



Since 1994

Marathwada MitraMandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune

S. No. 18, Plot No. 5/3, CT'S No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



MM's IMERT

GENDER EQUITY POLICY



Since 1994



7.1.1 Gender Equity Policy

Objective

- The objective of the Gender Equity Policy is to treat all individuals as humans, welcoming all genders without discrimination.
- The policy aims to ensure inclusivity in academics, activities, training, internships, placements i.e. in all curricular, co-curricular as well as extra-curricular activities.
- To provide a safe, secure, and open environment, free from fear and bias.
- To promote equal opportunities and encourages equal representation of all genders.

Scope

This policy applies to all Internal and External stakeholders of the Institute. It encompasses all aspects of the institute's operations, such as admissions, academic programs, extracurricular activities, and day-to-day functioning.

Guidelines

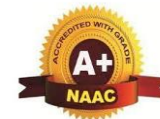
1. **Open and Fear-Free Environment:**
 - Create an open and inclusive environment where all members feel safe and valued.
 - Promote a culture free from fear, bias, and discrimination.
2. **Equal Treatment and Non-Discrimination:**
 - Treat all individuals with respect and dignity, welcoming all genders to the Institute.
 - Ensure no discrimination based on gender in any aspect of the institute's operations.
3. **Inclusivity in Activities:**
 - Include all genders in academics, indoor and outdoor activities, training programs, internships, and placements.
 - Promote participation in cultural programs, sports, and other extracurricular activities.



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4. **Safe and Secure Environment:**
 - Maintain a safe and secure environment with facilities like CCTV surveillance.
 - Provide gender-specific facilities, including separate hostels, washrooms, and common rooms.
 - Ensure the campus is free from fear and bias. Establish clear protocols for dealing with harassment and discrimination, including a responsive internal complaints committee.
5. **Equal Opportunities:**
 - Offer equal opportunities in admissions, academic programs, and leadership roles.
 - Constitute cells and committees, such as Equal Opportunity Cell, Grievance Redressal cell, Internal Complaints Committee and Anti-Ragging committee, to promote gender diversity and redressal system.
6. **Support Services and Facilities:**
 - Provide support services like counseling and helpline numbers.
 - Offer motivational factors like fee concessions approved by the government and MM Trust .
7. **Health and Wellbeing:**
 - Collaborate with hospitals to provide emergency medical services.
 - Encourage regular health check-ups and mental health support through professional counselors.
 - Ensure easy access to insurance.
8. **Academic Excellence:**
 - Foster a healthy and inclusive campus conducive to academic excellence.
 - Ensure that all students, regardless of gender, have the resources and support needed to succeed in co curricular as well as extra-curricular activities.
9. **Education and Training:**



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- The Institute aims to offer education and training programs for staff, faculty, and students to increase awareness and understanding of gender diversity, inclusivity, and related issues such as sexual harassment and self defence.

10. Leadership and Representation:

- Encourage the promotion of all genders to leadership positions.
- Support mentorship and development programs to foster leadership skills.

MM's IMERT strives to be and remain an inclusive campus in terms of ensuring equal participation of all gender students as well as staff in the coordination and conduct of various events and programs in the Institute in various capacities. This helps build confidence among them and foster team building and team work.



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Zero Tolerance Policy for Sexual Harassment Signboard in College Campus





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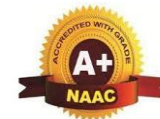


GENDER SENSITIZATION

ACTION PLAN



Since 1994



7.1.1 Gender Sensitization Action Plan

Objective:

Marathwada Mitra Mandal's Institute of Management Education Research and Training is dedicated to fostering gender sensitivity, equity, and equality among all its stakeholders. IMERT prioritizes the safety, security, and well-being of all genders, ensuring a conducive environment for holistic development.

Through various initiatives the institution actively engages in positive and impactful interventions in its teaching and learning processes.

Furthermore, the institute's commitment to gender sensitivity aligns with the global sustainable development goals (SDG-5) of the Twenty-First century, as well as gender equality plans developed by UNICEF. This alignment underscores its role in promoting inclusive and sustainable development for both students and society at large.

Gender Sensitization Action Plan

I. Awareness and Education :

- ✓ Conduct workshops to enhance financial literacy among women, covering topics like budgeting, saving, and investing.
- ✓ Organize guidance sessions focused on entrepreneurship, business skills, and accessing financial resources
- ✓ Hold seminars discussing significant gender-related case laws to educate stakeholders on legal rights and precedents
- ✓ Implement regular POSH training sessions for all stakeholders, ensuring awareness of guidelines, reporting mechanisms, and available support.
- ✓ Conduct mental health awareness sessions focusing on issues particularly affecting women
- ✓ Organize sessions promoting good health practices, including nutrition, exercise, and regular health check-ups.



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II. Policy Reforms :

- ✓ Review and update policies to promote gender equality and eliminate discrimination
- ✓ Align institutional policies with human rights standards
- ✓ Provide marketing and branding support to women entrepreneurs through FMCIII.
- ✓ Develop social responsibility initiatives focusing on empowering Women Self Help Groups.

III. Workplace Culture :

- ✓ Incorporate regular yoga sessions to promote physical and mental well-being among all stakeholders
- ✓ Encourage participation in sports activities to promote fitness and team spirit and Organize sports events and competitions within the institute.

IV. Support Mechanisms :

- ✓ Provide counseling at two levels – first by faculty mentor and second by a Professional Counsellor, on need basis.
- ✓ Provide mentorship, educational resources, and emotional support.

V. Continuous Improvement :

- ✓ Conduct activities to increase awareness of constitutional rights and duties, focusing on gender equality.
- ✓ Update and distribute health resources based on the latest research and guidelines

Implementation and Monitoring :

- ✓ **Establish a Gender Sensitization Committee:** Form a committee responsible for planning, implementing, and monitoring gender sensitization initiatives.



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1. The Internal Complaints Committee conducts various programmes from time to time.
 2. The Anti Ragging Committee conducts orientation session and invites various guest speakers.
- ✓ **Regular Feedback and Evaluation:** Collect feedback from participants after each session and periodically evaluate the effectiveness of the action plan.
 - ✓ **Annual Review and Update:** Annually Conduct Gender Audits and review progress on gender sensitization initiatives and set new goals based on feedback, new developments, and institutional needs.

This comprehensive Gender Sensitization Action Plan aligns with the Gender Equity Policy, ensuring an inclusive, safe, and equitable environment for all genders.



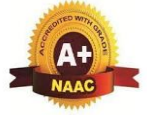
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Grievance Redressal Policy



GRIEVANCE REDRESSAL POLICY

Objectives:

- ❖ The Grievance Redressal Policy serves as a transparent and organized framework for the MM's IMERT's Internal Stakeholders to address and resolve issues.
- ❖ This policy attempts to provide a welcoming and encouraging environment for the community of the institute by making sure that all concerns are handled fairly, consistently, and promptly.

Scope:

- ❖ All students, staff members, and stakeholders of the IMERT are covered by this policy. It addresses complaints about behavioral issues, academic difficulties, administrative processes, harassment and discrimination, and other matters impacting the atmosphere of the institute Also the grievances related to Anti ragging, Internal Complaint Committee, SC/ST Committee Exam committee and Students council will be addressed through this committee.

Procedure for Submission of Grievance

- ❖ A Clearly defined problem or concern will be submitted in writing to a Grievance Redressal Committee (GRC), which is made up of representatives from the student body, faculty, and administration to guarantee impartial and fair decision-making.
- ❖ The following methods are available for grievance submission: online & offline mode.
- ❖ It is expected from the receiver to acknowledge the grievance within a stipulated time frame.

Grievance investigation and resolution

- ❖ A comprehensive inquiry will be conducted and that will includes gathering and analyzing information.

- ❖ Based on the investigation's findings, a clear resolution will be offered that can involve mediation, corrective or punitive actions.
- ❖ To maintain confidentiality, no one other than those immediately engaged in the grievance resolution process is expected to have access to any information pertaining to the complaint.

Complainant or respondent who feels the resolution was unfair or lacking will be permitted to appeal the GRC's ruling

Grievance records and improvements

- ❖ All complaints, inquiries, and decisions will be kept in meticulous, private records.
- ❖ On a regular basis, complaints data will be examined to spot patterns and areas where the institute's procedures and policies need to be improved.
- ❖ Orientations, workshops, and frequent communications will be provided to all members of the institute's community to ensure they are informed on the Grievance Redressal Policy and procedures.
- ❖ Efficient grievance management and dispute resolution training will be provided to the GRC members and other pertinent staff.

Frequency of the meeting

- ❖ Once in a Semester and additionally on need basis

Prepared by- Prof Sachin Kshirsagar, Secretary , Grievance Redressal Committee
Reviewed /Recommended by- Dr Mangalgaori Patil , IQAC Cordinator.
Approved by- Dr Shubhangee Ramaswamy, Director I/C



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Annual Reports of Grievance Redressal Cell



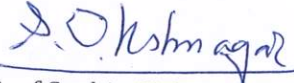
Annual Report of Grievance Redressal Cell For Academic Year 2022-23


Grievance Redressal Cell (GRC) aim to foster a culture of accountability, transparency, and student-centeredness at IMERT. GRC address and resolve grievances and complaints received from stakeholder at every point in time. GRC at every year interact with respective statutory /regulatory bodies of viz. Internal Complaint Committee, Anti - Ragging Committee, SC/ST committee, Exam Committee, Student Council. It verifies their activities conducted; grievance recorded (if any) for that respective year.

This exercise is meticulously followed to ensure fair, transparent, and efficient process for its stakeholders viz Students, Parents, Teaching and Non-teaching staff etc to ensure safe and conducive work environment. The committee wise grievance registered and resolved are as follows: -

Committee Grievance Record and Subsequent Actions

Sr no	Name of the Committee	No. of cases registered	No of cases disposed off	Nature of action taken by the employer
1	Internal Complaint Committee (ICC)	0	0	NA as no grievance was recorded
2	Anti-ragging Committee	0	0	NA as no grievance was recorded
3	SC/ST Committee	0	0	NA as no grievance was recorded
4	Student Council	0	0	NA as no grievance was recorded
5	Exam Committee	6	6	Grievance Resolved


Prof Sachin Kshirsagar
Secretary- GRC


Dr Shubhangee Ramaswamy
Chairperson -GRC



Annual Report of Grievance Redressal Cell

For Academic Year 2021-22

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3	SC/ST Committee	0	0	NA as no grievance was recorded
4	Student Council	0	0	NA as no grievance was recorded
5	Exam Committee	3	3	Grievance Resolved

Prof Sachin Kshirsagar
Secretary- GRC

Dr Jitendra Bhandari
Chairperson -GRC



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Since 1994

Date: 29th May 2021

Annual Report of Grievance Redressal cell

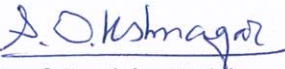
For Academic Year 2020-21

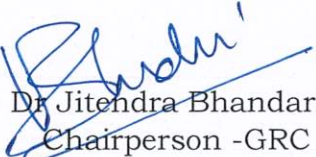
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5	Exam Committee	5	5	Grievance Resolved


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Secretary- GRC


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Date: 04th June 2020

Annual Report of Grievance Redressal cell


For Academic Year 2019-20

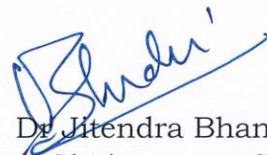
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Prof Sachin Kshirsagar
Secretary- GRC


Dr. Jitendra Bhandari
Chairperson -GRC



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Since 1994

Date: 10th June 2019

Grievance Redressal Cell

Grievance Redressal Cell submitted following Annual Report for the A.Y 2018-19

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3	SC/ST Committee	0	0	NA
4	Student Council	0	0	NA
5	Exam Committee	5	5	Grievance was Resolved

Prof Sachin Kshirsagar
Secretary- GRC

Dr Shiram Nerlekar
Chairperson -GRC