






MAILAM ENGINEERING COLLEGE

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai and
Accredited by National Board of Accreditation (NBA) & TATA Consultancy Services (TCS)

GENDER EQUITY POLICY

POLICY NO.	ISSUE/REVISION NO.	DATE OF REVISION	NEXT REVISION
MEC/IQAC/POLICY/011	01/01	10/03/2021	2025

PREPARED BY	VERIFIED BY	APPROVED BY
		
WEC COORDINATOR	IQAC COORDINATOR	PRINCIPAL

Principal
Mailam Engineering College,
Mailam - 604 304.



MAILAM ENGINEERING COLLEGE

Mailam (Po), Tindivanam (Tk.), Villupuram (Dt.) Pin: 604 304

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai and
Accredited by National Board of Accreditation (NBA) & TATA Consultancy Services (TCS)

GENDER EQUITY POLICY

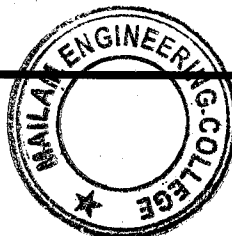
Guiding Principle

In 2013 parliament has passed the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This law is a key development that empowers women in the battle against gender-based mistreatment. Our policy framework envisioned based on the Indian Government act with the following objectives.

Policy Statement

Mailam Engineering College is committed to supporting gender equity in our workplace. We aim to ensure that all staff has the same opportunities, vales, rights and respect, regardless of their gender. The main purpose of gender equity policy to ensure that a gender equity based approach to all of its Intuitional operational activities.

- ❖ Gender equity is the process of being fair to women and men. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources and responsibilities.
- ❖ Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men.
- ❖ Ensure Committee as a workplace provides equitable opportunities for its male and female employee and maintains an Institutional culture which supports gender equity in the campus.
- ❖ Promote a family friendly workplace for men and women through the following activities;
 - Flexible working arrangements for teaching and Non-teaching staffs.
 - Regular review of policy, procedures and strategies to ensure gender equity principles are maintained.





MAILAM ENGINEERING COLLEGE

Mailam (Po), Tindivanam (Tk.), Villupuram (Dt.) Pin: 604 304

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai and
Accredited by National Board of Accreditation (NBA) & TATA Consultancy Services (TCS)

Empowered Committees for proper implementation of Gender Policy

- ❖ Women Empowerment Committee
- ❖ Grievance Redressal Committee
- ❖ Anti-Ragging Committee
- ❖ Discipline Committee
- ❖ Counseling Committee

