



**Achieve gender
equality and
empower all
women and girls**

5.6.1 POLICY OF NON-DISCRIMINATION AGAINST WOMEN

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to fostering an inclusive, respectful, and equitable learning environment for all members of its academic community. The institution follows a strict Non-Discrimination Policy that ensures every student, faculty member, and staff member is treated with fairness, dignity, and equality.

SPIHER upholds the principle that no individual shall face any form of discrimination based on gender, caste, religion, socio-economic background, language, disability, age, or any other personal identity. This commitment is reflected in all institutional practices, including admissions, academics, examinations, campus life, grievance redressal, employment, and student support services.

Commitment to an Inclusive Culture

SPIHER continuously works towards nurturing a campus culture where everyone feels valued, respected, and empowered to reach their fullest potential. Through regular awareness programmes, policies aligned with national guidelines, and a student-centred approach, the non-discrimination remains an essential part of its vision and mission.



ST. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Deemed to be University U/S 3 of the UGC Act,1956)
AVADI, Chennai – 600 054. Tamil Nadu.

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Policy Document for Equality and Non-Discrimination

Policy Created on:	25/11/2020	Approved by:
Revision 1:	01/09/2021	 Registrar St. Peter's Institute of Higher Education and Research (Deemed to be University U/S 3 of the UGC Act, 1956) Avadi, Chennai-600 054.
Revision 2:	05/07/2023	
Revision 3:	10/02/2024	



SDGs Directly Supported:

- **SDG 5 – Gender Equality**
- **SDG 10 – Reduced Inequalities**

SDGs Indirectly Supported:

- **SDG 5 – Gender Equality**
- **SDG 16 – Peace, Justice and Strong Institutions**
- **SDG 4 – Quality Education**



EQUALITY AND NON-DISCRIMINATION POLICY

Introduction:

The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. This policy establishes the Institute's commitment to provide an inclusive environment where no individual is disadvantaged nor discriminated against, on the grounds of ethnicity, religion, belief, disability, immigration status or gender. The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate, contribute, and benefit from all aspects of Institute life.

SCOPE

This policy applies to:

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of the Institute including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

Objectives of the Policy

1. To prohibit discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, or gender.
2. To ensure equal access to education, employment, facilities, and services for all members of the University community.
3. To provide reasonable accommodations and support to individuals with disabilities or specific needs.



4. To respect and accommodate religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
5. To recognise gender diversity and commit in supporting individuals' rights to express their gender identity freely.
6. To protect individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
7. To promote an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

RESPONSIBILITIES

Provide oversight and ensure institutional compliance with equality obligations.

Vice-Chancellor / President:

Ensure leadership commitment, accountability, and resource allocation for effective implementation.

Deans and Directors

Promote and monitor adherence to this policy in their respective areas.

All Staff and Students

Treat others with respect and dignity, and actively contribute to maintaining an inclusive environment.

Implementation of the Policy

The Institute provides training and awareness programs on equality, inclusion, and unconscious bias and ensures accessible facilities and learning materials for individuals with disabilities. The Institute incorporates inclusive design in communications, curriculum, and events and monitors recruitment, admissions, and participation data to identify and address inequalities if any. The Institute ensures to support religious observance through designated spaces and reasonable accommodations where necessary. Gender diversity is supported through inclusive language, policies, and facilities. The Institute regularly reviews policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur.



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REPORTING, COMPLAINTS, AND RESOLUTION

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the University's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.

01.02.2024

REGISTRAR



Registrar
St. Peter's Institute of Higher Education and Research
(Deemed to be University U/S 3 of the UGC Act, 1956)
Avadi, Chennai-600 054.

SPIHER Non-Discrimination Approach

- **Inclusive Admissions:** All applicants are evaluated purely on merit and eligibility. SPIHER ensures equitable opportunities for students from diverse backgrounds, including first-generation learners and economically weaker sections.
- **Gender Equality and Awareness Initiatives**

SPIHER, have programs aimed at promoting gender equality on campus, ensuring that female students have equal opportunities in academics and extracurricular activities. This could include creating safe spaces for women, addressing issues like sexual harassment, and raising awareness about women's rights.



- **“An Awareness Campaign for Eliminating Gender-Based Violence was conducted on 03.12.2024 to promote safety, equality, and respectful campus culture.”**
- A distinguished group of women serves in leadership roles, including Numerous female Professors and Heads of Departments across Engineering, Science, Humanities, and Management
- **Equal Opportunity in Employment:** For faculty and staff, SPIHER adheres to transparent recruitment processes that promote equal opportunity and do not tolerate any form of workplace discrimination.

- **Promoting Equal Representation: No Discrimination Against Women in Governance Bodies**

S. No	Name of Woman Representative	Leadership Role	Photo
1	Dr Bhanumathi Thambidurai	Chancellor	
2	Dr T Lasya	Trustee	
3	Dr Namratha Thambidurai	Trustee	
4	Dr R Rani Hema Malini	IQAC Director	
5	Dr Sayeedha Sulthana	Controller of Examinations	
6	Dr S Stella Mary	Deputy Dean-Arts	
7	Dr B Shanthini	Deputy Dean- Engineering	

8	Dr N Rajeswari	Dean-Industrial Relations	
9	Dr R Latha	Bursar & Head Department of Computer Applications	
10	Mrs. Bernath Mary	Deputy Finance Officer	
11	Dr Tamilarasi Suresh	Head International Relations, Professor and Head, IT	
12	Dr I Manju	IQAC Coordinator, , Professor and Head, ECE	
13	Dr Hemalatha	ISO Coordinator, Professor and Head, Civil Engineering	
14	Dr V Elanangai	Professor and Head, EEE	
15	Dr Charulatha	Professor and Head, AIDS	

16	Dr Chitra Sudhakaran	Professor and Head, Biomedical Medical Engineering	
17	Dr S Brindha	Professor, Head Department of Computer Science	
18	Dr K Amala	Head Department of Biotechnology	
19	Dr A Malliga	Head Department of Economics	
20	Dr Smilee Bose	Head Department of Management	
21	Dr N Ranjani	Head Department of Political Science	
22	Dr R Nithya	Head Department of Biochemistry	
24	Dr P Pushpa	Head Department of Mathematics	

24	Dr R Subhashini	Social media and Website Coordinator	
25	Dr D Kavitha	ABC Nodal Officer	
26	Dr Manorselvi	Secretary, Alumni Cell	
27	Dr T Logeswari	Chief Librarian	
28	Dr N D Bobby	Head, Higher Studies	

“Female Faculty in Governance 2024: Strengthening leadership, inclusion, and institutional decision-making.”

Female Workforce Representation

SPIHER employs a substantial number of women across teaching and non-teaching roles, demonstrating its commitment to inclusive employment and workforce diversity.

- Teaching + Non-Teaching Women Employees: 81 (combined)

Their participation contributes to a supportive campus climate and provides strong role-model visibility for women students.

Highlighting Women in Cells and Committees

At SPIHER, women play an active and important role in many cells and committees. Their involvement shows the institution's genuine commitment to gender equality and inclusive decision-making. Women faculty members and student representatives contribute to key groups such as the Internal Complaints Committee (ICC), Women Empowerment Cell, Anti-Ragging Committee, Grievance Redressal Cell, Discipline Committee, Student Council, and academic committees.



St. Peter's Institute of Higher Education and Research

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E-mail : spihier@spihier.ac.in

Website : www.spihier.ac.in

24.09.2024

List of Committees

S.No	Committee	Convener/Co-ordinators	Members
1.	NAAC -Attributes	Convenors: 1 CURRICULUM-Dean PDA 2 FACULTY RESOURCES - Dean Arts & Dean Engg 3 INFRASTRUCTURE - Dean PDA 4 FINANCIAL RESOURCES & MANAGEMENT -Finance Officer 5 LEARNING &TEACHING - Dean Arts & Dean Engg. 6 EXTENDED CURRICULAR ENGAGEMENTS - Dean Arts & Dean Engg. 7 GOVERNANCE AND ADMINISTRATION -Dean PDA 8 STUDENT OUTCOMES- -Dean Arts & Dean Engg. 9 RESEARCH AND INNOVATION OUTCOMES - Dean R& D 10 SUSTAINABILITY OUTCOMES & GREEN INITIATIVES - Dean PDA Co-ordinators: Dr. R. Rani Hemamalini Prof.& Head / EEE Dr. R. Latha Prof.& Head / CA	Attribute 1 Dr. G.P Ramesh(ECE) Dr.Banupriya S (Maths) Dr S Vijay(Commerce) Attribute 2 Dr S Tamilarasi (IT) Dr K Amala (Bio Tech) Dr G Kannan (MBA) Attribute 3 Dr B N Suresh Kumar (MBA) Mr. K Muralidharan(VISCOM) Dr K Cornelius (IT) Attribute 4 Dr.S Brindha (CS) Dr A Manorselvi (Com) Dr V Saravanan(MBA) Attribute 5 Dr B Hemalatha (CIVIL) Dr D Kavitha (CA) Dr S Smilee Bose (Corp.Sect.) Attribute 6 Dr.Rajeswari N (Mech) Dr M Suresh(Com) Dr.S.Gomathi (Phy) Attribute 7 Dr B Shanthini (CSE) Dr S Stella Mary(Phy) Dr N Ranjani(Political Science) Attribute 8 Dr N D Bobby(Bio-Medical) Dr R Subhashini(CA) Mr.K.Muthumariyappan (Placement Officer) Attribute 9 Dr.Sayeeda Sultana(Chemistry) Dr D Chandramohan (Mech) Dr S Ganesh Kumar(Microbiology) Attribute 10 Dr S Pushpa(CSE) Dr P Periyasamy(Mech) Dr J Arun Kumar(EEE)
2.	ISO	Dr. S. Stella Mary Prof.& Head / Physics Dr. B. Shanthini, Prof.&Head/ CSE	Dr.S.Gomathi, AP/Physics Ms.R.Gomathi, AP/ ECE Ms.R.Vinotha, AP/CA Dr.R.Venkatesan AP/ Bio-Tech
3.	Admission & Admission review committee	Dr. K. Balaji, Asso. Prof /EEE Dr.A.Manorselvi, Asso.Prof./Commerce	Ms.R.Gomathi, AP / ECE Mr.BabuKamaraj, AP/Civil Dr.H.Josiah, Asso.Prof/Commerce Ms.M.B.A.SalaiAaviyamma, AP/CSE Ms.A.Anitha, AP/CS Mr.S.Sripriyan, AP/English

4.	Website & Social media Committee	Dr.R.Subhashini, Assoc.Prof / CA	Dr. B.S.Charulatha Prof - CSE Ms.M.Nivedha, AP/ Vis.com. Ms.S.Rajakumari, AP / CA Dr.K.Balaji,Asso.Prof/EEE Ms.M.B.A.SalaiAaviyamma,AP/CSE Mr.B. Arun kumar,AP/Vis.Com
5.	Magazine, Newsletter, Academic Calendar & Annual Report	Dr V Saravanan, Prof., MBA Dr.D.Kavitha, Assoc.Prof/CA Mr.K.Muralidharan,Prof Head/ Viscom Dr.M.K .Venkateshwara Rao AP/commerce	Dr.J.Arun Kumar, Asso.Prof/EEE Dr.N.Gunavathy,AP/Micro Biology Dr.M.Gunaseelan,AP/Physics Mr.M.RaviChandran, AP/Tamil Dr.K.Cornelius, AP/IT Mrs.N.Nandhini, AP/CS Mrs.M.JeniferEzhilarasi, AP/MBA Ms.P.Pushpa, AP/Maths Ms.M.B.A.SalaiAaviyamma,AP/CSE Ms. M.Nivedha,AP/Vis.Com Ms.S.N.Lakshya Asst.Prof - English
6.	Extension Activities and Community Services Cell (YRC, NSS,...)	Dr. S. Uma Maheswari, Prof.&Head/English Dr.P.Periyaswamy, Prof /MECH Dr.S.Pushpa, Prof./CSE	Dr.G.Kannan, Prof./MBA Dr.S.Dinesh Kumar, Assoc.Prof/Mech. Dr.M.K .Venkateshwara Rao Asst-/Prof - commerce Ms.R.Vaishali Asst/Prof - Commerce Ms.R.Vijayalakshmi, AP/CA Mr.R.Rajeshwaran, AP/Civil Ms.S.R.Abilash, AP/English Mr.S.Rangarajan, AP/Mech.
7.	Cultural Committee	Dr.S.Stella Mary, Prof.& Head/ Physics Dr.N.Ranjani,Prof. & Head/ Political Science	Dr.A.Manorselvi, Assoc.Prof / Commerce Mr.R.Rajeshwaran,AP/ Civil Ms.S.Vijayalakshmi,AP/MBA Ms.J.A.Sophia AP /CS Ms.S. Geetha, AP/Tamil Ms.G.S.Chandramukhi, AP/ English Mrs.E. Durga Jenifer / AP / TAMIL Ms.K.Swathini ,AP/Commerce
8.	Sports Committee	G.HariBabu Physical Director	Dr.S.Paneerselvam, Prof. / Commerce Dr.S.Ravibalan Prof. /English Mr.R.Rajeshwaran, AP/Civil Mr.N.Jagadeesh , AP/CA Mrs.M.Nithya, AP/ Commerce Mrs.M.R.Ponnalagu, AP/Maths Ms.Komathi AP/CA
9.	Sustainable Development Committee	Dr. M. Palaniswamy, Dean PDA (Convener) Dr.S.Pushpa, Prof./CSE Dr.P.Periyasamy, Prof./MECH. Dr.S.Paneerselvam, Prof. / Commerce	Dr. J. Arun Kumar, EEE Dr. K. Cornelius, Information Technology Dr. R. Nithya, Department of Biochemistry Dr. S. Akila, CS Dr. N. Gunavathy, Micobiology
10.	Hostel Committee	Warden	List Circulated.
11.	Library Committee	Dr. M. Palaniswamy, Dean PDA (Convener)	List Circulated.
12.	Committee for Institute Development Plan	Dr. M. Palaniswamy, Dean PDA (Chairperson)	List Circulated.



Women Leaders in the Cells & Committee Division in the year 2024

Strengthening Gender Equality: Girl Students in SPIHER's Student Council

The Student Council at St. Peter's Institute of Higher Education and Research (SPIHER) is a clear example of the institution's commitment to SDG 5: Gender Equality. One

of the major strengths of the council is the strong presence of girl students, who actively participate in decision-making, campus activities, and peer support.

Girls take on key leadership roles such as President, Vice President, Secretaries, Joint Secretaries, Club Coordinators, and Class Representatives. Their involvement shows SPIHER's continuous effort to provide equal opportunities and encourage young women to lead with confidence. Their participation ensures that the ideas, needs, and viewpoints of female students are always included in student-related decisions.

Girl council members also take the lead in academics, cultural events, community service, mental wellness programs, safety initiatives, and skill-building activities. They guide junior students, help build confidence among their peers, and work toward creating a safe, supportive, and gender-sensitive campus environment.

The active role of girl students in the Student Council clearly highlights SPIHER's dedication to gender equality and women empowerment, fully supporting the aims of SDG 5..

Together, this star-studded council embodies the energy, enthusiasm, and responsibility of student leadership, setting a strong foundation for future councils to build upon. The council members are listed below.

Promoting Equal Representation: No Discrimination Against Women in Student Council

S. No	Name of the posting	Name	Department
1	Honorary president	Sam Pascal A	Physics (IRF)
2	Vice Honorary President	Sundara Prakash G	M.B. A
3	President	Karthik Muthu M	M.B. A
4	Vice -president	Yesu A	M.C. A
5	Vice -president	Greata Christina A	B.E CSE
6	General Secretary	Kishore V	B. Tech (IT)
7	General Secretary	Dharshini R	B. Com (G)
8	Joint General Secretary	Jayachandru P	B.E Civil
9	Joint General Secretary	Swathy Nair S	B.Sc biotechnology
10	Treasurer	Raymond Jude Melitus E	B.Sc (CS)

11	Joint Treasurer	Suresh Kumar K	MBA
12	Academic Secretary	Ratheekshaa R	B.Sc Biochemistry
13	Academic Secretary	Heaven Raj A	B.A Economics
14	Joint Academic Secretary	Savithri V	B.A Tamil
15	Joint Academic Secretary	Alwin	B.A. Political science
16	Sports secretary	Rajesh	B.C.A
17	Sports secretary	Janet Philo Veena J	B.A. Political science
18	Joint Sports Secretary	Madhivadhani S	B.C.A
19	Joint Sports Secretary	Kevin Jude Rozario VJ	B.E CSE
20	Cultural secretary	Thanush K	B.C.A
21	Cultural secretary	Nikita Mabel AP	BE CSE (AIDS)

22	Joint cultural Secretary	Antony Joshua B	B.Com
23	Joint cultural secretary	Nithya Kameshwari GV	B.C.A
24	Discipline secretary	Swetha R	B.E. ECE
25	Discipline secretary	Utsav Sharma G	B.Sc. Chemistry
26	Joint Discipline Secretary	Lawrance GY	B.Sc. viscom
27	Joint Discipline Secretary	Nanthini V	B.E BME
28	Executive member	Nishanth SK	B.Sc. Biotechnology
29	Executive member	Balaji KS	B.Sc. Bio Chemistry
30	Executive member	Manoj D	B.Sc. Microbiology
31	Executive member	Prabakaran R	B.A. Political science
32	Executive member	Sajjad khan	B.A. English
33	Executive member	Amaravathi M	B.A Tamil
34	Executive member	Sujan S	B.C.A
35	Executive member	Thrisha A	M.Sc. chemistry
36	Executive member	Sanjai P	B.Sc. Physics
37	Executive member	Balaji	B.E. EEE
38	Executive member	Harish E	B.E. Civil
39	Executive member	Gladson L	B.E.CSE AI&DS
40	Executive member	Deva Dharshini J	B. Tech IT
41	Executive member	Pritika JS	B. Arch
42	Executive member	Divya J	B.E BME
43	Executive member	Shamli R	B.A. political science
44	Executive member	Manju BR	B.A. political science
45	Executive member	Kamalesh M	B.E. CSE AI&DS
47	Executive member	Anulekha H	B.E. CSE
48	Executive member	Kaviya S	B.E. CSE
49	Executive member	Tamilarasi M	B.E. BME
50	Executive member	Swathy E	M.B.A.

List of Girl students in student council-2024



Conclusion

Women's active involvement in governance, committees, cells, and the Student Council at SPIHER shows how strongly the institution supports women's empowerment. By giving women real opportunities to lead and participate, SPIHER ensures that their voices and ideas guide important decisions on campus. This not only promotes equality but also helps create a safe, supportive, and respectful environment for everyone. Overall, SPIHER approach reflects a genuine commitment to helping women grow, lead, and make a positive impact in the institution.