



Academic Year 2021-26

Gender Equity Policy

Preamble

Yashaswi Education Society's International Institute of Management Science is committed to promoting gender equity and creating an inclusive environment where all members of the academic community have equal opportunities for success. This policy outlines our commitment to eliminating gender-based discrimination, fostering diversity and inclusion, and promoting the full participation and leadership of individuals of all genders within our institution. IIMS aims to execute the policy through Internal Complaints Committee of IIMS.

Gender Equity Policy

Topic	Gender Equity Policy
Aim	To create awareness amongst the students, teaching and non-teaching staff of Yashaswi Education Society's International Institute of Management Science (IIMS) for commitment towards equality in all professional areas irrespective of gender.
Policy Objectives	<ol style="list-style-type: none"> 1. To eliminate gender disparities in recruitment, retention, promotion, and leadership positions within IIMS. 2. To ensure equal access to resources, opportunities, and support services for all members of the academic community, regardless of gender. 3. To create a culture of respect, inclusion, and support that values the contributions of individuals of all genders to the academic mission of the institution.
Policy Applicability	This policy is applicable to all students, faculty and staff of the International Institute of Management Science.
Policy Details	<ol style="list-style-type: none"> 1. To implement fair and transparent recruitment and hiring practices that promote diversity and prevent discrimination based on gender. 2. To establish clear and equitable criteria and procedures for promotion and tenure, applied consistently and fairly to all faculty members. 3. To provide support and mentorship programs to assist faculty members in advancing their careers and achieving tenure. 4. To keep policies and procedures in place to prevent and address incidents of harassment or discrimination, with support resources available for reporting and resolution. 5. To encourage the development of gender-responsive curriculum and

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	related issues in relevant fields of study. 6. Faculty members will be supported in integrating gender equity principles into their teaching and research activities.
Policy Compliance	<ol style="list-style-type: none">1. IIMS is committed to promote gender diversity in leadership and governance roles within the institution.2. Efforts will be made to ensure representation of individuals of all genders in faculty governance bodies, department chairs, and administrative leadership positions.3. IIMS will establish mechanisms for monitoring progress towards gender equity goals.4. Regular evaluations will be conducted to assess the effectiveness of the gender equity policy and identify areas for improvement.5. IIMS is committed to regularly reviewing and updating the gender equity policy to ensure its continued relevance and effectiveness.6. Feedback from the academic community will be solicited and considered in the review process.
Non-Compliance	IIMS has zero tolerance for gender-based harassment, discrimination, and violence. If any student or staff is found violating the norms of Gender Equity Policy, is liable to comply with the actions taken by Internal Complaints Committee of IIMS.

Prepared by -

Name	Signature	Date
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Approved by-

Name	Signature	Date
Dr Shivaji Mundhe Director, IIMS		6/5/2021
Mr. Vishwesh Kulkarni President-Yashaswi Group		4-5-21

**IIMS/POLICY-04-C/01 YASHASWI EDUCATION SOCIETY'S
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