



7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

The socially constructed roles and responsibilities that societies deem suitable for all genders. Gender equality is the idea that men and women should have equal rights, responsibilities, and opportunities regardless of their gender. Recognizing ability differences and achieving the same goal with the same outcome is what gender equity entails.

To raise awareness of respecting each gender and find solutions to make the Institute campus safer for women, the Institute performed a gender audit survey. The institutionalization of gender equality within organizations, including in their policies, programs, projects, and service offerings, is checked and assessed using a gender audit.

Our Institute addresses all concerns of discrimination based on gender and provide a setting where men and women can coexist with a sense of both personal protection and dignity through the Internal Complaints Committee.

The Nagarjuna Institute of Engineering Technology and Management have a robust ethical work culture and is committed to protecting Human Rights, Human dignity and eliminating discrimination against women. The institute encourages Self Defence & Fitness Program for Girls. Our Institute always gives importance to safe guard and promotes well-being of all women employees of the organization. International Women's Day is celebrated every year in the Institute on March 8th with full enthusiasm and maximum participation and presence of female staff and girl students. Female students and faculties are involved in all committees and various activities effectively.

Our Institute rests on creating a safe environment for girl students to provide a gender-equity and empowering motivation. The pedagogy of gender sensitization is not only limited to classrooms alone but also has created a vibrant campus environment that is safe and sound for girl students in our Institute. CCTVs are installed in every department, corridor of every floor, pathways, parking area, hostels etc. The campus has playground facilities to enhance the mental and physical Fitness of the students. The Institute provides sufficient sports facilities for indoor and outdoor games.

There is a female warden and female guards in the rotation who are employed in the girl's hostel. Entry is restricted to the hostel bonafide only. Fire safety equipment's are placed on every


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floor in the institute. Medical facilities are available on the campus. The first aid facility is also available in both girls and boys hostels. Common room and counseling rooms are available for girls in the academic cum administrative block.

The College has developed the Grievance Redressal Cell, which deals with grievance complaints and malpractices if any, including those received from students, faculty and other stakeholders, and the general public. Normally, two meetings are held per year on regular basis. Additionally, meeting takes place if any issue occurs. Suggestion cum complaint boxes are fitted on the academic block and hostels for putting in complaint/suggestions in writing. College celebrates/organizes commemorative days, events and festivals through-out the session as per academic calendar of the institute.

College celebrates time to time various National and international commemorative days like Constitution Day, Teacher's Day, International Yoga Day, Shivaji Maharaj Jayanti, Women's Day, Dr. B.R.Ambedkar Jayanti, Rajarshri Shahu Maharaj Birth Anniversary, and D. Laxminarayan Day, etc.

The College also organizes commemorative events inside the campus and festivals on commemorative days like Mahatma Gandhi Jayanti, Navratri, Engineer's Day, Teacher's Day, Janmashtami, Mahatma Jyotirao Phule Jayanti, and Gautam Buddha Jayanti etc.

Since the institute has students from different states with different social, cultural, and linguistic backgrounds, we update their knowledge about the social ritual, cultural, political, and scientific history of our great country India by celebration of their festivals and cultural events.

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