

## Women Empowerment Cell (WEC).

The Institute of Technology and Management (ITM) Gwalior is deeply committed to fostering gender equality and advancing the professional and personal development of women across its campus. This dedication is not merely a statement of intent but is actively pursued through the institution's strategic initiatives, policies, and dedicated bodies, such as the Women Empowerment Cell (WEC).

The WEC at ITM Gwalior plays a pivotal role in translating the institution's commitment to gender equity into actionable outcomes. It is instrumental in organizing a wide range of workshops and training sessions that focus on gender sensitivity, challenging stereotypes, and promoting an inclusive culture. These programs are designed to educate and empower both students and staff, fostering an environment where all members of the community are respected and valued. Additionally, the WEC provides critical support systems, including counseling centers, helplines, and mentorship programs, to assist individuals facing gender-based discrimination or harassment. By ensuring equal opportunities in areas such as admissions, recruitment, and promotions, the WEC actively contributes to creating a safe and equitable environment within the institution.

Leadership at ITM Gwalior further underscores this commitment to gender equity. Prominent figures such as Mrs. Ruchi Singh Chauhan, Chairperson of Samata Lok Sansthan Trust, and Dr. Meenakshi Mazumdar, who has served as Director since 2018, exemplify the institution's dedication to gender diversity in leadership and decision-making roles. These leaders have been instrumental in driving ITM's vision forward, ensuring that gender equity remains a core strategic priority.

### Facilities for Women on Campus

ITM Gwalior is committed to creating a supportive and secure environment for its female students, faculty, and staff, addressing their unique needs and ensuring their safety, well-being, and development.

- **Safety and Security**

The safety of female students and staff is a top priority at ITM Gwalior. The campus is equipped with well-lit pathways, extensive CCTV surveillance, and a 24/7 dedicated security team. A strong grievance redressal system is also in place to effectively address incidents of harassment or discrimination, ensuring a safe and supportive environment.

- **Creche Facility**

To support working mothers, ITM Gwalior provides a crèche facility for faculty members and staff. This service offers reliable childcare, allowing mothers to balance their professional responsibilities while reflecting the institution's commitment to a supportive work environment.

- **Health and Wellness**

ITM Gwalior prioritizes the health and wellness of its female community members through the ITM Hospital of Trust, which offers specialized healthcare, including gynecological care and mental health counseling. Wellness programs, yoga sessions, and fitness classes further promote physical and mental well-being. Maternity leave and sabbatical provisions are also provided to support work-life balance.

- **Accommodation**

The institution offers secure and comfortable accommodation for female students, with amenities like 24/7 security, common rooms, and recreational facilities. These hostels are designed to create a homely environment, enabling students to focus on their studies and personal growth without concerns for their safety.

[Facilities for Safety and Security](#)

[Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses](#)

**Activities conducted for promotion of gender equity**

<a href="#">2023-24</a>	<a href="#">2022-23</a>	<a href="#">2021-22</a>	<a href="#">2020-21</a>	<a href="#">2019-20</a>
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[Gender audit report](#)

[Gender audit and measures For the promotion of Gender equity](#)