

NAAC Criterion 7: Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.2: Measures initiated by the institution for the promotion of gender equity during the last five years.





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Annual gender sensitization action plan



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ANNUAL GENDER SENSITIZATION PLAN AND IMPLEMENTATION

PESIMSR is committed to gender equality and inclusivity in all its operations, ensuring that merit and performance are the sole criteria for advancement, free from any bias based on gender, race, or region. Respect and dignity are core values instilled in all staff and students.

The faculty and student population maintains a nearly equal ratio of males and females, indicating a strong commitment to gender parity. This balance fosters healthy competition and camaraderie among all students, motivating everyone to excel regardless of gender. PESIMSR's nurturing environment empowers female students to excel in academic, co-curricular, extra-curricular, and research activities, evident both during their studies and in their careers post-graduation.

A safe and secure environment is a top priority, particularly for female students. The Institute is dedicated to empowering women through quality education, values, and life skills, transforming them into competent individuals. A female counselor is available to help female students overcome anxieties and resolve issues. Female wardens, deputy wardens, and security staff ensure comfort and safety in the women's hostels. Additionally, separate sports facilities, a gymnasium, and well-maintained common rooms and restrooms are provided for female students.

Women hold a significant percentage of leadership positions at the Institute, a tradition that will continue. The number of female teaching staff, support staff, and maintenance staff is progressively increasing, and the Institute is committed to maintaining this upward trend. Maternity breaks are provided to female staff to support their work-life balance.

The Institute celebrates Women's Day annually and provides awareness programs on sexual harassment to all faculty, staff, and students. An internal complaints committee is in place to address any grievances swiftly and confidentially. These measures have made the Institute a non-discriminatory environment that values gender equity, merit, and performance without any barriers.



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