MITS

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(Deemed to be University under Section 3 of UGC Act, 1956)

GENDER EQUITY POLICY

Document Information	Details
Policy Number	MITS/SDG/GEP-2024/05 | Revision 01 (2026)
Effective Date	23 September 2026
Review Date	23 September 2028
SDG Mapping	SDG 5 – Gender Equality

1. Policy Statement

MITS is committed to equitable access, safety, respect and opportunity for all genders in admissions, teaching, research, employment and leadership. Gender-based discrimination, intimidation and harassment are prohibited. This commitment includes non-discrimination against women and transgender persons and protection for those who report discrimination in good faith.

2. Purpose and Objectives

- Promote fair application and entry opportunities for women and other eligible applicants.
- Support equitable academic participation, recruitment, training, advancement and access to campus services.
- Provide clear reporting pathways and protect persons raising good-faith gender-discrimination concerns.
- Maintain evidence relevant to the institutional SDG 5 indicators listed in the policy box.

3. Scope

The policy applies to students, applicants, teaching and non-teaching employees, contract staff, visitors and service providers in University-controlled academic, employment, campus and official online activities.

4. Definitions

Gender equity: Fair treatment and access to opportunity, recognising that appropriate support may be needed to remove barriers. Gender discrimination: Unjustified adverse treatment based on gender or gender identity. Retaliation: Adverse action against a person for making or assisting a complaint in good faith.

5. Policy Provisions

1. Admissions, evaluation, recruitment, professional development and employment decisions shall rely on communicated, job- or merit-relevant criteria, subject to applicable lawful provisions.
2. The University shall work to prevent gender bias in learning, leadership opportunities, committee participation and access to facilities and support services.
3. Designated offices shall consider reasonable privacy, safety and welfare needs and maintain gender-sensitive awareness and support arrangements.

4. Sexual harassment at the workplace shall be addressed through the Internal Committee under applicable POSH requirements. Other gender-related concerns shall be directed to the appropriate grievance or administrative channel.
5. Good-faith complainants and witnesses shall be protected against retaliation, and complaint records shall be handled confidentially under applicable procedures.

6. Implementation and Monitoring

Office / Cell	Responsibility
Women Empowerment Cell / Gender Equity and Monitoring Committee	Promote equity, awareness and policy follow-up.
Internal Committee (POSH) / Grievance Redressal Cell	Receive and handle cases within assigned mechanisms.
Admissions / HR / Heads of Departments	Apply fair selection, employment and academic processes.
Security / Administration / SDG Cell	Support safe facilities and collate anonymised review evidence.

7. Violations and Corrective Action

Allegations shall be examined by the competent authority using a fair and confidential process. A substantiated violation may lead to corrective measures or action permitted under applicable conduct rules and law, including referral to the appropriate specialised committee.

8. Awareness and Training

The University shall encourage gender-sensitisation programmes and observance of International Women's Day (8 March) and International Transgender Day of Visibility (31st March), with event and participation records maintained.

Prepared by
SDG Cell Coordinator

Ch. Srinivas
(CH. SRINIVAS)

Reviewed by
Assistant Dean Accreditations

Pavan
(Dr. A V. Pavan Kumar)

Approved by
Registrar