



**POORNIMA**  
INSTITUTE OF ENGINEERING & TECHNOLOGY

# GENDER EQUALITY POLICY



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## **GENDER EQUALITY POLICY**

### **Introduction:**

The Poornima Institute of Engineering and Technology (PIET) has introduced a comprehensive gender policy aimed at addressing gender disparities in student enrollment, employment, and retention. This policy emphasizes creating a gender-sensitive environment and ensuring equal treatment for all individuals, regardless of gender or sexual orientation.

### **Objective(s)**

The policy aims to achieve the following objectives:

- The purpose of this initiative is to create guidelines that ensure equal opportunities and fairness for both men, women and transgender at the PIET.
- The aim is to establish a supportive environment that allows both men, women and transgender to fully develop their intellectual potential.
- This initiative aims to implement regulations that empower women in various roles at the PIET and hold those in positions of authority accountable for gender equality.
- Mechanisms will be put in place to prevent and address gender-based violence and discrimination, including sexual harassment, within the PIET.

### **Key Components of the Policy**

- **Non-discrimination:** PIET prohibits discrimination based on gender identity or expression in all aspects of campus life, including but not limited to admissions, recruitment, hiring, promotion, and access to educational opportunities.
- **Equal Opportunities:** PIET is committed to providing equal opportunities for all members of the community, regardless of gender. This includes ensuring equitable access to educational resources, facilities, and support services.
- **Inclusive programme:** PIET will strive to develop programme that reflects diverse perspectives and experiences, including those related to gender. We will actively seek to integrate gender-sensitive content into our training programs
- **Prevention of Harassment and Violence:** PIET has zero tolerance for harassment, sexual misconduct, or gender-based violence of any kind. We are committed to creating a safe and supportive campus environment where all individuals can thrive free from fear of harassment or intimidation.
- **Supportive Services:** PIET will provide support services and resources to address the unique needs and challenges faced by individuals of all gender identities. This includes access to counseling, and other forms of support to promote well-being and success.
- **Promotion of Gender Diversity:** PIET will actively promote gender diversity and inclusion

across all levels of the institution. We will work to eliminate barriers to participation and advancement for underrepresented genders and foster a culture of respect and acceptance for all.

**Implementing Guidelines:**

The implementation of this Gender Equality Policy will be overseen by the Gender Equality Committee, comprised of representatives from across the institution. The committee will be responsible for monitoring compliance with the policy, addressing concerns related to gender equality, and recommending initiatives to promote gender diversity and inclusion.

PIET will provide support services and resources to address the unique needs and challenges faced by individuals of all gender identities. This includes access to counseling, health services, and other forms of support to promote well-being and success.

PIET will actively promote gender diversity and inclusion across all levels of the institution. We will work to eliminate barriers to participation and advancement for underrepresented genders and foster a culture of respect and acceptance for all.

**Responsibilities:**

**Leadership:** The administration and leadership of PIET are responsible for championing gender equality and fostering a culture of inclusion and respect.

**Faculty and Staff:** Faculty and staff members are expected to adhere to the principles of this policy and contribute to creating a welcoming and supportive environment for all members of the community.

**Students:** Students are expected to respect the rights and dignity of their peers and actively participate in creating a campus culture that promotes gender equality and diversity.

**Review and Evaluation:**

This Gender Equality Policy will be reviewed periodically to ensure its effectiveness and relevance to the evolving needs of the PIET community. Feedback from students, faculty, staff, and other stakeholders will be solicited and considered in the review process, and revisions will be made as necessary to uphold our commitment to gender equality.

**Conclusion:**

PIET is committed to creating a campus environment where all individuals are valued, respected, and empowered to achieve their full potential, regardless of gender. By embracing the principles of gender equality outlined in this policy, we reaffirm our dedication to fostering a culture of inclusion, diversity, and excellence at PIET.