



MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(UGC-AUTONOMOUS INSTITUTION)

Affiliated to JNTUA, Ananthapuramu & Approved by AICTE, New Delhi

NAAC Accredited with A+ Grade,

NBA Accredited - B.Tech. (CIVIL, CSE, ECE, EEE, MECH), MBA & MCA.



GENDER EQUITY POLICY

Policy Number : MITS /SDG/GEP-2024/05

Effective Date : 23 September 2024

Review Date : 23 September 2026

SDG Mapping:

SDG 5 – Gender Equality

1. Policy Statement

MITS is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an **equitable environment free of all forms of gender bias**, harassment, exploitation, intimidation and discrimination.

Every member of MITS should be aware that while the MITS is committed to right to freedom of expression and association, it strongly supports gender equality environment in admissions, learning, teaching, research, administration and management. This policy known as gender equity policy **opposes any form of gender discrimination**, while also providing protection to any person reporting gender discrimination.

2. Purpose

- To comply with India's support for gender equity, sensitivity and **equal opportunity (including Women Applications and Entry)** as expressed in **Articles 14, 15, 19(1)(g), 21** of the Constitution of India.

- To align **institutional practices** with UN

SDG 5.3.2 **Policy for women applications and entry**

SDG 5.6.1 **Non-discrimination against women**

SDG 5.6.2 **Non-discrimination policy for transgender**

SDG 5.6.8 **Policy protecting those reporting discrimination**



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- **To eliminate all forms of discrimination against trans-gender.**
- **To provide protection to anyone who senses discrimination at the Institute and reports it to the concerning higher official.**
- To provide women specific infrastructure facilities in the campus.

3. Scope

This policy applies to:

- All students, faculty, administrative staff, support personnel, visitors, vendors.

4. Definitions

- **Gender:** While the term ‘Gender’ in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the **term gender will refer to women and trans-gender.**
- **Equity:** It means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities will be required.
- **Institutional Practices:** Applications, Entry (Recruitment), promotions, employee benefits, opportunity for leadership, selection of staff for professional development, **gender diversity is mandatory in the formation of any committee**, award of gender specific leave, student admission and evaluation.

5. Policy Provisions

Gender equity will be exercised in all the institutional practices.

6. Implementation & Monitoring

Cells/Departments Responsible	Responsibility
Women Empowerment cell	Policy enforcement and awareness drives



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Gender Equity and Monitoring Committee	
Security Personnel Grievance Redressal Cell Internal Complaints Cell	Monitoring and reporting violations

7. Violations & Penalties

1. Even a first-time offender will face:
 - a. Disciplinary action under the student/staff conduct rules
 - b. Community service or awareness campaign participation
 - c. Escalation to the Disciplinary Committee.

8. Awareness & Training

- International Women's Day (8th March) will be commemorated.
- Either of these days, International Transgender Day of Visibility on 31st March, or National Transgender Day on 15th April of every year will be commemorated to honour trans gender people.

9. Review and Amendments

This policy will be reviewed every **two years** by the cells responsible for policy enforcement and awareness drives mentioned in S.no. 6. The policy will also be reviewed earlier if necessitated by government guidelines or institutional needs.

Prepared by

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