



Sri Sai Vidya Vikas Shikshana Samithi ®

SAI VIDYA INSTITUTE OF TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to VTU, Belagavi, Recognized by Govt. of Karnataka

RAJANUKUNTE, BANGALURU 560 064, KARNATAKA

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INSTITUTIONAL POLICY FOR “GENDER EQUITY/WOMEN EMPOWERMENT”

(With effect from March 1st 2017)


CONCEPT AND OBJECTIVE OF THE POLICY:

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favor of women. Within the framework of a democratic polity, our laws, development policies, Plans and programs have aimed at women's advancement in different spheres. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women.

INITIATIVES/MEASURES:

The following are the proposed gender equality initiatives to be implemented in the institute to facilitate gender equity and their development and empowerment.

1. Creating an environment through positive social policies for full development of women to enable them to realize their full potential
2. Starting Women cell to promote general well-being of female students, teaching and non-teaching women staffs and to promote a culture of respect and equality for female gender.
3. Strengthen the Anti-Sexual Harassment committee/College Internal Complaint committee and Anti ragging committee for the elimination of discrimination and all forms of violence against women and the girl child
4. Mainstreaming a gender perspective in the development process
5. To promote entrepreneurial attitude among young girls at the earliest.
6. Conduct various activities on women empowerment through women cell and arranging talks on legal rights of women by experts


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7. Equal access to participation and decision making in quality education at all levels, employment, safety, social security and public office etc.
8. Changing societal attitudes and community practices by active participation and involvement of both men and women.

ZERO TOLERANCE POLICY OF SVIT

Zero Tolerance Policy Multi-ethnic Institution promising equal opportunities irrespective of Caste, Creed, Religion, Language, Gender, Ethnicity or Citizenship. It strongly intends to maintain such 'equality with equal opportunity' under its "Zero Tolerance Policy".

Issues covered under zero tolerance policy of SVIT are:

- Misbehaviour and unsavoury remarks against Women (applicable to both women staff & girl student).
- Filming videos on Campus without express written permission of
 - a. Your Proctor & HOD (for students) under intimation to Head of Institution.
 - b. Your Head of Institution (for Employee).
- Any sharing or forwarding of private videos, pictures, write-up about employees or students or about Sai Vidya Institute of Technology on Face book, Twitter, You Tube etc. is henceforth prohibited and shall come under the zero-tolerance policy if it goes beyond norms of decency and privacy of individuals.
- Pictures on use, with or without license in SVIT Campus or outside by Employees and students shall be taken as a serious offence under the Zero Tolerance Policy.
- Possession, carrying or use of alcohol, drugs, tobacco is strictly forbidden on campus and shall attract punitive measures.
- Violence in any form / abuse in any language shall attract punitive measures.


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