GENDER POLICY

Vision

To achieve excellent standards of quality education by keeping pace with rapidly changing technologies and to create technical manpower of global standards with capabilities of accepting new challenges.

Mission

- Our efforts are dedicated to impart quality and value based education to raise satisfaction level of all stakeholders.
- Our Strength is directed to create competent professionals.
- Our endeavor is to provide all possible support to promote research and development activities.

Core Value of the Institute

- To Enhance professionalism with good human value
- To Strengthen Institute-Industry Interaction.
- To develop Teamwork
- To adopt progressively new technologies in the teaching & learning process.
- Pursue growth in harmony with the global community through innovate management
- Provide a great work environment and treat each other with respect & dignity
- Sharing of experience, knowledge and skills

Foreword

This institute was established in the year 2008. It is affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur. It is recognized by All India Council for Technical Education (AICTE). It is accredited by NAAC with A+ grade with a score of 3.5 in 4 point scale and is a part of the Raisoni Group of Institutions (RGI).

GHRIET has become the centre of learning in a short span of time. It offers a plethora of courses to suffice the educational needs of undergraduate and post graduate students. The curriculum involves a disparate range of skill development courses to quench the thirst of intelligent minds. The objective of this institute is to provide the students with academic pursuits and guidelines to make the most of it. It makes sure to catalyse innovative and original thinking in the students in order to frame their success journey. Continuous evaluation, maintaining world-class standards and alterations are pursued after regular intervals in the curriculum to go hands in hands with the needs of the industry. Undoubtedly, the faculty, the technical and the non-technical staff serves as a pertinent growth factor to assure the change, the desired achievements and the relentless efforts. Other than the most obvious facilities associated with an engineering college, this one boasts of the seamless transportation facilities as well. Yet again, this institute is nestled at the place of the city, which is well accessible from the surrounding areas.

Since, co-curricular and sports facilities make the backbone of a successful life, the college gives plenteous opportunities to avail them with ease for the students. A variety of sports activities are pursued round the session to nurture the sportsman spirit, positive competition and a will to fight. With a plethora of co-curricular activities the institute gives wings to the otherwise hidden talents of the students. Debates, intercollegiate and seminars are also held to shape the intellectual and analytical power of students in the institute. In a nutshell, care is taken to inculcate the principles of excellence, leadership, optimism and values in their life through education empowered with knowledge and vision. The institute has a well-organized library providing with information and knowledge via books, E books and journals. Hostel facility for students, well equipped laboratories and spacious class rooms are the norms which bespeak excellence with their features.

Introduction

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and that these differences should be identified and addressed in a manner that rectifies the imbalance between the genders. To whatever extent, one might be sensitive; it needs conscious and continuous efforts to achieve and preserve a balanced environment both at institutional level and also in work with the colleagues at department level.

Organisation has always been sensitive to the issues of gender. Framing a Gender policy is a commitment towards those efforts and striving to be in accordance with our Constitution. The overall effort is to provide an enabling environment for women within the institution, and thereby strengthening the gender sensitivity among students and staff.

As a long term commitment towards this objective, and to follow relevant Supreme Court guidelines on the matter, it has been decided to have a formally written and approved gender policy that would ensure the rights and safety of women in the organisation.

Gender Equality

Objectives

- To offer an agenda for efficiently integrating gender concerns into the institutional framework and educational policy domain
- To create equal opportunities and a favourable environment for women and men at work place
- To promote equal representation and participation of women in decision making at the professional/ programmatic and administrative levels
- To direct the policies towards building gender equality

Implementation

- There is no gender discrimination in policies for all stakeholders.
- Each section comprises boys as well as girls to encourage gender equality.
- Institute mandate uniform dress code for both girls and boys.
- Mixed seating arrangement is allowed in the classroom.
- Project groups involve girls and boys both. The institute offers equality in the policies.
- Male and female faculty members are recruited without being biased and responsibilities are given to them on the same basis.
- Boys and Girls are given equal opportunities in organizing committees of all the events and departmental student's forums.
- Institute celebrates world women day on 8th March.
- Activities on awareness about gender sensitivity are organised on regular basis.
- Institute has teacher guardian scheme which allows one teacher guardian behind every twenty students. Teacher guardians help students to solve academic as well as personal issues. They become a counsellor to the student at times. Also, psychological counsellor is appointed for the counselling of students. One slot is allotted per class per week to the psychological counsellor.
- There are common rooms for girls and boys in adequate number with resting facility. Sanitary napkin vending and disposing off machines are available in the girls' common room.
- Institute has twenty-four hours security system i. e. security guards are appointed to take care shift wise.
- The whole campus is under CC TV surveillance.
- There are Women Grievances Cell (ICC: Internal Complaint Committee), Grievance Cell (Employees), Anti-Ragging and Discipline Committee, Student Welfare Committee, Health Care Committee for the safety and security of students as well as employees.