

## **POLICY DOCUMENT ON GENDER EQUALITY**

### **Gender Equality Policy**

Indore Institute of Science & Technology (IIST) is committed to the promotion of gender equality and women's empowerment. where all students, academic, administrative and support staff, female and male, enjoy equal opportunities, human rights and non-discrimination in all spheres of institute life.

#### **Policy:**

IIST uphold common value system of gender equality and equity as well as women's empowerment within the core functions of the Institute, namely, teaching and learning, research and innovation, knowledge transfer and networking, while specifying strategic interventions for institutional and organizational change.

#### **Objectives of policy:**

- a) To fulfill the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the institute.

#### **Implementing guidelines:**

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.



3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. In formation of any Committee, the representation of women is mandatory.
6. In keeping with National policies, women specific leave will be granted.
7. No student will be denied admission on the grounds of gender.
8. In evaluating students, fair treatment of male and female students alike will be employed.
9. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
10. Women specific infrastructure facilities will be provided on campus. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.

  
**Principal**  
**Indore Institute of Science  
and Technology, Indore**