

# Federal Institute of Science and Technology (FISAT)<sup>®</sup>



## Policy on Gender Equity



Hormis Nagar, Mookkannoor P.O.  
Angamaly -683577, Kerala, India  
An ISO9001:2015 Certified Institution  
Accredited by NBA (CSE, EEE, ECE, EIE, ME)  
& NAAC with 'A' Grade



## Policy on Gender Equity

FISAT is committed to promoting a culture where equity and inclusiveness are highly valued. The institution strongly supports social responsibility and transformation. The institution strives to provide a vibrant and inclusive community, where all are provided a safe and supportive working and learning environment, irrespective of their gender.

The institution is committed to improving and promoting gender equality and diversity through strengthening recruitment and retention practices to foster a high-quality workforce reflective of the gender diversity and promoting gender inclusive and participatory decision-making.

The institution fosters a gender inclusive practice focussing on giving equal opportunities for all students for all round development, irrespective of their gender,

It is envisaged achieving gender equality will enable the institution to attract, motivate and retain a diverse and high-performance workforce, increase the retention rate, improve productivity, innovation and creativity, and increase social inclusion.

The institution shall:

- Aim to attract high -quality students through achieving gender equality.
- seek to provide equal opportunity to permanent, contract and casual staff members by addressing issues, attitudes, practices, and structures which negatively impact on gender-based workforce participation and progression.
- aim to engage fairly and equitably with all staff and students of our institution, regardless of their gender, in a positive, respectful and constructive manner The institution shall promote a gender-aware and gender-responsive culture throughout the institution that values gender equality and integrates gender considerations in each aspect of the workplace
- aim to overcome barriers to gender equality in the workplace/learning environment, including gender biases and gender-based stereotypes
- ensure all students and employees to have an understanding of gender issues and the objectives of this policy
- ensure all employees have equal opportunity to participate in and contribute at all levels of the institution and to receive appropriate acknowledgement and equitable reward for that participation and contribution.

All members of the FISAT community are responsible for supporting gender equality in the institution and providing services and conducting their operations with a view to eliminating gender inequality

