

Non-Discrimination Against Women Policy
Objective of the policy
<p>The goal of this Policy is to advance, develop, and empower women. The Policy will be widely disseminated to encourage active participation by all women employees in achieving its goals. Specifically, the objectives of this Policy include</p> <ul style="list-style-type: none"> (i) Measures to eliminate discrimination, universalize education, eradicate illiteracy, create a gender-sensitive educational system, increase enrolment and retention rates of girls and improve the quality of education to facilitate lifelong learning as well as the development of occupation/vocation/technical skills for women. (ii) Creating a working environment with fundamental freedom for women on an equal basis with men in all spheres – political, economic, social, cultural and civil (iii) Equal access for women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety. (iv) Building and strengthening organizations by eradicating discrimination and all forms of violence against women
Introduction to the policy
<p>Gender discrimination persists in India and lot more needs to be done in the field of women's education in India. The gap in the male-female literacy rate is just a simple indicator. The male literacy rate is more than 82.14%, and the female literacy rate is just 65.46%. Women are an important section of our society. Education as a means of empowerment of women can bring about a positive attitudinal change. It is therefore crucial for the socioeconomic and political progress of India. The organization is empowered to adopt affirmative measures to promote ways and means to empower women. Education significantly makes a difference in the lives of women. Programmes are strengthened to bring about a greater involvement of women in science and technology. These include measures to motivate girls to take up science and technology for higher education and also ensure that development projects with scientific and technical inputs involve women fully. A holistic approach to women's health which includes both nutrition and health services will be adopted, and special attention will be given to the needs of women and girls at all stages of the life cycle. Special attention is given to the needs of women in the provision of sewage disposal, toilet facilities and sanitation, especially in the working environment. Institutions and mechanisms/schemes for assistance are created and strengthened for prevention of such violence, including sexual harassment at the workplace.</p>

Non - Discrimination Against Women Policy

Guidelines from Public Statutory and Non-Statutory Bodies/ Committees.

India has ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993.

The Policy also takes note of the commitments of the Ninth Five Year Plan and the other Sectoral Policies relating to empowerment of Women.

The women's movement and a widespread network of non-Government Organizations which have strong grass-roots presence and deep insight into women's concerns have contributed to inspiring initiatives for the empowerment of women.

The legal-judicial system will be made more responsive and gender sensitive to women's needs, especially in cases of domestic violence and personal assault. New laws will be enacted, and existing laws reviewed to ensure that justice is quick and the punishment meted out to the culprits is commensurate with the severity of the offence.

At the initiative of and with the full participation of all stakeholders, including community and religious leaders, the Policy would aim to encourage changes in personal laws such as those related to marriage, divorce, maintenance and guardianship so as to eliminate discrimination against women.

The evolution of property rights in a patriarchal system has contributed to the subordinate status of women. The Policy would aim to encourage changes in laws relating to ownership of property and inheritance by evolving consensus in order to make them gender just.

Policies, programmes and systems will be established to ensure mainstreaming of women's perspectives in all developmental processes, as catalysts, participants and recipients. Wherever there are gaps in policies and programmes, women-specific interventions would be undertaken to bridge these. Coordinating and monitoring mechanisms will also be devised to assess from time to time the progress of such mainstreaming mechanisms. Women's issues and concerns, as a result, will especially be addressed and reflected in all concerned laws, sectoral policies, plans and programmes of action.

Economic Empowerment of women

- **Poverty Eradication**
- **Micro Credit**
- **Women and Economy**

- ☐ **Globalization**
- ☐ **Women and Agriculture**
- ☐ **Women and Industry**
- ☐ **Support Services**
- Social Empowerment of Women**
- ☐ **Education**
- ☐ **Health**
- ☐ **Nutrition**
- ☐ **Drinking Water and Sanitation**
- ☐ **Housing and Shelter**
- ☐ **Environment**

Importance and Implementation at KPRIET

With reference to the above policy, our college has formulated the following committees like Women Empowerment Cell, Faculty Affairs, Equal Opportunity Cell, Grievances and Redressal Committee, Staff Club and Internal Complaints Committee to ensure the development and safety of all women workers of the institution.

Responsible Statutory and Non-Statutory Bodies/ Committees at KPRIET

Women Empowerment Cell

Equal Opportunity Cell

SC/ST Cell

Anti-Ragging Cell

Meeting Frequency		
Every 15 days		
First Implemented on	First Revision on	Last Revision on
11.06.2018	19 July,2023	9 July,2025
Details of Policy Framing Committee		
Dr. G.Anusha, HoD / Civil Dr. G.Dhivyasri, AP (Sr.G) /ECE R. Kavitha, AP (Sr.G) /Civil R.Jagadheeswari , AP/Chemistry		