



SSM INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, New Delhi / Affiliated to Anna University, Chennai / Accredited by NAAC

NBA Accredited-Mech, EEE and ECE programs)

Dindigul – Palani Highway, Dindigul 624 002

Gender Equity Policy

SSM Institute of Engineering and Technology is committed to create an inclusive and equitable environment that promotes diversity and fosters equal opportunities for all the genders within the field of engineering. Institution recognizes the importance of cultivating a culture that values and respects individuals irrespective of their gender identity, Institution is dedicated to eliminate discrimination in any forms.

SSM Institute of Engineering and Technology affirms its commitment to:

- Provide an environment free from gender-based discrimination, harassment, and bias.
- Ensure an equal opportunities and fair treatment to every individuals of all the genders.
- Encourage diversity and inclusion in all the aspects.

The objectives include, but are not limited to:

- Promote a gender balance in student enrollment, faculty recruitment etc.
- Encourage the participation and retention of underrepresented genders in all fields.
- Create a supportive and inclusive system that respects and celebrates gender diversity.

To achieve the goals, institute will:

- Promote communication with respect to human dignity and social responsibility through the activities of YRC.
- Promote communications that represent unbiased representations of gender equity through activities of Women Empowerment cell.
- Conduct workshops that promote diversity and gender sensitive communication for faculty members and students through NSS activities.
- Conduct regular awareness programs among faculty members, staff members and students.
- Faculty members to maintain the gender equity in the group activities like group discussions, flipped classroom etc. The fair representation in leadership roles, facilitate impartial participation in various committees/cells/clubs.
- Suggestion boxes are available at each block for the student to provide their grievances related to gender related matters.
- The student code of conduct promotes gender equality at the governance level.



Dr. D. SENTHIL KUMAR, M.E., Ph.D., (NUS)

Principal

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Kuttathupatti Village, Sindalagundu (Po),

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SSM Institute of Engineering and Technology regularly monitors the progress towards gender equity goals. If required, the effectiveness of policies and initiatives through data collection and surveys on gender representation, retention rates, and satisfaction the policies will be evaluated at regular intervals.

To communicate and to create awareness, SSM Institute of Engineering and Technology disseminates information about the policies, objectives through the website and through mentors to the mentees. Awareness campaigns are conducted to foster a culture of inclusivity and respect.

This policy is subjected to periodic review in the IQAC meetings based on the assessment of its effectiveness, relevance and it can be updated based on needs and best practices.

SSM Institute of Engineering and Technology reaffirms its commitment to gender equity and the creation of a diverse, inclusive, and respectful environment.

Dr. D. SENTHIL KUMARAN, M.E., Ph.D., (MCA)
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