

SUSTAINABLE DEVELOPMENT GOALS

5. GENDER EQUALITY



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5.2. Proportion of first-generation female students

5.2.1 Proportion of women first-generation

In the academic year 2022-23, Chennai Institute of Technology admitted a total of 1,122 students. Among these, 359 were women starting their degree programs, with 31 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 2022-23, had a total female academic staff of 113, including 18 female senior academic staff members, who held

key positions such as Dean, Professor, and Head of the Department, out of a total of 37 senior academic staff.

5.5 Proportion of women receiving degrees

5.5.1 Proportion of female degrees awarded

In the academic year 2022-23, Chennai Institute of Technology had a total of 719 graduates, of which 173 were female, with 171 female students successfully completed their programs.



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5.6 Women's progress measures

5.6.1 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



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5.6.2 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



5.6.3 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



5.6.9 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



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Publications Contributing to SDG-5

S.No	Title
1	Analysis of Women's Stress using Fuzzy AHP
2	'Wear me' - GSM enabled smart device for women security



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Student Project Contributing to SDG 5

S.No	Name of the Project	Abstract
1	A Machine learning approach to human trafficking prediction	<p>This study introduces a comprehensive method for identifying and predicting human trafficking using Machine-Learning. Given the urgent need for more efficient prevention and intervention techniques in addressing this pervasive crime, the conventional manual approaches are time-consuming. The proposed method automates the identification and prediction processes by leveraging various Machine- Learning techniques. It analyses extensive data, including social media posts, individual demographics, and internet activity, to pinpoint potential victims and forecast their likelihood of involvement in human trafficking. Utilizing methods such as decision trees, support vector machines, and neural networks enhances the system's effectiveness. Employing cross-validation, model evaluation, and feature selection further boosts the accuracy of the system. This technique offers a substantial improvement in accuracy, aiding law enforcement organizations in their endeavours to combat this heinous crime.</p>

Events to raise awareness for Gender Equality

On 18th March 2023, Chennai Institute of Technology hosted the Women Achiever Awards event, presented by WISE (Women in Science & Engineering). The event celebrated the outstanding contributions and achievements of women in the fields of science, engineering, and academia.



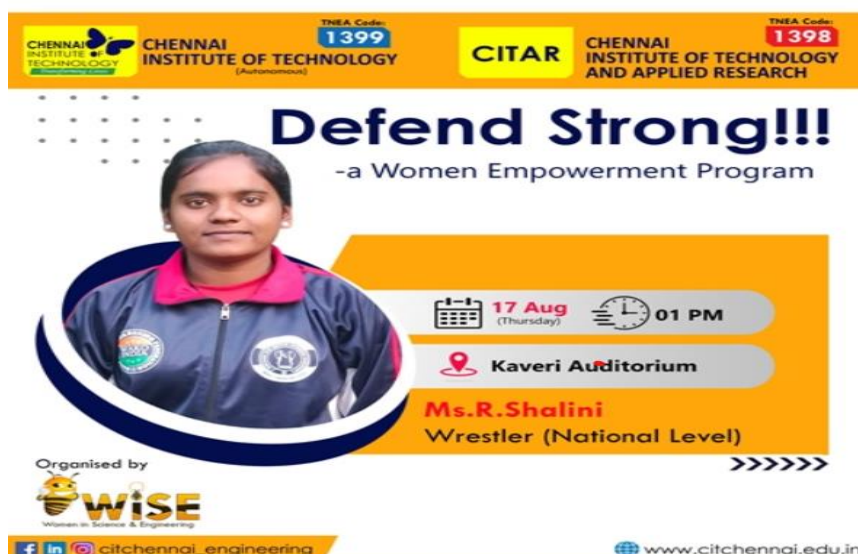
The Institute hosted a special event in celebration of Women Empowerment Day on 10th March 2023 at the Kaveri Auditorium. The event focused on the theme of "Emotional Intelligence & Lifestyle for Young Girls," aiming to inspire and empower young women to navigate the challenges of modern life with confidence, resilience, and emotional insight.



The Institute celebrated Sarojini Naidu's Birth Anniversary on 18th February 2022 with a special competition on Women Empowerment. The event aimed to honor the legacy of Sarojini Naidu, a trailblazer in the fight for women's rights and equality, by encouraging participants to express their thoughts on the importance of women's empowerment in today's society.



The Institute organized a powerful event titled "Defend Strong" on 17th August 2023, focusing on Women Empowerment. The program aimed to equip women with the knowledge and skills to defend themselves physically and emotionally in challenging situations. Through a combination of self-defense training, motivational talks, and interactive sessions, the event encouraged women to embrace their strength, build confidence, and stand up for their rights.



The Institute commemorated the International Day of Women and Girls in Science on 11th February 2022 with an engaging event focused on the theme of "Gender Equality &

Women Empowerment in Science and Engineering." The event aimed to highlight the critical role that women and girls play in the fields of science, technology, engineering, and mathematics (STEM), and to encourage greater participation and representation in these traditionally male-dominated disciplines.



The Institute hosted its much-anticipated Annual Sports Meet on 26th May 2022, with a distinguished guest, Ms. Ayman Jamal, IPS, gracing the occasion. As the chief guest, Ms. Jamal, a respected officer in the Indian Police Service, delivered an inspiring speech, highlighting the importance of physical fitness, discipline, and perseverance in both personal and professional life.



Event Photos





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