

**SUMMARY SHEET**

Criteria-7: Institutional Values and Best Practices

Metric No. and type	Description	Weightage
7.1.1, QIM	Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc	10

Response

A gender audit is a comprehensive assessment of an organization's policies, practices, and culture to identify and address gender disparities. The organization has goal to promote gender equity and create a more inclusive and diverse environment. Here are key steps and measures adopted for conducting a gender audit and promoting gender equity.

Admission Scholarship: To promote the gender equity, the eligible students are provided with equal opportunities in getting scholarship based on various schemes.

Activities related to gender equity: The Women Empowerment Cell and College Internal Complaint Committee is promoting gender equity and equality for all the students and staff of the college. It also encourages the students to participate in the various activities under NSS, NCC, sports events and there is Gymnasium facility in the campus which will be equally used by men and women.

Appointment of faculty and staff: The men and women appointed in the college are in a equal percentage. Many of the women are in leadership position.

The facilities provided are:

1. Safety and Security
2. Counselling
3. Common Room

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1. Safety and Security

- The institute has placed up a well-organized and efficient security system to ensure employees and students' safety in the campus.
- The entire campus is constantly monitored by a well-trained team of security personnel headed by security officer.
- The centralized CCTV surveillance system in all the blocks of the campus works for 24X7 and the vigilant and alert security staff make sure that no unwanted incidents happen in and around the campus.
- SMVITM has ensured that the campus is free from ragging in any form, right from its inception. An active anti-ragging committee and squads are functioning in the campus throughout the year to ensure that no student is subjected to any kind of ragging within the campus.
- The Institute provides medical aid for the students in emergency cases. Local doctors visit the institute and are available on call to attend to any urgent medical needs of the students and staff.
- Under a group medical insurance scheme, all the staff and students of SMVITM are insured against accident and death.
- Ample lighting is made available in the Institute and hostel surroundings to ensure safe passage to all students and staff.
- Institute has separate hostel blocks for boys and girls and separate caretakers have been appointed for them.
- Institute premise is accessible only by entry through its main gate after the security check.
- Male and female staffs are made in charge covering every college bus to ensure the safety of all commuters.

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2. Counselling

- Institute has close tie-up with leading hospital for mental health (AV Baliga), to provide counselling whenever needed. There are lay counselors in the college who have been continuously trained by Nimhans and AV Baligha hospital.
- Regular programs are conducted to increase the awareness among students about mental health and related issues.
- The Institute has a mentor scheme where each mentor is allotted a group of around 20- 25 students to take care of academic and other aspects of the student from first year to fourth year of their Engineering course.
- The faculty of respective subjects often carryout academic counselling of the students. The mentors are responsible for the overall counselling (academic or personal) of the students and they will refer to the lay councilors.

3. Common Room

- Ladies' common room is located in the main academic block, and boys' common room is situated in first basement of library block.
- Facilities like- sanitary pad dispenser, incinerator, table, chair, mirror, bed, etc. are made available for their use. Boys' common room has facilities like- table, chair, bed, etc.
- Apart from this, for hostel inmates, a separate recreational room is provided with TV, games facility.
- Mess hall with ample seating capacity is provided which is accessible to all irrespective of gender

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4. College Internal Complaint committee

The Committee Shall

- Provide assistance if an employee or a student chooses to file a complaint with the police;
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violation;
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervise, as required during the pendency of the complaint, or also provide for the transfer of the respondent;
- Ensure that victims or witnesses are not victimized or discriminated against, while dealing with complaint of sexual harassment.

5. Women Empowerment and equal opportunity Cell

- WEC create the awareness on the objectives of WEC amongst girl students for their enthusiastic participation
- The cell encourages women to undertake activities that strengthens their self-confidence
- The cell organizes the sessions on gender equity and also conducts the programs on equal opportunity for male and females of the institution
- It organizes the program on health, self-defense, celebrates the Women's Day, creates the awareness among the students about gender equity



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Supporting Documents

SL No.	Description	Link
1	Gender Audit Report	View Document
2	Facilities – Geotagged photos	View Document
3	Antiragging Committee Details	View Document
4	WEC Committee - Details	View Document
5	CICC committee- Details	View Document
6	Counselling Cell- Details	View Document
7	CCTV Surveillance Details	View Document

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