



ADHIYAMAAN COLLEGE OF ENGINEERING (Autonomous)

Affiliated to Anna University- Chennai & Approved by AICTE - New Delhi.

Accredited by NBA - New Delhi & NAAC - UGC - New Delhi.

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GENDER EQUITY POLICY

Guiding Principle

In 2013 parliament has passed the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. This law is a key development that empowers women in the battle against gender-based mistreatment. Our policy framework envisioned based on the Indian Government act with the following objectives.

Policy Statement

Adhiyamaan College of Engineering is committed to supporting gender equity in our workplace. We aim to ensure that all staff have the same opportunities, values, rights and respect, regardless of their gender. The main purpose of gender equity policy to ensure that a gender equity based approach to all of its Institutional operational activities.

- Gender equity is the process of being fair to women and men. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources and responsibilities.
- Gender *equity* leads to gender *equality*, where there are equal rights, responsibilities and opportunities for women and men.
- Ensure Committee as a workplace provides equitable opportunities for its male and female employees and maintains an Institutional culture which supports gender equity in the campus.
- Promote a family friendly workplace for men and women through the following activities;
 - Flexible working arrangements for teaching and Non-teaching staffs.
 - Regular review of policy, procedures and strategies to ensure gender equity principles are maintained.
- Create an equitable, respectful and enabling environment for men and women within the Institution through the following activities;
 - Ensure that there is gender representation in all cross functional teams, interview and assessment panels
 - Ensure that gender equity exists with regard to remuneration of employees

Empowered Committees for proper implementation of Gender Policy

- Women Empowerment Committee
- Internal Complaint Committee (ICC)
- Grievance redressal committees
- Anti-Ragging Committee
- Discipline Committee




PRINCIPAL

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