



# PRAGATI ENGINEERING COLLEGE

(Autonomous)

ADB Road, Surampalem, E.G.Dt., A.P. – 533 437

(Approved by AICTE, Permanently Affiliated to JNTUK, Kakinada)

(Recognized by UGC Under Sections 2(f) and 12 (B) of UGC act, 1956)

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## **Measures initiated by the Institution for the promotion of gender equity during the year**

Gender equity and inclusivity have become crucial issues in today's society. With institutions increasingly recognizing the importance of creating an environment that provides equal opportunities for all. Pragati Engineering College(PEC), a leading institution in the field of technical education, has taken significant strides towards promoting gender equity.

PEC prioritized gender sensitization programs for faculty, staff, and students. Workshops and awareness programs were conducted to address unconscious biases, gender stereotypes, and promote a respectful and inclusive campus environment. Guest speakers from prominent fields are invited to speak on the areas which highlights the importance and contribution of women in the society.

PEC recognized the importance of representation and leadership in promoting gender equity. PEC constitutes of 48% of girl students and 45% of women faculty. Further, women faculty are involved in decision making, administration and leadership. Efforts were made to encourage women to take up leadership roles in various student organizations, clubs, and committees.

Recognizing the significance of a safe and inclusive campus environment, PEC implemented infrastructure upgrades and safety measures. This included the establishment of well-lit pathways, the installation of CCTV cameras in strategic locations, and the introduction of Online grievance for reporting any incidents of harassment or discrimination. These measures aimed to ensure that female students, faculty, and staff felt secure and confident in their surroundings.

PEC constituted Women Empowerment and Grievances Cell headed by the convener and represented by faculty and students from all the departments to address any related issues.

It is ensured that minimum one women faculty travels in every college bus to ascertain safe travel for the girl students. To encourage female students, PEC implemented various initiatives. These included establishing Special Prizes for girl students at Annual Day function and financial assistance programs especially for female students. The Institution creates awareness to all the girl students to apply for AICTE PRAGATI SCHOLARSHIP introduced for the benefit of girl students by the Government.

PEC remains committed to continue striving for gender equity, actively engaging stakeholders, and implementing further measures to create an environment where all individuals can thrive regardless of their gender.