mailto:grievance@mlritm.ac.in) or through a physical drop-box located in the administrative block.
- Ensures grievances are resolved promptly and fairly with the support of relevant departments.
- Provides a safe space for stakeholders to express concerns and fosters a responsive institutional culture.

### **Student Welfare Committee**

The Student Welfare Committee at MLRITM supports students' academic and personal development. Each student is assigned a faculty mentor to guide them throughout their college journey.

#### **Functions:**

- To address students' academic and emotional needs effectively.
- To uphold discipline and constructive behaviour on campus.
- To monitor and improve student well-being and satisfaction.
- To enable meaningful contributions by students to their department and institution.
- To ensure students derive joy from their learning experiences.
- To foster respectful relationships among peers and faculty.
- To provide inclusive mentorship and support without discrimination.

### **Equal Opportunity Committee**

The MLRITM is committed to provide an environment that promotes diversity and respects everyone regardless of color, religious belief or cultures. While maintaining diversity of all kinds, it also commits to ensuring protection of everyone including minorities and acting as per the provisions of constitution of India in such matters. In order

to create a living and working environment where all students feel safe and respected, there is a need to establish an SC, ST and (BC Cell) Minorities Cell with the following objectives

**Functions:**

- To ensure provisions for an environment where all such students feel safe and secure.
- To provide prompt counselling for any emotional emergencies arising on account of any events at the campus.
- To provide a mechanism to redress the grievances of SC, ST and B.C (minority) students, if any.
- To ensure protection and reservation as provided in the constitution of India.
- To arrange for special opportunities to enhance the career growth of these students such as through competitive examination coaching.

