



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

**Gender equality**, also known as **sexual equality** or **equality of the sexes**, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.

UNICEF defined gender equality as "women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike."

Gender equality is a critical aspect of the management institute's initiatives, affecting enrollment, recruitment, representation, participation, safety and security, professional etiquette, and health and hygiene. The institute has implemented comprehensive strategies to promote and maintain gender equality in all these areas.

In terms of enrollment, the management institute has actively encouraged and facilitated the equal participation of individuals from all gender identities. The admissions process is conducted in a manner that ensures a level playing field for all applicants, irrespective of gender. There are no discriminatory practices, and the institute actively works to attract diverse talent.

Recruitment is another area where the institute has demonstrated its commitment to gender equality. The hiring processes are designed to be inclusive and free from bias. The institute actively seeks to recruit and retain a diverse workforce, ensuring that individuals are judged on their skills, qualifications, and potential contributions, rather than gender.

Representation and participation are key aspects of gender equality within the institute. The management actively strives to ensure that women and individuals from all gender identities are

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represented at all levels of the organization, including leadership positions and decision-making roles. Additionally, the institute promotes and encourages the active participation of all individuals in academic, extracurricular, and administrative activities without any gender-based barriers.

Safety and security are paramount concerns for the management institute, and specific initiatives have been put in place to ensure a safe and secure environment for all individuals. The institute has implemented policies and measures to prevent and address any form of gender-based discrimination, harassment, or violence. Additionally, the institute provides resources and support for those who may have been affected by such issues.

Professional etiquette is another area where the institute has focused its efforts to promote gender equality. The institute provides training and guidance on professional conduct, emphasizing respect and inclusivity towards all individuals, regardless of gender. This includes educating the community on appropriate language use, respectful behavior, and the acknowledgment of diverse perspectives.

Health and hygiene are also important considerations within the institute's gender equality initiatives. The management has taken steps to ensure that its facilities and services are inclusive and accessible to individuals of all gender identities. Additionally, the institute provides educational resources and support for issues related to reproductive health, mental well-being, and overall hygiene, with a focus on addressing any specific needs or challenges related to gender.

In summary, the management institute is dedicated to fostering a culture of gender equality across all facets of its operations. Through its initiatives related to enrollment, recruitment, representation, participation, safety and security, professional etiquette, and health and hygiene, the institute demonstrates a deep commitment to creating an inclusive and equitable environment



for all individuals, irrespective of gender. These efforts not only benefit the institute's community but also serve as an important example for other organizations seeking to promote gender equality and diversity.

We at SBIIMS contributing to this sustainable goal through our gender equality initiatives like

1	Enrollment	Ref.2.1
2	Recruitment	Ref. 2.4.1
3	Representation on different committees	Anti-ragging Committee, IC, Class representatives, Student Council, Rotaract, Placement Committee
4	Participation	Curricular, Co-curricular, Extra-curricular activities
5	Internship/Placement	Equal opportunities
6	Safety and security	POSH Training, Anti-ragging Awareness program, CC TV surveillance,
7	Professional etiquettes	Industry Guest sessions, Communication Skills Excel and Power point skill development
8	Health and Hygiene	Health Check-up, Health awareness program, Sanitary



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		Napkin Dispenser
9	Other facilities	Girls Hostel, Girls, 24/7 Security, Counselling, Ambulance Facility Women's Day Celebration

  
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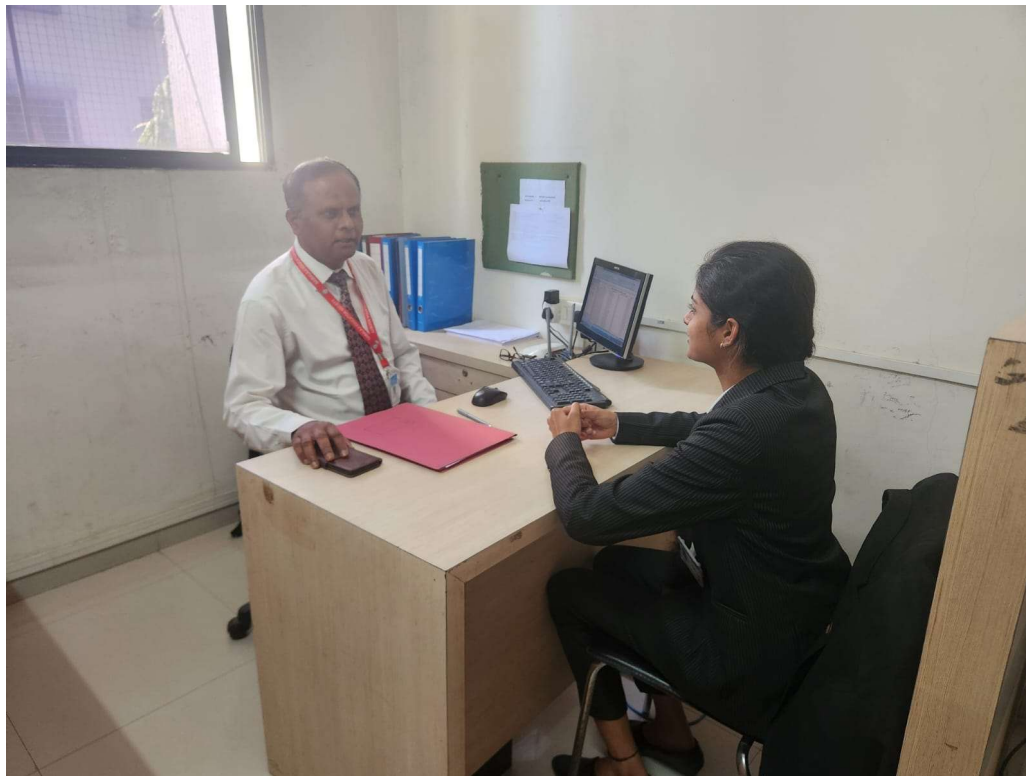


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## Counseling Session



  
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### Health and Hygiene-Sanitary Napkin Dispenser installed in girls common room



  
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## Soap Dispenser in all washrooms







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24/7 Security



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### CC TV Surveillance in the premises



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Mr. Vista And Miss Vista Title given for most active and Participative students in co curricular, cultural and sports activities.



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## Student Council 2022-24 Batch



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[Student Council](#)  
[Equal Opportunity Cell](#)  
**AICTE APPROVAL LETTER**

### Student Council - 2023-25

Sr. No	Designation	Name of the Student
1	General Secretary	Mr. Rahul Dhaygude
2	Deputy General Secretary	Mr. Pruthviraj Bhosale
3	Cultural Secretary	Mr. Sanket Jadhav
4	Joint Cultural Secretary	Ms. Sakshi Jamdade
5	Sports Secretary	Mr. Suraj Gadhav
6	Joint Sports Secretary	Mr. Avinash Darade
7	Magazine Secretary	Mr. Kunal Mahakalkar
8	Joint Magazine Secretary	Mr. Paritosh Rupnai
9	Lady Representative	Ms. Manasi Sevatkar
10	Joint Lady Secretary	Ms. Sejal Mahajan
11	General Secretary	Mr. Rahul Dhaygude
12	Deputy General Secretary	Mr. Pruthviraj Bhosale

  
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## GIRLS & BOYS HOSTEL



A fully residential campus with separate girls hostel with adequate capacity is available for all the admitted students.  
Hostel facility for students is compulsory for both the years.

## FACILITIES INCLUDED IN THE HOSTEL

- ▶ Bed, table, chair, mattress, cupboard, pillow, internet connectivity 24 hrs.
- ▶ Each room is three seater and adequate parking and recreation space is available.
- ▶ House keeping facility is available.
- ▶ Laundry service is also available ( Paid Service ).
- ▶ Hot and cold water facility.
- ▶ Security guard and hostel rector for each hostel.

  
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## Placement/ Internship Opportunities and Achievement.



  
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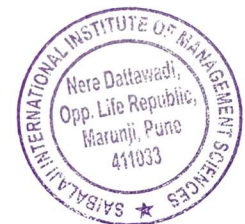
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## Shivjayanti Celebration



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## Antirragging and POSH Awareness Program



  
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