

Students' Diversity Commitment Policy



Indira Institute of Aircraft Engineering

www.iiapune.org

1. Introduction

The Indira Institute of Aircraft Engineering (IIAE), Pune is committed to promoting gender diversity and ensuring equitable representation of women across its academic programs, faculty positions, and administrative roles. Recognizing the historical underrepresentation of women in technical and aviation-related disciplines, the Institute adopts proactive measures to foster inclusivity, equal opportunity, and gender balance in alignment with national education policies and gender equity initiatives.

This policy outlines IIAE, Pune's commitment to maintaining **up to 50% representation of female candidates**, while ensuring that merit, transparency, and institutional requirements remain central to all admission and recruitment processes.

2. Objectives

The objectives of this policy are to:

- Promote gender diversity by ensuring substantial participation of female candidates across academic and employment opportunities.
- Encourage women's access to, participation in, and retention within technical and engineering education.
- Create an inclusive campus environment that supports the academic, professional, and personal growth of female students and employees.
- Align institutional practices with national initiatives aimed at enhancing women's participation in STEM and aviation-related sectors.

3. Commitment to 50% Female Representation

IIAE, Pune commits to maintaining **up to 50% representation of female candidates** in admissions, recruitment, and other relevant institutional opportunities, subject to eligibility criteria, merit, and applicable statutory and regulatory guidelines.

- The Institute shall make best efforts to ensure that **50% of available seats or positions** are allocated to eligible female candidates.
- This commitment shall apply across undergraduate and postgraduate admissions, wherever applicable and permissible under governing regulations.
- Special outreach initiatives, awareness programs, and counselling sessions shall be conducted to encourage greater participation of female candidates.



4. Priority Allocation Mechanism

- In cases where **50% female representation cannot be achieved** due to the non-availability of eligible or willing female candidates, the unfilled seats or positions shall **not remain vacant**.
 - Such seats or positions shall be offered to **male candidates strictly on the basis of merit and eligibility**, in accordance with the Institute's standard admission or recruitment procedures.
 - This mechanism ensures academic continuity, operational efficiency, and fairness while sustaining the Institute's long-term commitment to gender diversity.
-

5. Supportive Measures for Female Candidates

To strengthen female participation, retention, and success, IIAE, Pune shall implement the following supportive measures:

- Provision of scholarships, financial assistance, and mentorship programs for female students.
 - Establishment and strengthening of women-centric support systems, including a Women's Cell and dedicated grievance redressal mechanisms.
 - Organization of leadership development programs, career guidance sessions, and industry interaction opportunities for female candidates.
 - Ensuring a safe, respectful, and inclusive campus environment through strict enforcement of anti-harassment, gender-sensitivity, and workplace conduct policies.
-

6. Monitoring and Review

- The implementation of this policy shall be monitored by the **EDI Committee / Gender Diversity Committee** of the Institute.
- Periodic reviews shall be conducted to assess progress toward achieving the 50% female representation goal.
- Based on review outcomes, necessary modifications may be introduced to enhance effectiveness while remaining compliant with statutory and regulatory frameworks.



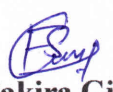
7. Composition of the Committee

Name of Member	Designation	Role in Committee	Signature
Mr. F. S. Giri	Founder Director	Chairperson	
Mr. Narendra Giri	Managing Director	Chairperson	
Mr. Surendra Giri	CEO / Accountable Manager	Member	
Mr. Ravi Kumar	Training Manager	Member	

Approval & Implementation

This policy shall come into effect from the date of approval by the competent authority of IIAE, Pune and shall be applicable to all admissions, recruitment, and institutional practices as specified herein with immediate effect from **7th November 2017**.

Approved and Adopted by:


Fakira Giri
Founder Director
Indira Institute of Aircraft Engineering, Pune



Date: 7th Nov. 2017