

SUSTAINABLE DEVELOPMENT GOALS



5. GENDER EQUALITY

5.2. Proportion of first-generation female students

5.2.1 Proportion of women first-generation

In the academic year 2023-24, Chennai Institute of Technology admitted a total of 1,440 students. Among these, 678 were women starting their degree programs, with 61 of them being first-generation learners pursuing higher education.

5.3 Student access measures

5.3.3 Women's access schemes

The institution ensures that several measures are taken to promote the gender equity by providing the following services and facilities on the campus apart from the audit courses introduced in the curriculum.

- A professional Counsellor is extending counselling & Mental Wellness services to CIT students. Psychological problems, family counselling, maladjustment, deviations, interpersonal relationship, stress related problems are dealt with. How to promote mental health, the significance of yoga and meditation, effective ways to memorize, healthy habits and positive thinking and trends in the lifestyle etc. are addressed.
- The Gym and Yoga room is available for female student/staff with separate timings.
- Ladies' common rooms are provided in every block and floor.
- A forum by the name WISE (Women in Science and Engineering) has been function at the campus with office bearers with female staff and female students.

Support for working women and empowerment:

- Leadership capacity building programs are regularly conducted to nurture the leadership qualities among the women
- International Women's Day celebrated on March 8th in every year

5.4 Proportion of senior female academics

5.4.1 Proportion of senior female academics

The Chennai Institute of Technology, during the academic year 2023-24, had a total female academic staff of 125, including 21 female senior academic staff members, who held key positions such as Dean, Professor, and Head of the Department, out of a total of 48 senior academic staff.

5.5 Proportion of women receiving degrees

5.5.1 Proportion of female degrees awarded

In the academic year 2023-24, Chennai Institute of Technology had a total of 825 graduates, of which 376 were female, with 375 female students successfully completed their programs.

5.6 Women's progress measures

Policy of non-discrimination against women

Policy Statement

The Institute is dedicated to creating a welcoming, equal, and encouraging atmosphere where women are treated fairly, with dignity, and with respect. The organization does not accept harassment, discrimination, or unfair treatment based on a person's gender. At Chennai Institute of Technology, we work to guarantee that women have equal access to all extracurricular, educational, and employment opportunities.

Policy for non-discrimination against women

- Women will have equal access to leadership roles, professional development opportunities, extracurricular activities, and academic programs.
- Any unwanted or inappropriate sexual behavior that makes women feel uncomfortable, threatened, or angry will not be accepted. This include, but is not restricted to, harassment that is visual, verbal, or physical.
- Pregnancy, delivery, and associated medical issues are not grounds for discrimination against women. For women who are pregnant or just gave birth, the institution will make suitable arrangements.
- In addition to receiving equal compensation for equal effort, female employees including academics and staff will also have equal access to tenure, promotion, and career progression possibilities.
- Sexual violence of any kind, including coercion, exploitation, or assault, will be taken very seriously.
- guarantees equal access to educational opportunities for women. Regardless of gender, admissions choices will be made on the basis of qualifications and merit. No applicant will be turned away or subjected to gender discrimination during the admissions process.
- Equal access to all academic programs and courses will be granted to women. They will not be excluded from any research or study area because of presumptions or stereotypes based on gender.
- Decisions about recruiting, promotion, training, and pay will all be based on performance and qualifications rather than gender. Women won't experience discrimination when trying to rise in their careers or take on leadership positions.

- All extracurricular activities, including leadership roles in student organizations and athletics, will be equally accessible to women.
- Periodically, training on gender equality, how to prevent harassment and discrimination based on gender, and the value of creating a welcoming and respectful campus culture will be provided to all staff, professors, and students.

Policy History

Policy created on	08-03-2019
Policy reviewed on	10-06-2022

Non-discrimination policies for transgender

- Ensure legal recognition of gender identity based on self-identification without requiring medical or legal procedures.
- Provide equitable access to gender-affirming healthcare services and mental health support without prejudice.
- Conduct awareness programs and training programs for educators, employers, and healthcare providers to foster transgender inclusion.
- Strengthen laws and mechanisms to address violence, harassment, and hate crimes targeting transgender individuals.
- Implement policies ensuring equal opportunities and protections for transgender individuals in hiring, retention, and promotion.
- Create safe and inclusive environments in schools, workplaces, and public spaces to uphold their dignity.
- Offer community support programs for transgender individuals, including housing, legal aid, and vocational training.
- Enact laws explicitly prohibiting discrimination against transgender individuals in education, employment, healthcare, and public services.

Policy History

Policy created on	23-10-2019
Policy reviewed on	04-08-2022

Maternity Policy

- If the faculty has completed a minimum of 5 years of satisfactory service, then they are eligible for Maternity leave of six months with salary.
- The faculty should give an undertaking that they will work for two years after rejoining duty and to forego the vacation to the extent of 30 days in the succeeding vacation.
- The faculties with less than five years of experience can avail six months of leave for their maternity without salary compensation.
- Protect pregnant employees from discrimination, termination, or unfair treatment at work.
- Subject to approval, workers may request more leave under other policies, such as vacation days, personal leave, or unpaid leave, if more time is required.
- According to labour laws and institutional norms, workers on maternity leave will be promised a similar job upon their return, or a comparable position with equivalent salary and benefits.
- No employee will face discrimination or retaliation for taking maternity leave.

Policy History

Policy created on	23-10-2018
Policy reviewed on	04-08-2022

Paternity Policy

- A two-week paid paternity leave is granted for eligible employees.
- Paternity leave is available to all male employees who have worked for Chennai Institute of Technology for at least three years.
- The leave may be taken in a single block or in sporadic days, depending on the department's operational requirements and prior clearance.
- Subject to approval, workers may request more leave under other policies, such as vacation days, personal leave, or unpaid leave, if more time is required.
- According to labour laws and institutional norms, workers on paternity leave will be promised a similar job upon their return, or a comparable position with equivalent salary and benefits.

- No employee will face discrimination or retaliation for taking paternity leave.

Policy History

Policy created on	14-08-2019
Policy reviewed on	28-03-2022

Events to raise awareness for Gender Equality

Equal Wings – Awareness about Gender Equality for Rural Women

Chennai Institute of Technology organized Equal Wings, an awareness program aimed at promoting gender equality and empowerment among rural women. The initiative focused on enhancing confidence, leadership, and self-reliance by providing a platform to share experiences, knowledge, and success stories. The session encouraged women to break barriers, pursue entrepreneurship, and actively participate in decision-making roles within their communities. Through interactive discussions and motivational talks, the event highlighted the importance of equal opportunities in education, employment, and social development. This initiative reflects the institution’s strong commitment to fostering an inclusive environment where women and men work together as equal partners in driving progress and innovation.



Pink Power – Self Defense for Women

Chennai Institute of Technology conducted *Pink Power*, a self-defence awareness program dedicated to empowering women with essential safety and confidence-building skills. The session focused on teaching practical self-defence techniques, situational awareness, and strategies for personal protection. The program emphasized the importance of physical and mental strength, encouraging women to overcome fear and develop the courage to handle challenging situations independently. Through interactive demonstrations and expert guidance, participants gained valuable insights into maintaining safety and self-assurance in daily life. This initiative reflects the institution's commitment to promoting women's empowerment, gender equality, and self-reliance, fostering a culture where women feel strong, confident, and capable in every sphere of life.



Celebrating Women Empowerment in Engineering Excellence

Chennai Institute of Technology proudly congratulates its outstanding women achievers for securing core engineering positions at Mahindra with impressive offers of up to ₹8 LPA. This milestone celebrates the determination, skill, and perseverance of young women engineers who have excelled in traditionally male-dominated domains, proving their capability to innovate and lead in the core engineering sector. Their success stands as a testament to the institute's continuous efforts in providing quality education, hands-on training, and equal opportunities for all students. Empowered Women, Empower the Nation – Shaping the Future of Engineering with Confidence

and Commitment.



CHENNAI INSTITUTE OF TECHNOLOGY (Autonomous)
YOUR DREAMS OUR MISSION

Celebrating Empowerment!
Heartiest congratulations our girl leading the way in
Core Engineering Job
at
mahindra Rise
15 OFFERS!

8 LAKHS Per Annum

 POORVAJA V MECH	 ANUPRIYA S ECE	 ARCHANA DEVI S ECE	 NIVEDHA B ECE	 NAGA SHIVANI S ECE
 MOURIKA J ECE	 PRIYADHARSHINI L ECE	 SAI SREEYA K ECE	 SHWETHA S ECE	 SWETHA M AI & DS
 DHARSHINI V EEE	 ISHA S EEE	 MANO PRIYA M EEE	 SAVITHA B EEE	 YOGA PRIYA K AI & DS

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Girls Talk 2024 – Empowering Voices for Gender Equality

Chennai Institute of Technology hosted Girls Talk 2024: Empowering Voices, Igniting Change! at the Kaveri Auditorium, bringing together inspiring young minds to champion the cause of gender equality and inclusivity. Organized by WISE – Women’s Empowerment Forum, the event served as a dynamic platform where students shared powerful stories, thought-provoking ideas, and personal experiences that shed light on the importance of equal opportunities for all genders. Through passionate speeches and meaningful dialogue, participants emphasized breaking stereotypes, promoting respect, and ensuring that every individual—regardless of gender—has the freedom to learn, lead, and thrive. The event celebrated not just women’s empowerment, but the collective effort toward building a fair, balanced, and equitable society where both women and men contribute equally to progress and innovation. Empower. Educate. Elevate. – Advancing Together for Gender Equality.



