

**GENDER EQUALITY**  
**AND**  
**EQUITY POLICY**



Lakireddy Bali Reddy College of Engineering  
(Autonomous)  
Mylavaram – 521230

## **1. Preamble**

The institution is committed to promoting **gender equality, equity, and inclusivity** in all academic and administrative practices. This policy is framed in alignment with the guidelines of the University Grants Commission and relevant national laws including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

## **2. Vision**

To create a **safe, inclusive, and gender-sensitive campus** where all individuals are treated with dignity and respect.

## **3. Objectives**

- Ensure equal opportunities irrespective of gender
- Promote gender sensitivity and inclusiveness
- Prevent and address gender-based discrimination and harassment
- Encourage balanced participation in academics and leadership
- Support empowerment of all genders

## **4. Scope**

This policy applies to:

- Students (UG/PG/Research)
- Faculty members
- Administrative and support staff
- Visitors and stakeholders

## **5. Key Principles**

- Equality and non-discrimination
- Respect and dignity
- Inclusiveness and diversity
- Zero tolerance for harassment
- Accountability and transparency

## **6. Policy Components**

### **6.1 Equal Opportunity in Education & Employment**

- Equal access to admissions, scholarships, and placements
- Merit-based recruitment and promotions
- Encouragement for women in STEM and leadership roles

### **6.2 Gender-Sensitive Infrastructure**

- Separate and safe restrooms
- Girls' common rooms and hostels
- Sanitary napkin vending machines
- Adequate lighting and CCTV surveillance

### **6.3 Safety & Security Measures**

- 24/7 campus security
- CCTV monitoring
- Emergency helpline
- Safe transportation facilities

### **6.4 Prevention of Sexual Harassment**

- Establishment of **Internal Complaints Committee (ICC)**
- Awareness on POSH Act
- Confidential grievance redressal mechanism

### **6.5 Awareness & Sensitization**

- Gender sensitization workshops
- Observance of **International Women's Day**
- Awareness campaigns and training programs

### **6.6 Support Services**

- Counseling services
- Mentoring and career guidance
- Support for victims of discrimination/harassment

## **7. Institutional Mechanism**

### **7.1. Internal Complaints Committee (ICC)**

- Presiding Officer (Senior Woman Faculty)
- Faculty Members
- External Member (NGO/legal expert)
- Student Representative

### **7.2. Implementation Strategies**

- Conduct regular gender audits
- Promote inclusive curriculum
- Encourage participation in leadership roles
- Provide training on gender sensitivity

## **8. Compliance Framework**

Aligned with:

- University Grants Commission
- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- National gender equality initiatives

## **9. Monitoring & Evaluation**

- Periodic review by Gender Cell & IQAC
- Feedback from stakeholders
- Annual reports on gender initiatives

## 10. Record Maintenance

- ICC case records (confidential)
- Gender audit reports
- Awareness program documentation
- Participation records

## 11. Performance Indicators

- Gender ratio (students & staff)
- Number of awareness programs
- Reduction in grievance cases
- Participation in leadership roles

The Institute shall continuously review and update the approved policy and is committed to its implementation.

### Policy History:

<b>Version</b>	<b>Approved by</b>	<b>Implementation and Monitoring by</b>
V1.0(Original)	20 <sup>th</sup> Meeting of GB held on 31-01-2026	ICC