

# **GENDER AUDIT**



## **NAGPUR INSTITUTE OF TECHNOLOGY**

(Affiliated to RTM Nagpur University & Approved by AICTE New Delhi)  
CAMPUS : 13/2, Mahurzari, Near Fetri, Katol Road, Nagpur-441501, India  
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## **NIT... CREATING TECHNOLOGY ENHANCED LEARNING ENVIRONMENT PROGRAMMES FOR REAL TIME TECHNICAL SOLUTIONS**

- Ranking in ARIIA (ATAL Ranking of Institutions on Innovation Achievement)
- EduSkills: Industry Center of Excellence
- Host Institute/Business Incubator of MSME
- Official Incubation sub-center of Incubein (RTMNU)
- Authorized Training Center of National Skill Development Corporation (NSDC)
- Official "ICT Academy of Huawei" for HCIA Certifications
- Official Training Center & Star Recipient Performer Award by MKCL
- 3 Star by Ministry of Educations Institute Innovation Council (IIC)
- Member - National Digital Library of India Under Ministry of Education
- ISO 9001:2015 Certified Institute
- SWAYAM National Programme for Technology Enhanced Learning (NPTEL Chapter)
- Accredited in Phase-I of the National Rural Institutions Sustainability Grading(NRISG)- Ministry of Education

## **KEY HIGHLIGHTS**

- **100% Placement Assistance**
- **Practical Training & Exposure through Company's Sponsored Laboratory at NIT Group by MNC John Deere (First Lab in India for Non-Agriculture Sector)**
- **IQ, EQ, Personality Factors, Meta Cognition Assessments in regularly intervals**
- **Training on Soft Skills**
- **Training on Personality Development**
- **Aptitude Development Programme**
- **Test Series on Aptitude**
- **Technical Skill Development Programmes**
- **MOU with National and International Organizations**
- **Industrial Visits**
- **Internship Opportunities**
- **Support for Entrepreneurship Development**
- **Guest Lectures by Industry Experts**

# About NIT

Nagpur Institute of Technology, Nagpur, District-Nagpur, (M.S.) is affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur. It is approved by AICTE New Delhi and DTE, Maharashtra State. Established in 2008, it is accredited by NAAC. Institute is engaged in running various Engineering courses of Degree (Mechanical Engg. Electrical Engg, Civil Engg, Computer Science and Engg, Information Technology) with experienced academicians. It has received Platinum Ranking by AICTE-CII Survey of Best Industry Linked institutes for 2020 and GOLD Ranking for 2018 and 2019. The institute is an authorized Training Center of National Skill Development Corporation (NSDC). It is having official "ICT Academy of Huawei" for HCIA Certifications, it is an official Training Center of MKCL. The college has status as Host institute/Business Incubator of NSME. It is having MoUs with 30 leading Industries and organizations. It is also having Institute of Engineers (IE) Student Chapter, SAE Collegiate Club, ISTE Chapter, Life Time Institutional Member of Quality Circle Forum of India (QCFI), NPTEL Chapter. This knowledge center received Entrepreneurship Awareness grant from Department of Science & Technology, ED Cell grant from AICTE. The students and faculty members have filed 5 Patents. The faculties have received various national awards. The Institute has organized various Entrepreneurship related activities like Women Entrepreneurship Conclave, Workshop on intellectual Property Rights, MSME Sponsored Entrepreneurship Awareness Program (EAP). Students have participated in various startup challenge competitions and events. The College is having dedicated Entrepreneurship Development Cell and Industry Institute interaction Cell. It is equipped with R&D facilities and Labs to facilitate the research and innovation. The College has "Center for Creativity and Innovation wherein the dedicated facilities and projects are available for Innovative ideas and projects. It also conducts various training programmes for Skill Development. The institute is having good infrastructure and well equipped workshop, laboratories, which are calibrated as per NABL certification, to cater the needs of Incubatees in engineering and research sector.

Many of the students and Alumni have turned as successful entrepreneurs and received many awards on this front. The dedicated Training and Placement Cell looks after the Placement of students at Multinational companies and other Core organizations. It also the beneficiary of E-Yantra Project with BT Mumbai. It has State of Art Central Library with around 20964 books, 30 journals, NPTEL Video lectures, E-Books, and E-Journals to cater the academic requirements.

Affiliations: Approved by India Council for Technical Education (AICTE), New Delhi.  
Approved by Directorate of Technical Education, Mumbai & Govt. of Maharashtra.  
Affiliated to RTM Nagpur University.

Accreditation: Institute is Accredited by National Assessment & Accreditation Council (NAAC).



# MENTAL HEALTH

“Caring for Your Mind and Well Being”

## PRACTICE SELF CARE

Take time each day to do activities that you enjoy and calm your mind, such as reading, taking a walk, or meditating. Self care helps reduce stress and improves mental well being.



## STAY CONNECTED

Maintain relationships with family and friends. Talking to people you trust about your feelings and experiences can provide emotional support and reduce feelings of loneliness.



## PRACTICE MINDFULNESS AND MEDITATION

Mindfulness and meditation techniques can help you stay focused on the present moment and reduce negative thoughts. Take a few minutes every day to meditate and pay attention to your breathing.



## **Introduction:**

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make our college campus safer for girl-students/women and sharing the details with the authority of the college for implementation of the recommendations. The aim of the institution is not only to provide quality education but a holistic development of students. The institution encourages students to excel not only in academics but also in co-curricular activities like skill enhancement for the comprehensive development of personality.

## **The Formation Women Cell**

- The main objective of WC is to create social awareness about the problems of women and in particular regarding gender discrimination.
- Create social awareness about the problems of women and in particular regarding gender discrimination. Encourage participation of working in the area of women's development in the activities of the Cell.
- Organize seminars, workshops for creating general awareness and orientation of students, teachers, and non-teaching staff for their active and sustained participation in the activities of Cell.
- Organize various types of training programmes and create awareness about self-employment schemes for the encouragement of self[1]reliance among women. WC is a statutory body which works in different capacities.
- To prevent empower and to promote general well-being among female students, teaching and non-teaching women staff in the college premises.
- The cell is also responsible to undertake the awareness programmes on gender sensitization, women rights and women empowerment in the college campus.

## **Internal Complaint Committee**

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaint Committee is constituted to deal with the complaints relating to Sexual harassment at work place. Nagour Institute of Technology has constituted committee against sexual harassment since 2010.

### **The objectives of the Committee are:**

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Make recommendations to the Principal for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment

### **Goals of Gender Audit:**

The goal of the current Gender Audit is:

- To evaluate how it's planned and existing policies would affect gender equality.
- A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues.

### **Gender Policy:**

- There shall not be any kind of discrimination on the basis of Gender.
- The institution will be open to both men and women.
- All genders have the right to express themselves freely and fairly.
- A grievance redressal cell maintains impartiality, confidentially by providing accessible and active atmosphere to all the female students and teaching and non-teaching women for their injustice.
- The institute adopts comprehensive safety measures to all the students, teachers and non-teaching staff irrespective to gender.

## Objectives of Gender Audit:

The Gender Audit has the following objectives:

- To examine the gender discrepancies at the College level.
- To study and determine the places and variables of gender discrimination.
- To investigate gender-based discrimination and disparities in academic and nonacademic activities.
- To achieve a good gender balance in decision-making process across all aspects of college life.
- To propose comprehensive strategies to minimize the gender gap.
- To promote gender equality within the campus.
- To ensure sufficient amenities to all genders to keep the campus gender discrimination free
- To increase college's efforts and capacity to prevent sexual harassment.
- To examine gender-based issues that affect administrative staff, students, and teachers

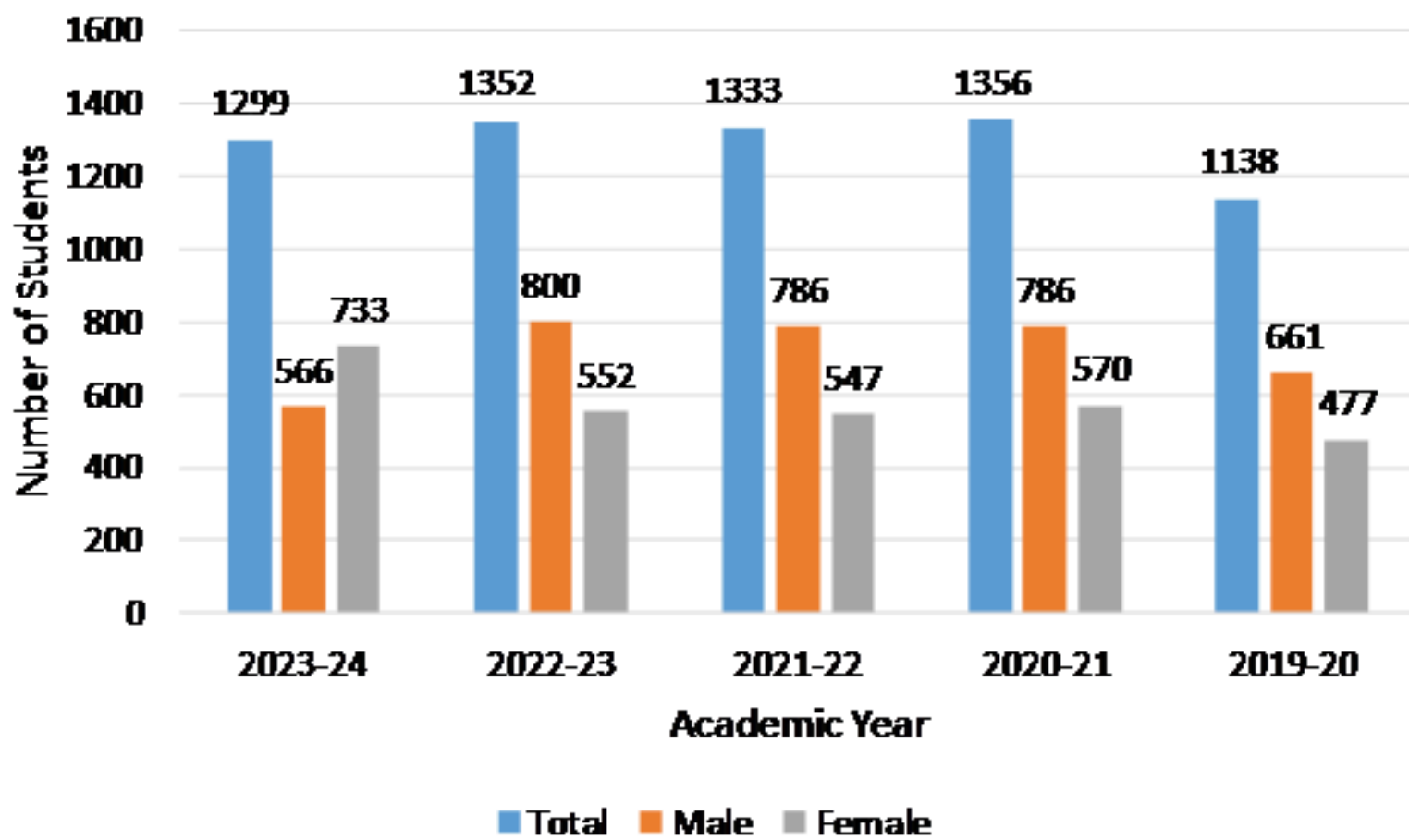
The Nagpur Institute of Technology conducted a systematic study to analyze the steps and initiatives taken by the college to ensure unbiased institutional practices. The procedure included detailed data collection for both the student and staff populations.

### Population of Students Last Five Year in College

Student Population			
Year	Female	Male	Total
2023-24	733	566	1299
2022-23	552	800	1352
2021-22	547	786	1333
2020-21	570	786	1356
2019-20	477	661	1138



### Population of Students Last Five Year



### Population of Students Last Five Years

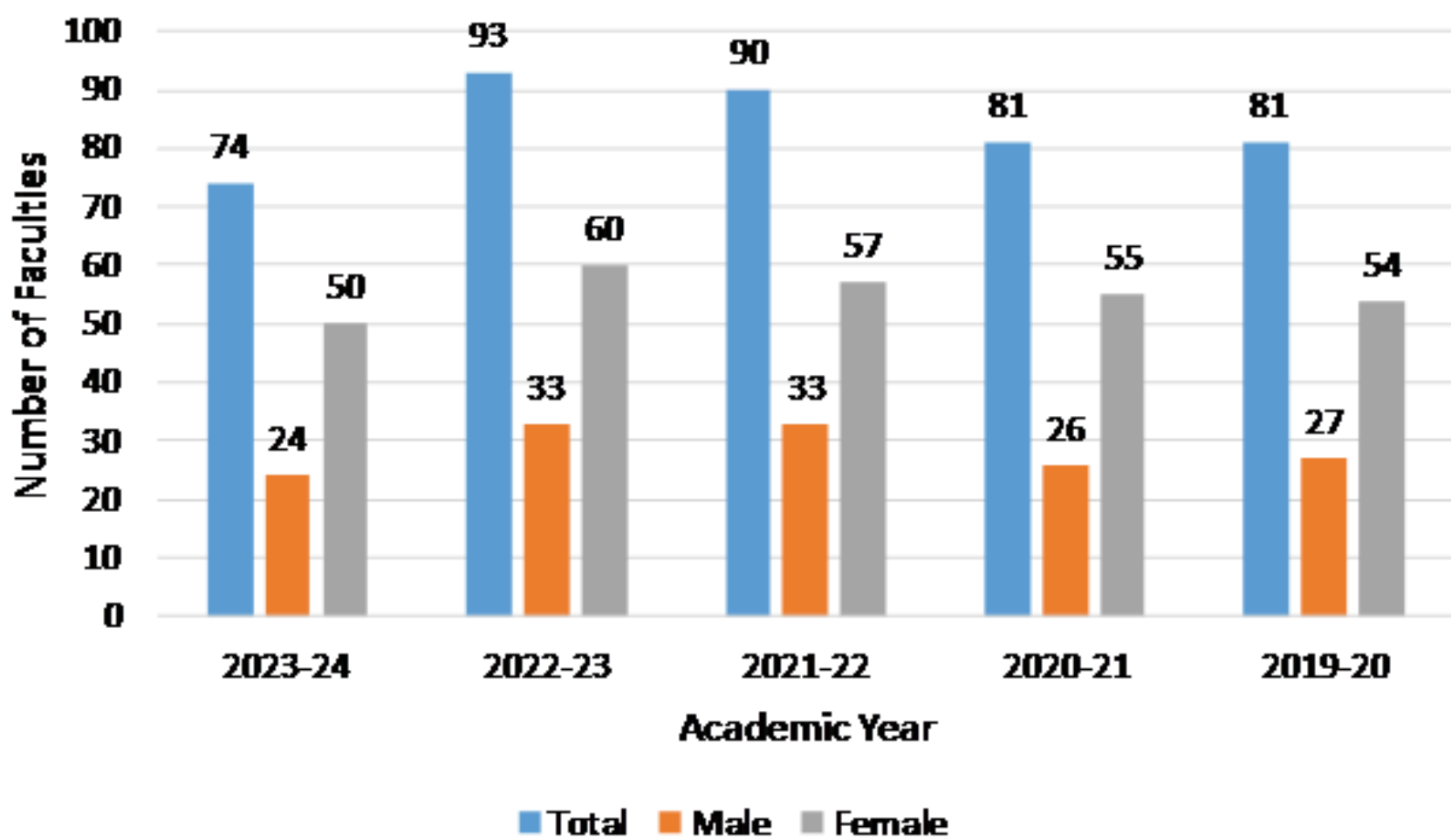
The above graph shows the classification regarding the ratio of admissions of males and females for various Courses. It can be easily analyzed that the ratio of female students was low from the last five years when it was compared to the admitted male students. The ratio of male and female students' admissions for B.Tech courses in the last four years is moderate and seems average through all the years but percentages of girls students increase for last year as institutional provides campus and gender promotion activity-based education to improve girls intake. Since the students come from rural areas, socially disadvantaged groups and the institution offers an education with affordable fees. The institution has even ways through transportation and other activity programs.

### Population of Faculty of Last Five Year

Faculty Population			
Year	Female	Male	Total
2023-24	54	27	81
2022-23	55	26	81
2021-22	57	33	90
2020-21	60	33	93
2019-20	50	24	74



## Population of Faculties Last Five Year



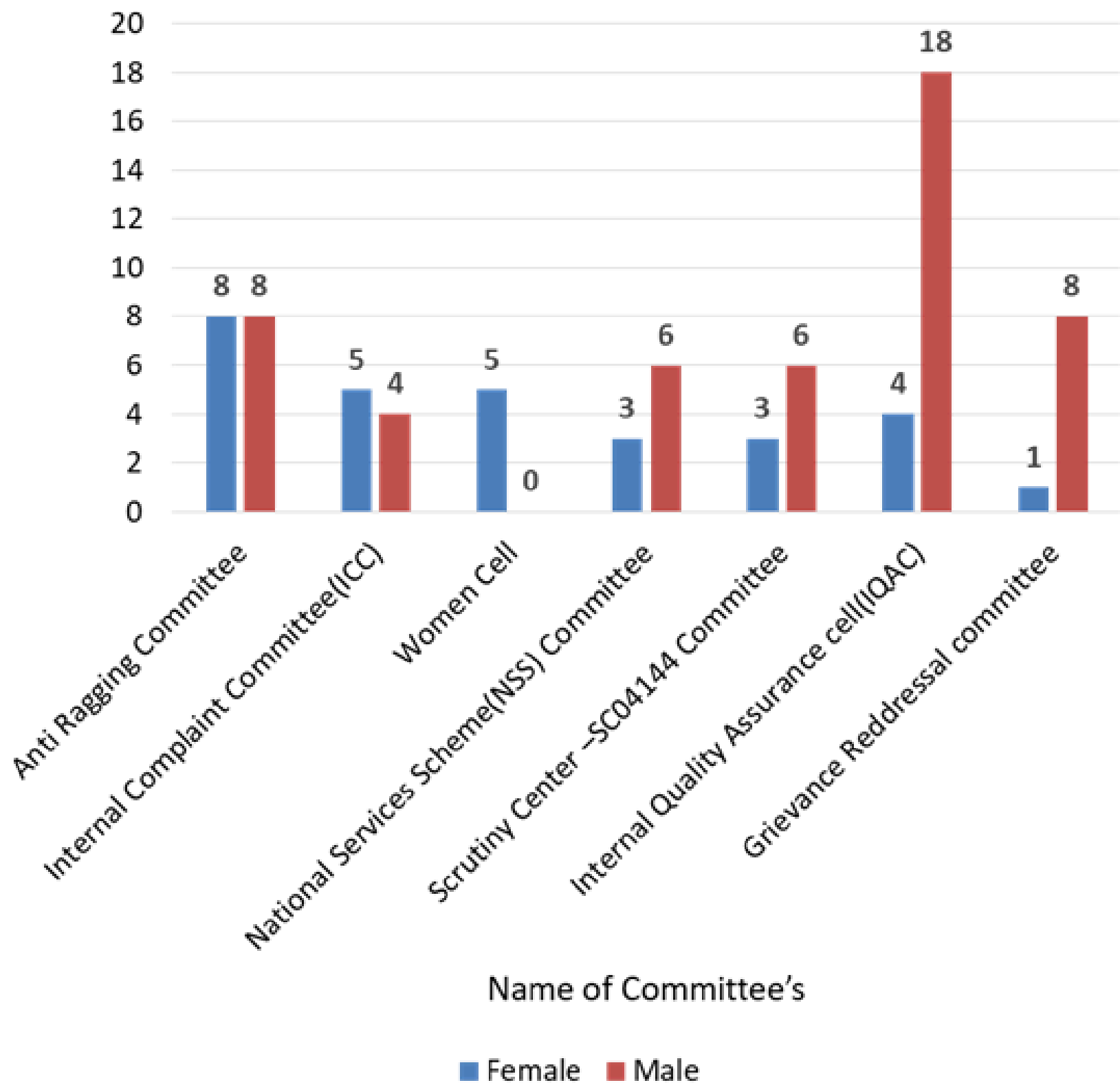
### Population of Faculties Last Five Years

The above graph shows the proportion of male and female teaching staff. The faculty has consistently had a higher proportion of females compared to males. For example, in 23-24, females represent approximately 67% of the faculty.

Female faculty numbers decreased gradually from 60 in 2020-21 to 54 in 2023-24. However, the female proportion remains high.

### Gender Balance in Committees

Name of Committee	Female	Male	Total
Anti Ragging Committee	8	8	16
Internal Complaint Committees(ICC)	5	4	9
Women Cell	5	Nil	5
National Services Scheme(NSS) Committees	3	6	9
Scrutiny Center –SC04144 Committee	3	6	9
Internal Quality Assurance cell(IQAC)	4	18	22
Grievance Redressal committee	1	8	9



The committees show varying female representation. The Women Cell is entirely female, while the Anti Ragging Committees have 50% female members. Committees like ICC (56%) are slightly female-dominant, while others like IQAC (18%) and Grievance Redressal Committee (11%) have significantly lower female representation.

### Activities Conducted

#### **Name of Event: ANEMIA – Awareness, Test, and Treat Camp**

A free “ANEMIA – Awareness, Test, and Treat Camp” was conducted in collaboration under the banner of NSS. The camp aimed to raise awareness about anemia, provide testing services, and offer treatment options. Hemoglobin Screening: The students of NIT, Nagpur were screened for hemoglobin levels. Diagnosis and Treatment: Following the screening, patients diagnosed with anemia were prescribed Homoeopathic Medicine by a physician. Counseling: Patients received counseling regarding the usage of prescribed drugs and dietary intake to improve hemoglobin levels.



NSS conducted "Awareness, Test, and Treat Camp"

### **Name of Event: Awareness programme on Human Trafficking and Crime against Women and Children**

NSS Unit of Nagpur Institute of Technology organized awareness programme on Human Trafficking and Crime against Women and Children in association with Young India Unchained on 15 December 2023 at 201 LAB.



Awareness program on Human Trafficking and Crime against Women and Children

### **Name of Event: Awareness lecture on Cancer**

Cancer awareness program was organized by the Nagpur institute of Technology on 20th December 2022, to create awareness among students so that they can understand the need of fighting against this fatal disease. The event was aimed at raising awareness about Preventable Cancers in India. It is observed in the present scenario that college students are vulnerable to tobacco abuses of cigarette smoking, chewing tobacco, and many other kinds. It is estimated that cigarette smoking accounts for about one-third of all types of cancer, including 90 percent of lung cancer cases. Hence, it was important to sensitize the community regarding the risk factors, early symptoms, and steps to be taken for early diagnosis of tobacco-related cancer. Smokeless tobacco such as chewing tobacco and snuff also increases the risk of cancer, especially oral cancers.



Guest Lecture Conducted on Cancer Awareness



Faculties and Students Participated in Awareness Lecture.

### **Name of Event: Celebration of Birth Anniversary of Savitribai Phule**

Department of Computer Science and Engineering of Nagpur Institute of Technology, Nagpur celebrated 192nd birth anniversary of Savitribai Phule India's first woman teacher today (3rd January 2023). Students recall the legacy of Savitribai Phule, who along with her husband Jyotirao Phule, helped pioneer the education of women. On this occasion students from 2nd year delivered short speeches. Miss. Shrushti Gajbhiye, declared as best orator and was felicitated with a medal. Prof. A. Gahankari gave introductory speech. Prof. N. Dhanvija sang a song in honour of Savitribai Phule. The overall program was coordinated by Prof. S. Raut Madam. Staff and students were present.



Celebration of Birth Anniversary of Savitribai Phule

### **Name of Event: Menstrual Hygiene Awareness Program**

On the occasion of International Women's Day, Nagpur Institute of Technology in association with SWASTHYA VRIKSHA FOUNDATION organized a Talk on "Menstrual hygiene awareness". Dr. Girish Charde, National Executive Advisor, Swasthya Vriksha Foundation and Dr. Deepika Chandhok, National President Swasthya Vriksha Foundation, were expert speakers. They delivered information regarding Menstrual Hygiene Awareness.





Expert Talk on Menstrual Hygiene Awareness by Swasthya Vriksha Foundation

## Name of Event: Expert Talk on POCSO Legal Awareness

Department of Civil Engineering organized in association with CESA, ISDS and CRD Foundation Expert talk on "The Protection Of Children from Sexual Offences Act, 2012" Dr.J.G Chaudhari, Dean Academics proposed introductory speech about the program Prof. Anand Manjarkhede delivery expert talk on sustainable development Adv. Surekha Borkute madam delivered talk on POCSO act Dr. Syed Zafer proposed vote of thanks and event is Coordinated by Prof. S. S. Kapgate ,Prof. Rohit Bhosale & Prof. A. M. Kharwade.



Expert talk on "The Protection of Children from Sexual Offences Act, 2012"

## Name of Event: International Women's Day

Women Cell, Nagpur Institute of Technology celebrated International Women's Day on 8th March 2021. Dr. Deepika Chandhok, President JCI Nagpur Medico and Mrs Vibha Bhatia, Recruitment Specialist, Connecttel, USA was the Chief Guest. Event was coordinated by Prof Chanchal Dahat.

**JCI NAGPUR MEDICO**  
*Womens Day Celebration - Bandhan 2021*

**Chief Guest**



**Smt. Hema Malini**  
Film Actress & Hon'ble Member of Parliament Lok Sabha

8th March 2021 at 6 pm | Zoom link provided below

**Guest of Honour**



**JC Yogita Jaiswal**  
Zone President Zone IX

**Special Guest**



**JC Savita Ramesh**  
NOM Coordinator  
Lady Jaycees & JCRT

**National Women Icons**



**Dr. Meeran Borwankar**  
Director General of Police (Retd)



**Smt. Kanchan Gadkari**  
Chairperson Swayampurna Bahuddeshiya Society



**Smt. Nivedita Saboo**  
Fashion Designer



**Dr. Vidya Athreya**  
Leopard Expert India

**HGF JC Dr. Swati Sarda**  
IPP & ZD Program

**HGF JC Dr. Parul Saoji**  
Secretary

**JC Dr. Vaishali Mamidwar**  
JCRT Chairperson

**GF JC Dr. Deepika Chandhok**  
President

**Project Co-ordinators**

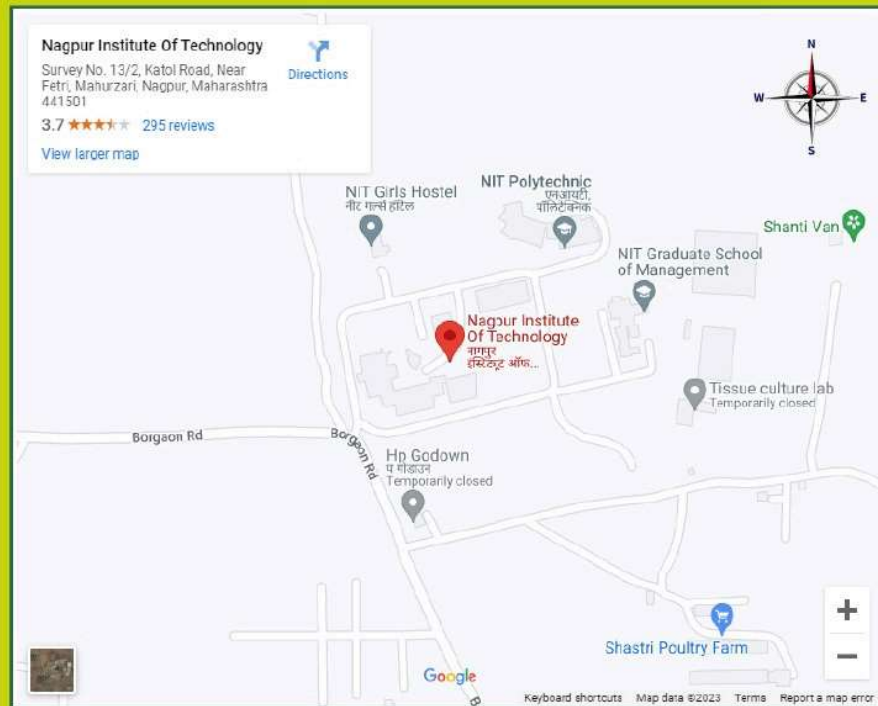
**JC Dr. Pradnya Laddha**  
**JC Dr. Payal Agrawal**

**JC Dr. Priti Jaiswal**  
**JC Dr. Vandana Gade**









**Shri Sai Shikshan Sanstha's**  
**NAGPUR INSTITUTE OF TECHNOLOGY**

**NAAC ACCREDITED DTE CODE EN4144**

**EXCELLENCE | EDUCATION | EMPOWERMENT**

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