



## **7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.**

### **Response:**

The VMTW promotes gender equity through various awareness programs under Women Protection and Empowerment Cell (WP&EC). Highest priority is given to women faculty in administrative positions like Member Secretary in various committees, in charge-Grievance Cell, Vice President-Alumni, Head of Accounts, Dean-Student affair, HOD etc., for imparting motherly warmth to the administration.

### **Promotion of Gender equity**

As a women's engineering college, the institution provides a supportive environment for female students to meet the challenges of the outside world through a gender-sensitive administrative structure and welfare programmes.

### **Measures taken to promote gender equity in the campus:**

1. Creating awareness on gender equity and women education through guest lectures and seminars by eminent personalities like Dr. Ravi General Physician, Ms. M. Uma Rani, Sub inspector of police, Dr. Venu Madhavi, Assistant Professor, Palamuru University, Mrs. N. Swapna Priya, International boxer and Mrs. J.J. Shobha, Athletics.
2. Educating students on Women Protection initiatives:
  - Special SHE Team drives in collaboration with TS Police.
  - Guest lectures on women's Emancipation with software support
  - India's technology parks. Educating students on the legal regulations for the protection and wellbeing of women.



# VIGNAN'S INSTITUTE OF MANAGEMENT AND TECHNOLOGY FOR WOMEN

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- a. There are more than 50% of female employees in administrative roles.
- b. All female faculty members are eligible for a six months' maternity leave.
- c. An organized mentorship programme to keep track of the kids' intellectual, psychological, emotional and personal development.
- d. Self-defence training is provided to pupils to help them become physically healthy and mentally independent.
- e. By implementing programmes on gender equity, raising staff awareness of the need for a more welcoming and courteous work environment.
- f. Implementation of a quick resolutions process by WP & EC to address instances of sexual, psychological and physical harassment.

## **Safety and Security Facilities:**

- CCTV cameras are installed for 24 hours' surveillance.
- A sanitary napkin incinerator is provided for a secure and hygienic setting.
- An ambulance and medical room for immediate medical assistance under the direction of a resident senior nurse. In an emergency, assistance is sought from **Sri Kalki Hospital, Ghatkesar town**. Every week, a doctor and a psychiatrist come to the school.
- A girls' dorm with all the amenities needed.
- The institute is also well equipped with safety requirements like hydrants, sand, and bucket and sufficient mounting of fire extinguishers at each lab, corridor, and central store and wherever required.



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## List of the programmes to the promotion of gender equity for last five years

### AY: 2021-22

S. No	Title of the program	Date
1	Awareness Program on Health Issues	22-03-2022
2	Women's Day Celebration	08-03-2022
3	Importance of Women Education	25-09-2021

### AY: 2020-21

S. No	Title of the program	Date
01	Women's Day Celebration	08-03-2021
02	webinar on "NEVERGIVEUP"	06-06-2021

### AY: 2019-20

S.No	Title of the Program	Date
01	Girl Child Education in India	16-09-2019
02	Thinking about sexual violence	19-09-2019
03	Beti Bachao Beti padhao	20-02-2020
04	Gender spectrum beyond the binary program	27-04-2020



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## A.Y: 2018-2019

S.No	Title of the Program	Date
01	Legal awareness program on women safety	13-07-2018
02	Sahaja yoga and personality development	10-10-2018
03	Social Injustice of women in India	20-01-2019
04	Entrepreneurship	07-03-2019

## A.Y: 2017-2018

S.No	Title of the program	Date
01	Gender discrimination at work places-promoting	13-07-2017
02	Drug Awareness	18-11-2017
03	Debate Session on Gender Equity	05-01-2018
04	Women Empowerment-2k18	10-04-2018