

# **KIT-KALAI GNARKARUNANIDHI INSTITUTE OF TECHNOLOGY**

**(An Autonomous Institution)**

**COIMBATORE – 641 402.**

## **7.1.1.**

### **Measures initiated by the Institution for the promotion of gender equity during the last academic year**

KIT has a robust gritty philosophy that is based on inclusivity. We perceive highest ethical standards in all our activities. Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Equivalent opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to enrolment of the employees as per the roaster. Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development.

#### **(a) Protection and Safety:**

- Well-trained and cautious women Warden and Assistant Wardens are been appointed to the Girls Hostel inside the campus.
- Security checkpoints are provided at all campus entries and exits.
- Rotational duty by all faculty members has been deployed for discipline and security.
- Strict implementation of Anti-Ragging measures and keeping the campus ragging free.
- Awareness campaigns on women safety and gender sensitivity through street plays rallies and camps by NSS and NCC student volunteers.
- Security guards are deployed at main gate and students with valid identity cards are allowed into the campus.
- The college campus is under surveillance with CC cameras installed at prominent locations.
- Sufficient lighting is provided in the campus during nights in case of extension of regular hours for placements or cultural activities
- Women faculty members accompany girl students when they participate in outdoor co-curricular activities and extra-curricular activities
- The college ensures social security through Anti-Ragging Committee and Grievance Redressal Committee.

(b) Counseling

- Faculty counsel the students during mentoring regarding academic performance, career plans and personal issues.
- Head of the Department monitors the students and counsel the students regarding their psychological issues.
- Guest lectures are arranged by Women Cell to address health, stress or gender sensitization issues.
- Eminent persons from police department and constitutional members are invited to counsel the students regarding ragging, eve teasing and harassments during college events.
- Formal and informal avenues for counseling male and female students and staff for academic and other issues/problems.
- Business Advisory Sessions provide free counseling to various MSMEs.
- Faculty Placement Cells and Alumni Placement Assistance Cell extends support in educating the girl students regarding career plans and entrepreneurship policies.
- Health Counseling, Values Counseling, Career Counseling takes place periodically.