



Institute of Engineering & Management

Salt lake Electronics Complex, Kolkata - 700 091, WB, India

ANNUAL GENDER SENSITIZATION ACTION PLAN

Institute of Engineering & Management: Pioneering Gender Equality and Inclusive Practices

Introduction:

- In a contemporary world striving for equal opportunities based on merit, the Institute of Engineering & Management (IEM) stands out as a beacon of gender equality since its inception.
- The institution places a strong emphasis on hard work and sincerity, recognizing these as fundamental keys to success.

Equal Opportunities Across the Board:

- IEM extends equal opportunities from recruitment to all its stakeholders, including staff, students, and faculty members.
- A commitment to maintaining an equal ratio of male and female faculty members reflects the institution's dedication to fostering a balanced academic environment.

Gender-Sensitive Environment:

- IEM actively organises various activities to encourage a gender-sensitive workplace environment specifically tailored for lady faculty members and female students within the Institute's premises.
- Striving for inclusivity, the Institute is vigilant about ensuring a safe and secure environment with 24x7 security measures, including the deployment of security personnel and CCTV surveillance.

Zero Tolerance and Internal Complaint Committee:

- To safeguard its gender-sensitive environment, IEM has established a comprehensive Internal Complaint Committee.

- The committee is dedicated to addressing any violations or activities that may threaten the institution's commitment to fostering a gender-sensitive atmosphere, with a zero-tolerance policy in place.

Uniformity in Uniforms:

- IEM promotes uniformity among its students, irrespective of gender, by implementing a standard uniform policy.
- This ensures a sense of equality and unity among the student body, fostering an environment that values individuals based on their abilities and contributions rather than superficial factors.

Inclusive Representation:

- The institution actively promotes diversity in leadership roles by advocating for female personalities to hold higher administrative posts within IEM.
- Recognizing the importance of representation, at least one or two female class representatives are appointed for each class, ensuring that the student body has a diverse and inclusive leadership structure.

Empowering Female Leaders in Extracurriculars:

- IEM takes a progressive approach by ensuring that a significant number of gymkhana leaders are female.
- This not only empowers women in leadership roles but also sets an example for the entire student body, challenging traditional gender norms in extracurricular activities.

Conclusion:

- Institute of Engineering & Management's commitment to gender equality is not just a policy but a lived reality reflected in its everyday practices.
- By fostering an inclusive environment, promoting equal opportunities, and actively addressing any issues that may arise, IEM is a model institution in championing gender equality in the academic realm.
- Through these initiatives, IEM not only stands as a testament to the importance of gender equality but also sets a precedent for other institutions to follow suit in creating a more inclusive and diverse educational landscape.



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