



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

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. More than 1300 papers and 30 patents have been published by women faculty members in the year 2023 - 2024.

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

Significant publications on Gender Equality

A Comparative Analysis of Machine Learning Algorithms for Crime Rate Prediction by Dileep, A.| Ramalakshmi, K.| Venkatesan, R.| Sundar, G.N.| Nancy, G.| Shirly, S. in Proceedings of the 3rd International Conference on Applied Artificial Intelligence and Computing, ICAAIC 2024.

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. Out of 235 first generation learners 141 are girls.

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.

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 2042 students graduated, 845 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 transgender

To eliminate discrimination against women in all aspects of the organization's activities, a non-discrimination policy for women and transgender 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.

Policy Documents:

<https://www.karunya.edu/igac/ranking/THEImpactRanking>