

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Gender equality is one of the key challenges facing society today. The institute conducts regular gender equity promotion programs. Institute students conduct Nukkad Natak on topic "Beti Bachao, Beti Padhao" under the guidance of Internal Complaint Committee to spread the value among the society (adopted village) to respect females with positive frame of mind and contribute for society development. Also the Guest speakers from prominent field are invited to speak highlighting the importance and contribution of women in the society. The gender equity promotion programs organized by the institution are given below:

TIAS has a strong ethical work culture that is based on inclusivity. It observes highest ethical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to enrolment of **39% female students and 62% female staff**. Institute has separate common room for boys and girls augmented with all required infra; for Safety and security, women guards are deployed to infuse sense of security among girl's students; the Institute has STUDENT'S GRIEVANCE REDRESSAL COMMITTEE with qualified counselor. Students Grievance Redressal Committee is to provide opportunities for redress of certain grievances of students already enrolled in the institution, as well as those seeking admissions, and a mechanism thereto i.e. Student Grievances right from admission to conferment of degree includes issues contrary to admission / qualification/ eligibility; false information if any, Non-recognition, Discrimination on basis of caste, race, religion, disability etc., non-refund of certificates on withdrawal, Ragging, attendance, debarring from exams, non-issue of Admit Cards, unfair marking, delayed Results, issues related to Mark sheet/ Degree, harassment etc. Student induction program: for Mentoring on

Universal Human Values (UHV) in compliance of institute has empaneled student counselor with an objective to get student to explore oneself and experience the joy of learning, prepare one to stand up to peer pressure and take decision with courage, be aware of relationship and to be sensitive to others, understand the role of money in life and experience the feeling of prosperity. Thus bring in concept of well-being, along with gender equity and friendly working atmosphere in the TIAS.

<https://tiaspg.tecnia.in/online-grievance-redressal/>