



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)

Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE

www.sathyabama.ac.in

GENDER POLICY

Sathyabama Institute of Science and Technology believes in a Positive workplace culture and does not allow any kind of harassment or discrimination based on gender. Pay decisions are made based on performance, grade and business factors and not based on gender.

GENDER EQUITY AND EQUALITY

The Institution is founded on the basic principles of respect and tolerance for everyone that facilitates gender equality and diversity. All Employees and students are treated equally without discrimination on the basis of gender, religion, disability, ethnicity or community. Sathyabama strives to provide equal opportunities, which means that everyone is treated with respect and consideration and has the opportunity to develop from the starting point of his or her personal circumstances.

Sathyabama takes measures to ensure non-discrimination and equality by familiarizing its action plan. The action plan is disseminated by educating students and staff about gender equality, equal opportunities, diversity, discrimination, victimization and sexual harassment.

Sathyabama provides a safe and pleasant environment where everyone is treated with fairness and respect. Sathyabama intends to promote gender equity and equality by providing enabling environment to women and empower them by means of:



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- Treating men and women equally without discrimination.
- Allowing participation of women in all levels including high level of administration and management.
- Promoting work-life balance.

In order to achieve the goals concerning gender equality, equal opportunities and diversity, the following areas are highlighted in particular:

1. Recruitment and promotion:

Recruitment and promotion are based on skills and experience with active gender equality targets that allows the increased participation of women.

2. Leadership:

The Institution will undertake initiatives for under-represented gender in order to achieve gender equality and diversity in leadership. The aim of the policy is that active work will be carried out on all levels to achieve gender balance in all decision-making bodies and in leadership roles.

3. Equal pay and terms of employment:

Equal pay and equal terms of employment shall apply to men and women. At the same time, the institution will continue to take measures to promote women in employment by providing positive work environment that will encourage more women to participate in the employment.



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4. Facilities promoting the participation of women in employment:

In order to promote the participation of women employment, women are to be provided with welfare facilities like maternity leave of 6 months with pay, Free Child Care facility on campus for children of all employees. Women are to be provided with feeding break once they join back after their maternity leave.