



SUSTAINABLE DEVELOPMENT GOALS



Progress Report 2024-2025

Trident Academy of Technology

5 GENDER
EQUALITY





SDG 5 GENDER EQUALITY

In 2024, Trident Academy of Technology admitted 186 female students, of whom 62 were first-generation learners. This reflects the institution's ongoing efforts to promote inclusion and empower women to pursue higher education across technology and management disciplines.

The institution has implemented systems to track women's access to education, including a centralized admissions committee, gender-representative leadership, and personalized support for female applicants. These measures ensure inclusivity and equal opportunity in enrollment and academic success.

Trident has adopted a policy promoting women's applications and enrolment, addressing social and gender barriers. It includes a structured tracking mechanism, mentorship support, and initiatives to build a gender-sensitive learning environment.

The academy provides scholarships and financial aid to female students. In 2024, 186 scholarships were awarded across various disciplines, promoting female participation in STEM and management fields.

Out of 173 total academic staff, 58 are female, representing 33% of the faculty. This includes 37 assistant professors, 17 associate professors, and 4 professors. The strong representation highlights Trident's commitment to gender diversity in academia.



TRIDENT ACADEMY OF TECHNOLOGY

Ref:

Name of the policy	Anti-discrimination and Equal Employment Opportunity Policy	Department responsible	All
Department	All	Prepared by	Satya Sundar Mishra
		Checked by	Dr. D.N.Pattanayak
Effective Date	11-04-2018	Approved by	Principal
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No. of pages	05		

1-STATEMENT OF COMMITMENT

1.1. The TRIDENT ACADEMY OF TECHNOLOGY is committed to promoting a workplace that provides equal employment opportunities and is free from all forms of discrimination. The TAT recognize that workplace discrimination is a serious violation of the rights and freedoms of employees and potential employees at a workplace.

1.2. Since discrimination at the workplace of any nature whatsoever, serves to further marginalize those who face discrimination in different spheres of life, owing to caste, class, religion, sexuality, gender identity and disability, amongst others, and can have severe detrimental effects on their mental, physical, and social well-being of the individual. TAT ethically and in action is against such practices.

1.3. The fundamental rights of the Indian Constitution recognize the principle of equality and non-

In 2024, 305 out of 798 graduates were female, accounting for 38% of total graduates. Programs such as Civil Engineering and MCA recorded significant female participation, reflecting progress toward gender balance in higher education outcomes.

Trident enforces a strict non-discrimination policy to ensure equitable access and treatment for all female students and staff. The Anti-Discrimination Committee addresses grievances, promotes inclusivity, and enforces accountability to maintain a bias-free environment.

The Maternity Policy grants up to six months of unpaid leave to eligible female staff with at least two years of service, ensuring post-leave job security for two years. This support fosters work-life balance and empowers women in their professional roles.

A protective framework is in place for individuals reporting discrimination or harassment. The policy guarantees anonymity, shields reporters from retaliation, and fosters a culture of transparency, accountability, and respect within the institution.