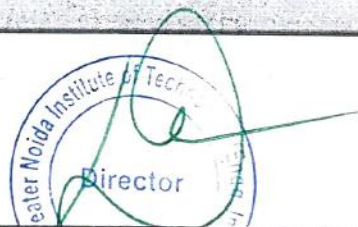




### 7.1.1

*Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years*

### **Gender Sensitization Policy**



**Greater Noida Institute of Technology (Engg. Institute)**

**Plot No. 7, Knowledge Park II, Greater Noida  
Uttar Pradesh 201310 India**

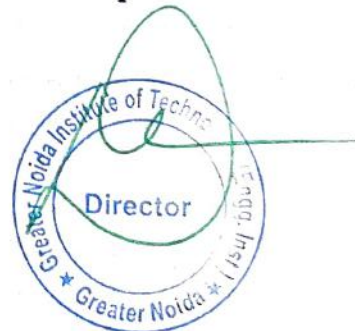
## GENDER SENSITIZATION POLICY

### I. Preface :

To promote knowledge and understanding of gender equality, gender sensitization involves changing one's behavior. The following are examples of sexual offenses: intimidation, harassment, molestation, exploitation, voyeurism, stalking, and sexual gestures. We follow a "culture of silence" in our society, which makes us hesitant to talk about sexuality or anything else on the list above. Let's end this silence right now.

The GNIOT Engineering Institute is dedicated to upholding an inclusive environment where professors, staff, and students can collaborate without being subjected to gender bias. Although the Institute encourages open communication and teamwork, it has a zero-tolerance policy on prejudice and stereotyping. The Engineering Institute established the GNIOT Engineering Institute Gender Sensitization Committee (GSC).

This group will ensure all women have equal treatment, gender equality, and opportunities. All parties involved in the institution, including faculty, students, employees, officers, and guests, must abide by this committee's policy. Additionally, all Institute stakeholders must uphold the word and spirit of this policy's guiding principles.



## II. Guiding Principles of the Policy :

Support and promote gender equality, gender sensitivity, and equal opportunity for all as outlined in Articles 14, 15, and 21 of the Indian Constitution. International organizations have denounced violence and discrimination against women as an infringement on their right to life and liberty and a violation of human rights.

In addition to the laws above, UGC Saksham Measures for Women's Safety and Programs for Gender Sensitization in GNIOT Engineering Institute.

## III Policy Objectives: -

The primary goal of this policy is to prevent violations of national laws that forbid injustices and violations of gender-based rights to guarantee equal opportunity for all women and the inclusion of other marginalized groups. To carry out this policy in letter and spirit, GNIOT Engineering Institute is committed to instituting new methods for addressing challenges, including discrimination and gender-based violence.

## IV. Territorial Scope of the Policy :

This policy prohibits aggression, insensitivity, prejudice, and injustice towards female students, instructors, or GNIOT (Engineering Institute) employees. The policy applies to the following activities and functions:

- i) Committees are formed
- ii) The application and enrollment process



- iii) Staff development opportunities
- iv) The hiring procedure
- v) Promotions and leadership
- vi) Leave
- vii) Evaluation
- viii) The interaction between the teacher and students
- ix) The facilities and resources
- x) Participation

This policy is not limited to the above.

#### **V Implementing Recommendations :**

- i) GNIOT Engineering Institute will establish committees to carry out and accomplish the policy's objectives. The institute is putting these rules into practice. Any bias or prejudice will not be permitted.
- ii) To maintain the character of the policy, there must be an equal representation of men and women when hiring staff members (teaching or non-teaching).
- iii) Special focus will be paid to promoting female involvement in all academic fields at GNIOT (Engineering College).
- iv) Leaves specifically for women will be provided, such as maternity leaves.
- v) A newly formed committee must include an equal proportion of men and women.

(Approved by AICTE, Delhi & Affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow)  
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- vi) Regarding evaluation, both male and female students will be treated fairly and equally.
- vii) Women staff members and students will be provided appropriate respect and representation when planning any program, including conferences, workshops, and meetings.
- viii) The Institute's stakeholders will all go through workshops on gender awareness and sensitivity training.
- ix) Gender-sensitive teaching and learning methodologies shall be used.
- x) The GNIOT (Engineering Institute) will celebrate International Women's Day on March 8 with all of its stakeholders.
- xi) Women's unique demands will be met throughout renovations or the construction of new infrastructure.
- xii) Gender awareness programs will be organized, and the UGC's "Saksham" safety procedures shall be adhered to.
  - i) Teacher-student sexual relationships will be considered an abuse of power by the teacher, mainly when the teacher is concerned with a mentor, adviser, evaluator, and supervisor of that student. This will not be seen as 'voluntary consent' by the student. The following guidelines are constituted to protect the rights of female students:
    - a) Sexual relationships between teachers and students will be treated as an abuse of trust and a severe conflict of interest.
    - b) Teachers must maintain the boundaries between their personal and professional lives.
    - c) Teachers involved in such activities should be removed from supervision of evaluation to avoid the possibility of favoritism in assessment.

## VI Gender Sensitization Committee (GSC)

A GSC will monitor this policy's execution by assessing all associated complaints. This committee will have equal numbers of male and female staff members and students. The committee will annually report to the institution's head on any complaints and initiatives taken to implement the policy.

## VII. Policy Modification

- i) No changes may be made without seeking input from all parties involved, including female employees and students.
- ii) All recommendations for amending this policy should be distributed to all relevant parties, who should respond within a month.

## VIII. Accountability and Transparency:

The following steps will be taken to guarantee accountability and transparency:

- i) According to this policy, constituting GSC is required.
- ii) Information about GSC members should be prominently published on the Institute website and campus.
- iii) The annual report of this committee and other information regarding its policies ought to be posted on the Institute's website.
- iv) To raise awareness of gender sensitization among all stakeholders, the GSC should provide meetings, workshops, and other research initiatives.