



Karunya INSTITUTE OF TECHNOLOGY AND SCIENCES

(Declared as Deemed to be University under Sec.3 of the UGC Act, 1956)

MoE, UGC & AICTE Approved

NAAC A++ Accredited

SDG 5 - Gender Equality

Gender equality is a fundamental human right which encompasses equal access to opportunities, protection from discrimination, and freedom from violence and abuse for all individuals, regardless of their gender. Promoting gender equality is essential for economic growth and development of a society. When women and girls have equal access to education, employment, and entrepreneurship opportunities, it results in a more robust and diverse workforce, contributing to the overall development of a nation.

5.1 Research on Gender Equality

5.1.1 Proportion of female authors

Gender equality in research publications is a critical aspect of promoting diversity and inclusivity in the scientific community. Efforts have been taken to promote gender equality in research publications which addresses not only the quantity of research authored by women but also the quality, visibility, and influence of their work in the academic community.

- Seed money for research
- Summer internships
- Incentives for publications
- Financial support for patent filing and publishing
- Financial support for presenting papers in international conferences abroad
- Academic workload relaxation for carrying out funded research.

These efforts have contributed to a more inclusive and equitable research environment that benefits researchers. 430 papers have been published by women faculty members in the year 2021& 2022.

5.1.2 Gender Equality: Cite Score

Various initiatives taken by the institution to support and advance female researchers has influenced the quality and impact of research published by the women faculty, which is reflected in their cite scores.

5.1.3 Publication

One of the significant publications on Gender Equality is “Analysis of the health, economic and environmental impacts of COVID-19: The Bangladesh perspective” by Dr. Sneha Gautam. The study assesses the socio-economic impacts of COVID-19 in Bangladesh by collecting data from different sources. This study also discussed the impact of COVID-19 on mental health and found that women faced more depression and anxiety than men as well as 43% of children had subthreshold mental disturbances. Three-fourths of the adolescents have been distressed with household stress during the pandemic. Women and girls have encountered increased domestic violence. Decreasing remittance from non-residents and shutting down of RMG industry resulted in loss of job and have badly affected economic section. Almost 20 million workers lost their jobs in Bangladesh from the informal sector. Moreover, the healthcare workers who have treated the corona virus patients have been socially stigmatized due to the fear of infection. Corona Virus has jeopardized the agriculture sector and 66% farmers (53% crop and vegetables, 99% fish farmers) got lower price than they used to get in a normal situation.

5.2 Proportion of first-generation female

The institution recognizes and supports the achievements and contributions of first- generation females who are breaking traditional barriers and advancing the cause of gender equality within their families and communities.

5.3 Student Access Measure

5.3.2 Policy for women Applications and Entry

To ensure equal opportunity for women to access education, training, and job openings a gender-neutral recruitment and selection process has been implemented. Girl students are encouraged to pursue STEM and other non- traditional courses like Criminology and Forensic Science.

5.3.3 Women Access Schemes

To ensure that women have access to higher education and alleviate the financial barriers that often hinder women from pursuing higher education, the institution facilitates the students to receive various scholarships offered by Central / State Governments and from KITS which will be duly notified to the students through notices / e-mail / institute website such as Pragati Scholarship Scheme for Girl Students (Technical Degree) from All India Council for Technical Education (AICTE). KITS offers special Scholarship of Rs. 40,000 per annum to Women students to pursue technical degree programmes.

5.4 Proportion of female Senior Academics

Initiatives have been taken to increase the representation of women in leadership roles. Women are encouraged to take administrative roles and serve as members of various boards and committees. More than 50% of the faculty members are women and 31 of the 91 professors are in leadership roles.

5.5 Proportion of Women receiving Degree

The institution aims to eliminate gender disparities in education and ensure that girl students and women faculty have the same opportunities as boys and men faculty for professional development. Increasing the number of women receiving degrees and ensuring they have equal access and opportunities in higher education is given top priority. Out of 1303 students graduated, 420 were girls.

5.6 Women's Progress Measures

5.6.1 Policy for non-discrimination against women

Equal Employment Opportunity Policy and Policy Against Harassment

<https://online.karunya.edu/uploads/hr/policy/HRPolicyJan2023.pdf>

(a) Equal Employment Opportunity Policy

Karunya Institute of Technology and Sciences is a self-financing Christian Minority Institution. No employee or applicant will be subjected to discrimination because of race, colour, age, sex, religion, marital status, disability, military status or any other characteristic protected by law. This policy is applicable to all terms and conditions of employment, including recruitment, hiring, promotion, training assignment, evaluations, compensation and termination.

(b) Policy Against Harassment

In General Karunya Institute of Technology and Sciences is committed to provide all employees with an environment that is free of discrimination and harassment. We will not tolerate conduct that constitutes or could lead or contribute to harassment based on sex, race, colour, religion or any characteristic or status protected by law. Examples of such prohibited conduct include, but are not limited to

- Ethnic slurs
- Use of computer (including the internet and email) to view or distribute racially offensive communications
- Threatening, intimidating or hostile acts directed at a particular sex or religious group
- Harassment does not require intent to offend. Thus, inappropriate conduct meant as a joke or even a compliment can constitute prohibited harassment.

Sexual harassment

Sexual harassment is a specific type of discriminatory harassment. It includes unwelcome sexual advances, requires for sexual favors and other verbal or physical conduct of a sexual nature when:

- Submission to the action is either an explicit or implicit condition of employment
- Submission to or rejection of the action is used as a basis for employment decisions or
- Such conduct has the purpose or effect of interfering with the employee's work performance or creating an intimidating, hostile or offensive environment
- Prohibited conduct includes, but is not limited to:
 - Unwelcome sexual flirtations, advances or propositions
 - Inappropriate touching
 - Graphic verbal comments about an individual's body or appearance
 - The use of sexually degrading words
 - The use of computers (including the internet and email) to display or distribute sexually explicit images, messages or cartoons
- In addition to the foregoing, no one with a supervisory role may at any time:

- Threaten or imply that an individual's submission to or rejection of a sexual advance will in
- any way influence any decision regarding that individual's employment, performance
- evaluation, advancement, compensation, assignments, discipline, discharge or any other
- term or condition of employment
- Make any employment decision concerning an individual on such a basis

(c) Procedures

If you believe that you or anyone else has been subjected to prohibited conduct, you are required to report the relevant facts as promptly as possible. At your option, the report can be made to your higher authority Head of the Department (HoD) / Director / Dean / Registrar / Pro-Vice Chancellor /Vice Chancellor. You should report the conduct regardless of

- The offender's position at Karunya Institute of Technology and Sciences
- The fact the offender is not employed in Karunya Institute of Technology and Sciences eg. Vendor, visitor, temporary employee. Your time report is critical in order for the Karunya Institute of Technology and Sciences to take action to stop the conduct before it is repeated.

All reports will be addressed promptly, with further investigation where needed to confirm facts or resolve dispute facts. In conducting its investigation, Karunya Institute of Technology and Sciences will strive to keep the identity of individuals making reports as confidential as possible.

Appropriate disciplinary action including unpaid suspensions and terminations will be taken against the personnel found to have violated these policies. Individuals who violate these policies may also be vulnerable to additional, personal exposure under applicable law.

(d) No Retaliation

Threats or acts of retaliation against individuals who report inappropriate conduct or participate in an investigation will not be tolerated. If you think you have been subjected to retaliation, you are obligated to use the above procedure to report the pertinent facts. The Institution will investigate and take appropriate action in the manner described above.

5.6.2 Non- discrimination Policy for transgenders

To eliminate discrimination against women in all aspects of the organization's activities, a non-discrimination policy for women and transgenders is in place which covers all areas of the organization, including recruitment, hiring, promotion, compensation, training, and work eco system.

5.6.3 Maternity and Paternity Policies

Maternity leave on full pay is granted to permanent female faculty for a period not exceeding 90 days once in service. Maternity leave can be combined with EL, half pay leave or LLP.

5.6.6 Women's Mentoring Schemes

Senior Resident Advisors and Mentors are appointed to address the needs and concerns of women students, women counsellors provide professional counselling in areas related to academics, career, health, family and relationships. Regular talks on domestic violence and abuse, legal remedy on various women related issues are being organized to sensitize women.

5.6.8 Policies protecting those reporting discrimination.

To create a safe and inclusive learning environment that is free from sexual harassment and discrimination, an Internal Compliance committee has been constituted in KITS comprising of 12 members including a Legal Consultant and a Psychiatric Specialist. Details regarding the constitution and composition of the committee, details of the e-mail IDs, contact numbers, the procedure prescribed for submitting online complaints, the regulations and internal policies are posted on the institution website. To familiarize the members with their duties, members were sponsored by the institution to attend a Safe Campus program conducted by Association of Indian Universities and Martha Farrell Foundation. Seminars and awareness programmes are regularly conducted to educate women faculty and students about the policies regarding discrimination. Workshops, awareness programmes and various competitions were held to sensitize the stakeholders of a safe working environment without any discrimination.

Scholarship Details

B. SCHOLARSHIPS FROM THE STATE GOVERNMENTS

i. Government of Tamil Nadu

Incentive Schemed for full-time Ph.D. Scholars belonging to SC/ST & Converted Christians

The Directorate of Adi-Dravidar Welfare, Government of Tamil Nadu offers Incentive to the Scholars belonging to SC / ST / converted Christian Students who pursue full-time Ph.D. programme.

ii. Government of Jharkhand

e-kalyan Scholarship to backward classes and SC/ST students from the State of Jharkhand

The Welfare Department of the Government of Jharkhand offers Post Matric Scholarship for the welfare of the students belonging to backward classes and the SC/ST who are studying outside the State of Jharkhand.

Karunya Institute of Technology and Sciences (Deemed to be University) has registered at the e-kalyan Scholarship portal for the benefit of such students from the State of Jharkhand studying in KITS.

For further details students may visit <https://ekalvan.cgg.gov.in>

II. INSTITUTIONAL SCHOLARSHIPS:


II.1. Karunya Institute of Technology and Sciences offers various scholarships from the first year and renewable for subsequent years subject to fulfilment of renewal norms:

- i) Institutional Merit Scholarships
- ii) Minority Scholarships
- iii) Scholarships to Women students
- iv) Scholarships to Siblings / wards of alumni, faculty and staff
- v) children of Ex-servicemen for MBA students
- vi) Scholarships for KITS alumni students
- vii) Scholarships to B.Tech. students who have cleared JEE (Main) examination
- viii) Scholarships to Young Innovators and Inventors

Note : The candidate is eligible for any ONE of the above scholarships.

II.2. M.Tech. (GATE scholarship for Indian Nationals & NRI / Foreign Nationals)

Scholarship	Amount	Eligibility/Renewal Criteria
M.Tech. - GATE Scholarship	GATE Stipend of ₹ 10,000 per month	valid GATE Score and CGPA inUG > 7 will be renewed every year, if the student achieves - 7.5 CGPA - No arrear - No disciplinary cases

Click here for more information 

[Scholarships | Admissions - Karunya](#)

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SCHOLARSHIPS AND AWARDS

The Office of the Student Affairs facilitates the students to apply and receive various scholarships offered by Central / State Governments and also from KITS which will be duly notified to the students through notices / e-mail / institute website.

I. GOVERNMENT SCHOLARSHIPS

Students can avail the following scholarships offered by the various Departments / Ministries of the Government of India and the details are available at the National Scholarship Portal (www.scholarships.gov.in)

A. SCHOLARSHIPS FROM THE CENTRAL GOVERNMENT

- i) Merit cum Means Scholarship & Post Matric Scholarship Scheme from the G.O.I., Ministry of Minority Affairs
- ii) Central Sector Scheme of Scholarships from the Department of Collegiate Education:
- iii) Prime Minister's Scholarship Scheme for Central Armed Police Forces and Assam Rifles from the Ministry of Home Affairs
- iv) Prime Minister's Scholarship Scheme for RPF / RPSF from the Ministry of Railway
- v) Post-matric Scholarships for Students with disabilities from the Department of Empowerment of persons with Disabilities
- vi) Financial Assistance for Education of the Wards of Beedi/Cine/IOMC/LSDM Workers – Post-Matric from the Ministry of Labour & Employment
- vii) Financial Support to the students of N.E.R. for Higher Professional Courses (NEC MERIT SCHOLARSHIP) from North Eastern Council (N.E.C.)
- viii) Ishan Uday – Special Scholarship Scheme for North Eastern Region from University Grants Commission (UGC)
- ix) Scholarships from All India Council for Technical Education (AICTE)
 - a) Pragati Scholarship Scheme for Girl Students (Technical Degree)
 - b) Saksham Scholarship Scheme for specially abled student (Technical Degree)
 - c) Swanath Scholarship Scheme (Technical Degree)
 - d) Post Graduate (PG) Scholarship Scheme for GATE qualified students – through AICTE website (www.aicte-india.org)
 - Scholarship is awarded to full time GATE/GPAT qualified students admitted to M.Tech. programs.

For further details please refer to:

(www.aicte-india.org)



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A CHRISTIAN MINORITY RESIDENTIAL INSTITUTION

AICTE Approved & NAAC Accredited

Karunya Nagar, Coimbatore - 641 114, Tamil Nadu, India.

Dr. A. Albert Rajan, M.E., Ph.D.,
Deputy Registrar (Student Affairs)

KU/DR(SA)/MCM/026/2021,
August 24, 2021.

NOTICE

MERIT CUM MEANS SCHOLARSHIP **FOR PROFESSIONAL AND TECHNICAL COURSES TO THE** **STUDENTS BELONGING TO MINORITY COMMUNITIES** **FOR THE YEAR 2021-2022 (Fresh & Renewal)**

The Ministry of Minority Welfare, G.O.I. has invited applications for *Merit Cum Means Scholarship for the academic year 2021-2022* from the students belonging to notified religious Minorities Viz. Muslims, Christians, Sikhs, Buddhists, Zoroastrians (Parsis) & Jains for **Fresh & Renewal**. [Degree or Post graduate level professional / Technical Courses]

Mode of application: online through *National Scholarship Portal (NSP)*
Website: www.scholarships.gov.in

Eligibility Criteria :

<u>Fresh</u>	<u>Renewal</u>
<ul style="list-style-type: none">❖ Students pursuing technical / professional courses❖ However, such students should have not less than 50% marks at higher secondary / graduation level / polytechnic for lateral entry.❖ <i>Selection will be done strictly on merit basis.</i>❖ Annual income of whose parents / guardian from all sources does not exceed Rs. 2.5 lakhs	<ul style="list-style-type: none">❖ Students who have been awarded Fresh Scholarship in the previous year can apply for Renewal Scholarship provided if he/ she scored not less than 50% of marks in the previous year examination with out any arrears
Last date for submission of online application : 30.11.2021	

Students are expected to upload all the required documents clearly scanned (refer annexure) for online verification by the institution.

Further, a scanned copy of the application (submitted online through NSP portal) should be sent to the Student Affairs Office through studentsection@karunya.edu for verification and record.

For further information and clarification the students shall contact Student Affairs Office .
(Ph.: 0422-2614324/2614323)


DEPUTY REGISTRAR (SA)

To
All B.Tech. / M.Tech. / M.B.A. - students through e-mail

Cc to: Dean (ET, SABS & SSAMM) and all HODs
The Registrar – for kind information



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Deputy Registrar (Student Affairs)

KU/DY.REG/AICTE/027/2021,
August 24, 2021.

NOTICE

AICTE – PRAGATI / SAKSHAM SCHOLARSHIP FOR THE YEAR 2021-'22

The All India Council for Technical Education has invited applications *for the following Scholarships for the academic year 2021-'22* from the students admitted into I year B.Tech. or II year B.Tech. (Lateral Entry) programs.

I. Pragati Scholarship (Exclusively for Girl Students)	
Eligibility Criteria :	Amount of Scholarship: Rs.50,000 p.a.
<ul style="list-style-type: none">❖ Girl Students admitted into I year Degree or II year Degree (Lateral Entry) Technical Courses❖ Family Income from all sources is not more than Rs.8 lakhs per annum during the current financial year.❖ <i>Maximum two girl children per family are eligible</i>	
II. Saksham Scholarship for Specially Abled Students	
Eligibility Criteria :	Amount of Scholarship: Rs.50,000 p.a.
<ul style="list-style-type: none">❖ Specially Abled Students admitted into I year Degree or II year Degree (Lateral Entry) Technical Courses❖ Family Income from all sources is not more than Rs.8 lakhs per annum during the current financial year.❖ <i>Specially abled student having disability of not less than 40%</i>	
Last date for submission of online application : 30.11.2021	

Mode of application: online through *National Scholarship Portal (NSP)*

Website: www.scholarships.gov.in

Students are expected to upload all the required documents clearly scanned (refer annexure) for online verification by the institution.

Further, a scanned copy of the application (submitted online through NSP portal) should be sent to the Student Affairs Office through studentsection@karunya.edu for verification and record.

For further information and clarification the students shall contact Student Affairs Office .

(Ph.: 0422-2614324/2614323)

DEPUTY REGISTRAR (SA)

To
All I B.Tech. / I B.Tech. (Lateral Entry) students - through e-mail

Cc to: Dean (ET) and all HODs of Engg. Departments
Cc to: The Registrar – for kind information