



SRI SIVASUBRAMANIYA NADAR COLLEGE OF ENGINEERING

(An Autonomous Institution)

Kalavakkam – 603 110

SELF STUDY REPORT

7.1.1 Gender Audit and Measures for the promotion of Gender Equity

Submitted to

The National Assessment and Accreditation Council

February 2024

Declaration

This is to certify that the documents available related to this metric is more than 5MB. Hence, sample documents are given in the upcoming pages. Further, other supporting documents are provided in the weblink. All links/Pictures/Documents/ others are verified and authenticated.

GENDER QUALITY

Sri Sivasubramaniya Nadar College of Engineering (SSNCE) prominences a culture that inculcates gender equity, sensitivity and harmony in its social and physical environments. Gender Equality and women empowerment are practiced in SSNCE. SSNCE has better gender equality ratio than the Indian average of 25%. SSN has 1548 girls out of 3793 students [including MBA] [40.8%] Out of 272 faculty, 105 are women [43%] Both in leadership and in faculty, women occupy prominent positions. Also, SSNCE guaranteed career advancements and elevation into higher positions in the organization through appropriate HR Policy, Committees (Internal Complaints Committee, Grievance Redressal Committee), Hostels, Gymnasium and Sports Fields, Restrooms. The Campus provides safe environment to the girls by providing multi-layer safety features. Provide equal opportunity in administration and leadership positions: Women in Leadership Council /Associations, Coordinators/ Centre Heads / HOD's/in SSNCE

- | | |
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| 1. Dr.S.Radha | - Vice Principal |
| 2. Dr. P. Vijayalakshmi | - Professor & Head,
Electronics and Communication Engineering |
| 3. Dr. A. Kavitha | - Professor & Head
Biomedical Engineering |
| 4. Dr.V.Rajini | - Professor & Head
Electrical& Electronics Engineering |
| 5. Dr. T.T. Mirnalinee | - Professor & Head
Computer Science and Engineering |
| 6. Dr. B. Praba | - Professor & Head,
Mathematics |
| 7. Dr. Martha Karunakar | - Associate Professor and Head
Department of English |
| 8. Dr. M.Siluvai Michael | - Associate Professor & HOD in-charge
Department of Chemistry |

SSNCE Provides equal opportunity in administration and leadership positions:

- Women in Leadership Council /Associations, Coordinators/ Centre Heads / HOD's/in SSNCE

1. Dr.S.Radha

Vice Principal / SSNCE



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Chemistry



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The Grievance Redressal Committee

1. To facilitate the redressal of the grievance of a student or group of students, a Grievance Redressal Committee is instituted.
2. The members of this committee are
 - Principal
 - Controller of Examinations
 - Director – SoM
 - Advisor - Students' Affairs
 - Students' Counsellor
 - Nominated Professor
3. The committee meets as and when a situation warranting the conduct of meeting arises.
4. Grievances can be brought to the committee by the student in one of the following ways:

- a. Handing over their grievance in writing in a sealed envelope to the Student Counsellor.
 - b. Sending an e-mail to grievancecell@ssn.edu.in.
5. Common Academic issues should be represented through class representative and HoD.
6. Personal issues can be mailed by individuals.
7. Anonymous grievances will not be considered.
8. The committee will meet the aggrieved student(s) in person. In case, this pertains to an entire class of students, the class representative can meet the committee on behalf of the entire class.
9. The committee shall look into the grievances and take corrective action, wherever necessary and the students concerned will be informed about the action taken.
10. The committee will maintain confidentiality regarding the particulars of student(s) who have brought the issue to the notice of the committee.

Policy For Prevention and Redressal of Sexual Harassment at Workplace

SSN Institutions is committed to creating and maintaining a community in which the students, faculty and non-teaching staff can work together in an environment free of violence, harassment, exploitation and intimidation. Hence any form of gender violence, sexual harassment and discrimination on the basis of sex / gender is totally prohibited in the campus.

This policy envisages –

- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To provide an environment free of gender-based discrimination.
- To create a secure physical and social environment which will deter acts of sexual harassment.
- To promote a social and psychological environment which will raise awareness about sexual harassment in its various forms.

Specific Facilities provided for women.

The institution shows gender sensitivity in providing facilities for safety & security, counselling and common room as mentioned below:

Safety and Security

SSNCE provides a safe environment to girl students by providing safety features. The entire campus is kept safe from intruders by maintaining concrete compound walls with physical and electronic security systems.

Surveillance cameras are installed at various locations in the campus and biometric systems are installed in the library to register the attendance and in hostel to assist monitoring the students.

Safety and Security in Campus





In-house Doctor

Physical health is the bulwark of a keen mind. To ensure that our students have access to medicines and medical advice, a well-stocked dispensary is provided in the Bio-Medical department and our campus doctor is on call to respond to our students' medical needs. A van is available at all times on the campus to transport a patient to a hospital whenever there is a need.

Our full-time campus doctor, who also serves as an Assistant Professor:

Dr. Sachin Gaurishankar SarateM.B.B.S., M.Tech.

Phone : +91 44 2746 9700 Extn : 489,

[Email: sachings@ssn.edu.in](mailto:sachings@ssn.edu.in)

Round the clock patrolling by Security Guards across the campus ensures a safe and secure environment. Policies with a set of well-defined rules have been formulated to monitor the behavior of students. All students and staff are directed to wear their ID cards while in campus, thus ensuring the identification process of unauthorized persons in campus.

Anti-Ragging committee has been constituted to avert ragging inside the campus. Awareness on Anti ragging has been given to students during Induction Programs.



College Counselling Centre and Hostel for students

Negotiating the complexities of the modern world can be daunting for a young adult. When it comes to choosing the right path whether it is further education or career, it becomes a difficult choice for many students. They become confused, anxious and stressed out due to this dilemma. Our qualified and experienced counsellor is always on call to counsel students with their personal, academic and professional issues. Mentors are allotted for every 15-20 students for guiding and counselling academic and personal related activities in the department. They provide personal and academic related guidance to the student. Apart from that, Professional Counsellors are available for attending specific cases on a needy basis.

The Details of the Students Counsellor is:

Dr. Nanda S

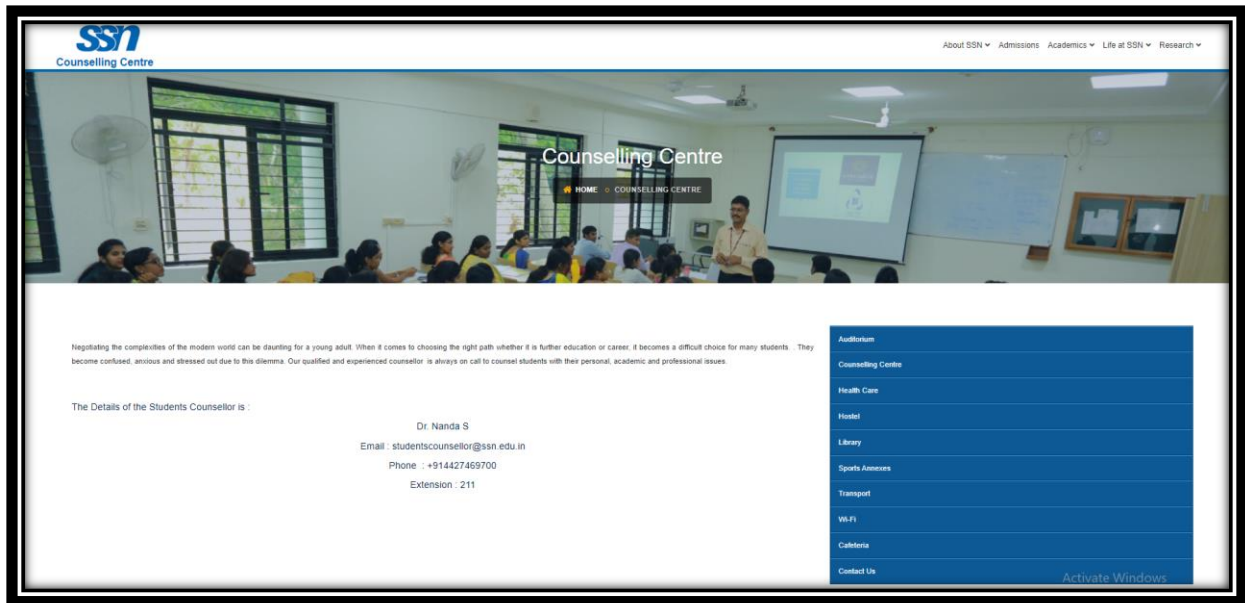
Phone: +914427469700 Ext: 211

Email: studentscounsellor@ssn.edu.in

The counsellor, who is highly empathetic, facilitates the students in the areas of their need. Students find the discussions with the counsellor trustworthy and useful as the counselling sessions take care of the intentions of the students and motivate them accordingly. They are guided on different perspectives and with a non-judgmental attitude, thus leading them to find a solution on their own. Though there is no gender discrimination in facilitating both gender students, girls are given special attention. Separate hostels for boy and girl students exist on the campus. Registers are maintained in the hostel to ensure the mobility of the students. The institution has always been spearheading women empowerment process.

In order to provide a conducive environment for women staff and students “Internal Complaints and Women Empowerment Committee” has been constituted to protect and safeguard women rights and to bring forth growth, development and empowerment.

<https://www.ssn.edu.in/facilities-counselling-centre/>



On-Campus Facilities:

- The college has 24/7 security services.
- CCTV surveillance at the gates and at strategic locations
- Student lounge
- Anti-ragging and anti-sexual harassment committees
- Day care centre.
- Staff lounge
- green rooms
- Common Rooms
- Provisions for first aid, sanitary pad vending machines, well-maintained restrooms
- Fitness centre.

Ladies Hostel

