



# VARDHAMAN COLLEGE OF ENGINEERING

(AUTONOMOUS)

Affiliated to JNTUH, Approved by AICTE, Accredited by NAAC with 'A' Grade,  
UGC "College with Potential for Excellence" and ISO 9001:2015 Certified  
(JNTUH College Code : 88)

## Gender Policy

A major concern to have a harmonious living in any organisation is to treat its inmates with care and due respect. Vardhaman College of Engineering backs gender equality and provides equal opportunities to all genders. Every individual is treated with respect and concern regardless of the gender. The college provides ample opportunities for every individual to grow in their field without gender discrimination. Gender sensitivity is our prime concern with respect to both students and staff.

## Provisions to make the campus gender sensitive:

The college designs its policies and programmes keeping in mind the gender equality and equilibrium. The college makes a conscious effort to have sufficient representation of women on various academic panels. As a result, women faculty in the college are consistently seen reaching greater heights in their career. Besides, there is enough representation of women staff and students in notable academic bodies like IEEE Women's chapter. The ratio of women and men staff is approximately 40:60 and women are appointed to many responsible positions in the college.

It is also a regular practice that the policy makers of the college discuss gender issues with the newly joined staff in order to sensitise them to the gender specific needs of colleagues and students. We believe this can promote healthy work and learning environment for the women staff and women students of the college, thus providing conducive environment.

Women students are encouraged to participate in all the extra-curricular and co-curricular activities with fervour as it boosts their confidence as they progress. The campus has round-the-clock security that ensures safety of women. Further, the women's hostel is well guarded with high class security services. In addition, the women redressal cell looks into the problems of women and encourages them to be vocal about their problems.

When it comes to women staff, it is normally difficult for them to have a work-life balance. Therefore; the college makes every effort to support women staff with all the necessary relaxations.

Hygiene plays a vital role in making an organisation healthy and the college provides clean and hygienic facilities to both staff and students. There are adequate restrooms that are properly maintained.

We treat the family of every staff member special. Since childcare is a great responsibility, we support our staff by providing maternity and paternity leaves. The women staff are given maternity leave for 120 days with half pay and men staff are given a paternity leave for 15 days. The maternity leave is extendable based on the health conditions of the staff concerned.

We provide equal pay and incentives for both men and women staff of the college. The pay is decided purely on merit and experience.

The college organises events exclusively for women staff on the occasion of Women's Day every year and expresses gratitude and respect for their immense contribution.



*Raviinder*  
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