

CRITERION VII – Institutional Values and Best Practices

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year 2023-24

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I. Annual Gender Sensitization Action Plan

Following activities have been conducted during the year under the annual gender sensitization action plan.

1. Workshops and Training Sessions

- **Gender Sensitization Workshops:** Organized workshops on gender sensitivity for employees and students.
- **Gender Equity in the Workplace Training:** Training sessions to address workplace biases, harassment, and the promotion of a gender-equal environment.

I.1 Workshops and Training Sessions

Gender Sensitization Workshops: Organized workshops on gender sensitivity for employees and students.

IFET College of Engineering, Women Empowerment Cell conducted a workshop on gender sensitivity for employees and students on **8th March 2024**. Following are the details of the workshop.

Topic: Understanding Gender Equality: Breaking Barriers, Building Respect

Resource Person: Mrs. M. Geetha from Sri Aurobindo Society Research Institute in Pondicherry emphasized the importance of women taking time for themselves and leading their families and society in a healthy manner in today's world. They conveyed this message through various activities.

Venue: Sri Ramanujan Block Seminar Hall

Time: 10.00 am to 12.00 pm on 8th March 2024

Glimpse of the Events:

The "Understanding Gender Equality: Breaking Barriers, Building Respect" workshop



aimed to raise awareness about gender equality and encourage respectful interactions among participants. The session covered key topics such as gender stereotypes, discrimination, and the importance of inclusive practices in daily life. Through interactive discussions, case studies, and group activities, attendees explored the impact of gender bias and learned strategies to challenge these stereotypes. The workshop emphasized the role of both men and women in promoting equality and creating safe, respectful environments. Participants left with a deeper understanding of gender issues and a commitment to fostering a culture of respect and inclusion.



Workshop on Gender Sensitization, 8th March, 2024

I.2 Gender Equity in the Workplace Training

IFET College of Engineering, Women Empowerment Cell conducted a Seminar on **8th March 2024**. Following are the details of the seminar.

Topic: "Equal Opportunities, Equal Impact: Promoting Gender Equity at Work"

Resource Person: Ms. M. Pavithra from Sri Aurobindo Society Research Institute in Pondicherry emphasized Key topics included addressing unconscious bias, ensuring equal opportunities in recruitment and promotion, and the importance of supporting work-life balance for all employees.

Venue: Sri Ramanujan Block Seminar Hall

Time: 10.00 am to 12.00 pm on 8th March, 2024

Glimpse of the Events: The program was organized by the Women Empowerment Cell and the first year students of our institution. The **"Equal Opportunities, Equal Impact: Promoting Gender Equity at Work"** seminar focused on creating a workplace that values gender equality and fosters inclusive practices. The seminar highlighted the business benefits of gender equity, such as improved performance, innovation, and employee satisfaction. Participants engaged in discussions about overcoming barriers to equity and implementing strategies for a more inclusive environment. By the end, attendees were empowered with practical tools to promote gender equity and drive positive change in their workplaces.



Seminar on Equal Opportunities, Equal Impact: Promoting Gender Equity at Work, 8th March, 2024

2. Awareness Campaigns

- **International Women's Day (March 8th, 2024) Activities:** Celebrations, discussions, and workshops about gender equality, recognizing the achievements of women.
- **Men's Role in Gender Equality Campaign:** A campaign encouraging men to be advocates of gender equality in personal, professional, and societal spaces.



3. Self-Defense Training

The **Self-Defense Classes for Female Students and Staff** were organized on **February 13th 2024**, to empower participants with the confidence and skills needed to protect themselves in potentially dangerous situations. The classes, led by trained instructors, covered techniques for physical defense, situational awareness, and strategies for de-escalating confrontational situations. Emphasis was placed on building self-confidence and mental resilience. The sessions also provided valuable tips on recognizing unsafe situations and understanding personal boundaries. Feedback from participants highlighted increased self-assurance and a greater sense of security. Overall, the initiative aimed to foster a safer and more confident environment for female students and staff. This program was organized by the ISTE Students Chapter of our institution.

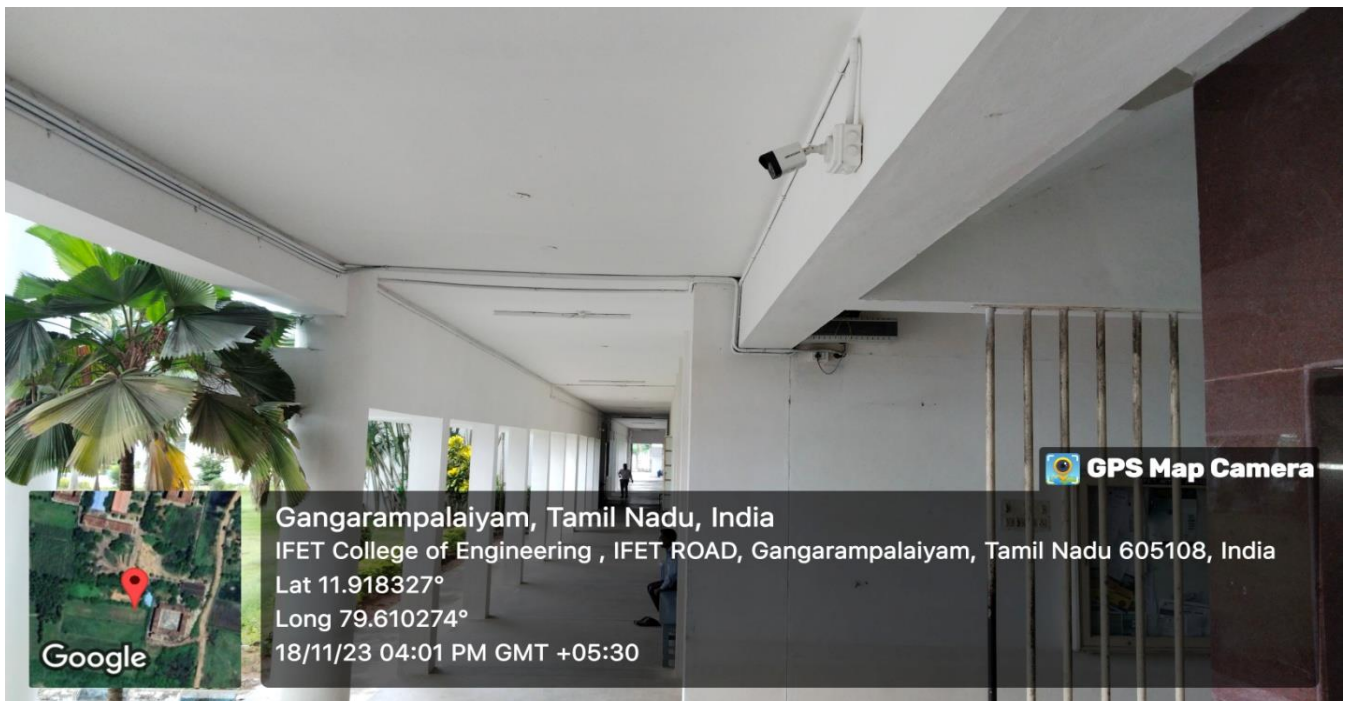


Self-Defense Classes for Female Students and Staff were organized on **February 13th**
2024

Specific Facilities provided for Women

a. Safety and Security

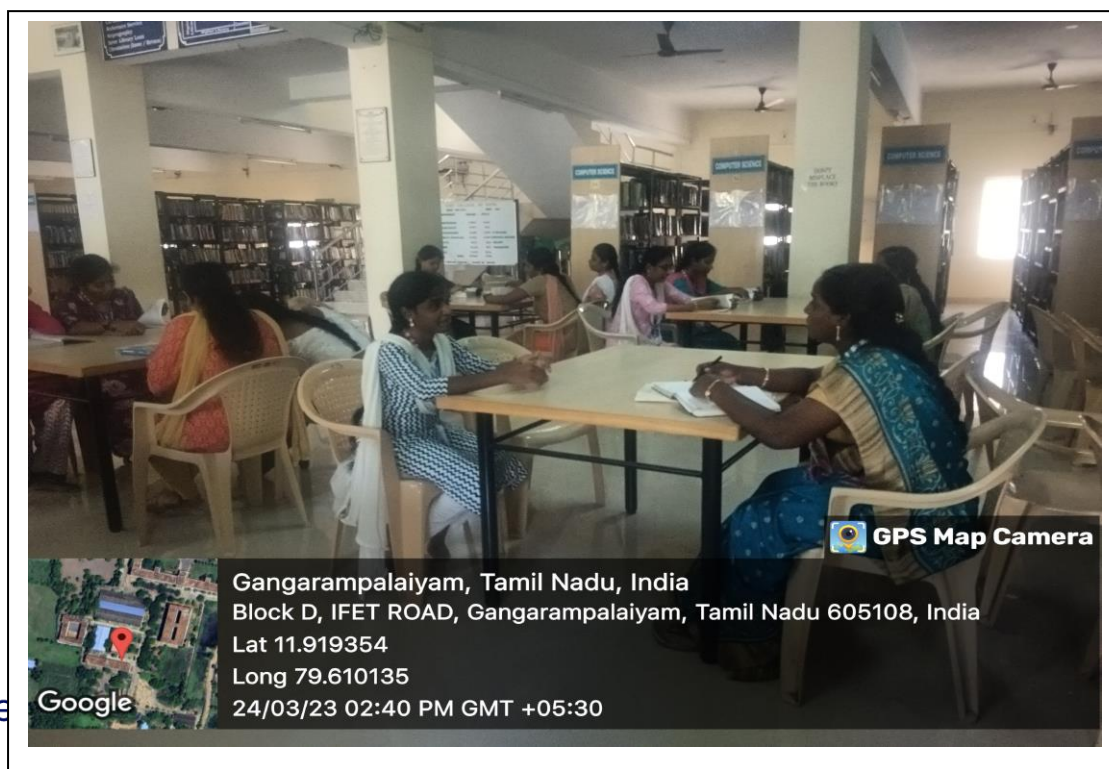
CCTV cameras are installed at various destinations inside the campus





Safety and Security

b. Guidance and Counselling to students





c. Common room provided for female staff and students



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