



AVN INSTITUTE OF ENGINEERING & TECHNOLOGY

PATEL GUDA, KOHEDA ROAD, IBRAHIMPATNAM (M), R.R.Dist., 501 510, A. P.

Ph.No. 08415 - 201555, Cell No.:9246172317, www.avniet.ac.in, Email:avn.principal@gmail.com

CIRCULAR

All the HODs are here by inform that a seminar on Prohibition of Discrimination is scheduled on 12/03/2018 at seminar hall by Ms. T. Rachana Reddy, Advocate. Your presence is must and make it successful.

1. Title: "Prohibition of Discrimination"
2. Speaker: Ms. T. Rachana Reddy
Advocate
Hyderabad
3. Date: 12.03.2018
4. Time: 10.30AM to 12.30 PM
5. Venue: SEMINAR HALL

Incharge

Copy to

1. Vice Principal
2. All HOD's
3. Circulation among Faculty and students
4. Notice Boards

Principal

AVN Institute of Engineering & Technology
Mangalpally (V), Patelguda (MP),
Ibrahimpattam (M), R.R. Dist., T.S

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INVITATION LETTER

Date: 05.03.2018

To

Ms. T. Rachana Reddy,
Advocate.

Dear Madam,

Sub: Request you to be the resource person... reg.

We would like to bring to your kind notice that, we are planning to conduct Gender Sensitization program on "Prohibition of Discrimination" in our college to faculty and students on 12/03/2018. In this connection we request you to please give your consent to

act as resource person for this program.

Kindly consider our request for which we shall be highly obliged.

Thanking you,

Co-ordinator

G. Anita

Dr. Y. ELLAMRAJ

PRINCIPAL

AVN Institute of Engineering & Technology
Mangalpally (V), Pateiguda (MP)
Ibrahimpattanam (M), R.R. Dist., T.S



AVN INSTITUTE OF ENGINEERING & TECHNOLOGY

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REPORT FOR “PROHIBITION OF DISCRIMINATION”

Date: 13/03/2018

This seminar was organized by AVNIET on 12/03/2018 for faculty and students. The program was inaugurated by our esteemed principal **Dr.Y.Ellamraj** in seminar hall at 10:30am. **T.Rachana Reddy, Advocate, Telangana**, was an eminent speaker who gave clear exposure “**Prohibition of Discrimination**”.

The District prohibits discrimination, harassment (including sexual harassment), and retaliation on all district property, at all school-related or sponsored events or activities, during all educational programming, in all aspects of employment with the District, and by all District students and employees. Any student who engages in discrimination, harassment, or retaliation may be subject to discipline up to and including suspension, alternative placement, or expulsion. Any employee who engages in such behavior may be subject to discipline up to and including termination. The District shall determine the appropriate corrective action for each complaint. Any discrimination, harassment, or retaliation that may also violate state or federal criminal law shall be reported to law enforcement. Prohibitions of this policy shall be enforced for conduct occurring outside of college, college hours, or college-related activities and events if the conduct disrupts the educational environment.

Prohibited discrimination and harassment can generally be classified as conduct intended to exclude, harm, demean, or intimidate an individual or group of individuals based on one or more identification factors. Discriminating or August 2017 harassing conduct targeted at an individual or group of individuals may include, but is not limited to: a. aggressive or violent physical conduct or threats of the same; b. excluding an individual(s) participation in or access to any facilities, programming, activities, employment, or other benefits offered by the District; c. use of epithets, slurs, negative stereotypes, name calling, verbal abuse, and derogatory comments; d. creating graffiti, drawings, or other symbolic communication with threatening messages, degrading descriptions, or stereotypical caricatures; and e. unwelcome communication, jokes, stories, pictures, gestures, or displays of offensive or degrading material. Sexual harassment is a sub-category of prohibited harassment that involves offensive or unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature targeted at another individual based on that individual's sex, sexual orientation, gender identity, or conformance/non-conformance with a real or perceived stereotype. Sexual harassment may include, but is not limited to: a. quid pro quo sexual harassment, which is a request, invitation, or demand for some type of

sexual activity in exchange for grades, participation in curricular or extracurricular activities, promotions, positive evaluation, or other favors; b. hostile environment sexual harassment, which is conduct that unreasonably interferes with an individual's academic or work performance or that creates an intimidating, hostile, or offensive environment such as: unwelcome or offensive public displays of affection, inappropriate touching of oneself or others, massages, etc.; offensive communication, leers, stares, or gestures that are sexually suggestive, sexually degrading, or imply sexual motives or intentions, such as sexual remarks or innuendoes about an individual's clothing, appearance, or activities, sexual gestures, public conversations or social media posts about sexual activities, sexual rumors, catcalls or whistles, sexually graphic messages or games; etc.; offensive name calling, slang, or profanity of a sexual nature; offensive physical contact or closeness of a sexual nature such as spanking, pinching, hugging, stalking, following, etc.; offensive physical pranks such as touching or pulling the clothes of another, bra-snapping, "pantsing," etc.; vi. offensive exposure such as "mooning" or streaking; and vii. offensive written or visual displays or distribution of pornographic or sexually explicit materials such as magazines, videos, films, posters, etc. August 2017 5 c. a staff member engaging in romantic or sexually-based contact or communication with a student regardless of the age of the staff member or the student; and d. unlawful sexual activity such as actual or attempted sexual abuse, sexual assault, rape, lewdness, possessing or distributing pornography, and other sexual or gender-based activities defined by Utah Criminal Code.

Retaliation generally takes the form of reprisal against a person who has filed a complaint or has testified, assisted, or participated in any manner in an investigation, proceeding, or hearing conducted by the District. Retaliation may include, but is not limited to, further harassment, threats, taunting, spreading rumors, unauthorized disclosure of the details of an investigation, ostracism, assault, destruction of property, or other negative conduct.

Reporting Procedures

1. Any person who witnesses or believes he/she has been subjected to discrimination, harassment, or retaliation involving a student, employee, or other person affiliated with the District may submit, personally or through a representative, a written or verbal report of the alleged prohibited conduct to school administrators or to department supervisors. If preferred for any reason, an individual may also make a report directly to a Designated District Official identified in this policy.
2. While not required, the District encourages the reporting party or complainant to use the report form attached to this policy. The form is also available from school administration, on the District website, and from the District office.
3. School administrators who receive reports or complaints shall be clearly identified and contact information shall be posted on the school's website and in other conspicuous locations.
4. Reports or complaints of sexual harassment, specifically, shall be forwarded directly to the District Compliance Officer. The District Compliance Officer can be reached in the

Department of Policy and Legal Services – (385) 646-4009. Members of the District Committee for the Prohibition of Sexual Harassment may also receive reports or complaints of sexual harassment. The committee will conduct investigations and report findings and conclusion directly to the Superintendent. If the report involves the District Equity Officer or other member of the committee, the report may be filed directly with the Superintendent.

5. If concerns cannot be resolved at the school or District levels, complaints may be filed with the Office for Civil Rights, Region VIII, U.S. Department of Education, Federal Building, Suite 310, 1244 Speer Boulevard, Denver, Colorado 80204.

6. It is the duty of every student and every District employee to report violations, or alleged violations of this policy. Failure to do so may result in disciplinary action. August 2017

7. Good faith submission of a complaint or report of discrimination, harassment, or retaliation will not adversely affect the individual's future participation in school programs or activities, grades, employment, or work assignments.

8. Because false accusations of discrimination, harassment, and retaliation can have a serious detrimental effect on innocent parties, false and/or malicious complaints may subject the complainant to discipline.

9. A complaint shall be filed within 180 calendar days of the occurrence of the alleged discriminatory action. The District may extend this time limitation at its sole discretion.

STUDENTS PARTICIPATION LIST

TITLE OF THE PROGRAM : Prohibition of Discrimination DATE: 12/3/2018

S.NO	H.T.NO	NAME	BRANCH	YEAR & SEM	GENDER	SIGN
1	14501A0501	A. Saikilan	CSE	IV-II	M	Saikilan
2	14501A0510	A. Ravikalyadav	CSE	IV-II	M	A.Py
3	14501A0515	B. Srava Sree	CSE	IV-II	F	Sra
4	14501A0520	C. Indrakaran Reddy	CSE	IV-II	M	Tista
5	14501A0529	C. Sravani	CSE	IV-II	F	C. Sravani
6	14501A0530	D. Manabha Rao	CSE	IV-II	M	Bel
7	14501A0538	G. Saadhika	CSE	IV-II	F	Saadika
8	14501A0307	B. Akash	Mech	IV-II	M	Akash
9	14501A0315	CH. Sai Pavan Kumar	Mech	IV-II	M	Saipavan
10	14501A0322	D. Madhuvan Reddy	Mech	IV-II	M	Madu
11	14501A0359	MA FERAZ	Mech	IV-II	M	Feroz
12	14501A0376	P. Anup	Mech	IV-II	M	Anup
13	14501A0396	T. Anil	Mech	IV-II	M	T.Anil
14	15505A0307	K. Mahesh.	mech	IV-II	M	Mahesh
15	15505A0312	S. Rakesh	mech	IV-II	M	Rakesh
16	14501A0217	M. Swathi	ECE	IV-II	F	Swathi
17	14501A0222	N. Lalitha	ECE	IV-II	F	Lalitha
18	15505A0203	B. Manasa	ECE	IV-II	F	Manasa
19	15505A0205	G. Ramya	ECE	IV-II	F	Ramya
20	14501A0404	A. Divya	ECE	IV-II	F	Divya
21	14501A0407	A. Saikrishna	ECE	IV-II	M	Sa
22	14501A0418	C. vijay kumar	ECE	IV-II	M	Vijay
23	14501A0422	C. Kesava	ECE	IV-II	M	C. Kesava
24	14501A0428	G. Sushma	ECE	IV-II	F	Sushma
25	14501A0433	K. Vaishini	ECE	IV-II	F	Vaishini
26	14501A0436	K. Nikitha Reddy	ECE	IV-II	F	Nikitha
27	15501A0501	A. Saikilan	CSE	IV-II	M	Saikilan
28	15501A0505	B. Aparna Reddy	CSE	IV-II	F	Aparna
29	15501A0514	B. Anusha	CSE	IV-II	F	Anusha
30	15501A0515	B. Sowmya	CSE	IV-II	F	Sowmya
31	15501A0523	E. Anubya	CSE	IV-II	F	Anubya
32	15501A0533	Ishwariya	CSE	IV-II	F	Ishwariya
33	15501A0541	K. Vinodha	CSE	IV-II	F	Vinodha
34	15501A0571	P. Swetha	CSE	IV-II	F	Swetha
35	15501A0577	P. Vamsi	CSE	IV-II	M	Vamsi

36	15501A0409	B. Sunanda	ECE	II-II	F	...
37	15501A0413	B. Aditya devi	ECE	II-II	F	Aditya
38	15501A0415	B. Divya	ECE	II-II	F	Divya
39	15501A0419	C. Ramya	ECE	II-II	F	Ramya
40	15501A0430	F. Madhu	ECE	II-II	M	Madhu
41	15501A0437	G. Shivan	ECE	II-II	F	Shivan
42	15501A0438	G. Mamatha	ECE	II-II	F	Mamatha
43	15501A0497	V. Akhil	ECE	II-II	M	Akhil
44	15501A0498	V. Sai Divya	ECE	II-II	F	Sai Divya
45	16505A0403	B. Naresh	ECE	II-II	M	Naresh
46	16505A0420	Saba Sultana	ECE	II-II	F	Sultana
47	16505A0424	Y. Navya	ECE	II-II	F	Navya
48	15501A0314	K. Nithin	Mech	II-II	M	Nithin
49	15501A0317	Lavani Babu	Mech	II-II	M	Babu
50	15501A0323	Mohd Faizan	Mech	II-II	M	Faizan
51	15501A0332	Shaik waseem	Mech	II-II	M	Waseem
52	15501A0335	S. Kaethik	Mech	II-II	M	Kaethik
53	16505A0301	A. Balu	Mech	II-II	M	Balu
54	16505A0306	C. Dastagiri	Mech	II-II	M	Dastagiri
55	1501A0101	A. Jayasreeya	Civil	II-II	M	Jayasreeya
56	15501A0109	K. Kaethik	Civil	II-II	M	Kaethik
57	15501A0117	Mohd. Ismail	Civil	II-II	M	Ismail
58	16505A0103	B. Sevanthi	Civil	II-II	F	Sevanthi
59	16505A0111	E. Harish	Civil	II-II	M	Harish
60	16505A0115	K. Premalatha	Civil	II-II	F	Premalatha
61	16505A0121	M. Rajesh	Civil	II-II	M	Rajesh
62	16505A0131	Sanjiv	Civil	II-II	M	Sanjiv
63	16505A0137	V. Van	Civil	II-II	M	Van
64	16505A0138	V. Venkateshwarlu	Civil	II-II	M	Venkateshwarlu
65	16501A0501	A. Nikhil	CSE	II-II	M	Nikhil
66	16501A0520	D. Vyshnavi	CSE	II-II	F	Vyshnavi
67	16501A0524	D. Dinesh	CSE	II-II	M	Dinesh
68	16501A0536	T. Sruthi	CSE	II-II	F	Sruthi
69	16501A0543	K. Sathvika	CSE	II-II	F	Sathvika
70	16501A05A0	S. Shilisha	CSE	II-II	F	Shilisha
71	16501A05AB	S. Niharika	CSE	II-II	F	Niharika
72	16501A05B1	V. Saiam	CSE	II-II	M	Saiam
73	16501A05B2	Y. Nikhil Reddy	CSE	II-II	M	Nikhil Reddy
74	17505A0503	B. Saikiran	CSE	II-II	M	Saikiran
75	17505A0506	K. Shilisha	CSE	II-II	F	Shilisha
76	17505A0508	K. Usha Rani	CSE	II-II	F	Usha Rani

1	1000000	A. Prabhakar	1000	1000	1000
2	1000000	A. Prabhakar	1000	1000	1000
3	1000000	B. Prabhakar	1000	1000	1000
4	1000000	C. Prabhakar	1000	1000	1000
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21	1000000	T. Prabhakar	1000	1000	1000
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26	1000000	Y. Prabhakar	1000	1000	1000
27	1000000	Z. Prabhakar	1000	1000	1000
28	1000000	AA. Prabhakar	1000	1000	1000
29	1000000	AB. Prabhakar	1000	1000	1000
30	1000000	AC. Prabhakar	1000	1000	1000
31	1000000	AD. Prabhakar	1000	1000	1000
32	1000000	AE. Prabhakar	1000	1000	1000
33	1000000	AF. Prabhakar	1000	1000	1000
34	1000000	AG. Prabhakar	1000	1000	1000
35	1000000	AH. Prabhakar	1000	1000	1000
36	1000000	AI. Prabhakar	1000	1000	1000
37	1000000	AJ. Prabhakar	1000	1000	1000
38	1000000	AK. Prabhakar	1000	1000	1000
39	1000000	AL. Prabhakar	1000	1000	1000
40	1000000	AM. Prabhakar	1000	1000	1000
41	1000000	AN. Prabhakar	1000	1000	1000
42	1000000	AO. Prabhakar	1000	1000	1000
43	1000000	AP. Prabhakar	1000	1000	1000
44	1000000	AQ. Prabhakar	1000	1000	1000
45	1000000	AR. Prabhakar	1000	1000	1000
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47	1000000	AT. Prabhakar	1000	1000	1000
48	1000000	AU. Prabhakar	1000	1000	1000
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51	1000000	AX. Prabhakar	1000	1000	1000
52	1000000	AY. Prabhakar	1000	1000	1000
53	1000000	AZ. Prabhakar	1000	1000	1000
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67	1000000	BN. Prabhakar	1000	1000	1000
68	1000000	BO. Prabhakar	1000	1000	1000
69	1000000	BP. Prabhakar	1000	1000	1000
70	1000000	BQ. Prabhakar	1000	1000	1000
71	1000000	BR. Prabhakar	1000	1000	1000
72	1000000	BS. Prabhakar	1000	1000	1000
73	1000000	BT. Prabhakar	1000	1000	1000
74	1000000	BU. Prabhakar	1000	1000	1000
75	1000000	BV. Prabhakar	1000	1000	1000
76	1000000	BW. Prabhakar	1000	1000	1000

FACULTY PARTICIPATION LIST

TITLE C

prohibition of Discrimination

DATE: 12/3/2018

S.NO	NAME	BRANCH	GENDER	SIGN
1	G. Anitha	CSE	F	
2	B. Pannalal	CSE	M	Bannalal
3	G. Swathi	CSE	F	Swathi
4	G. Dayakar	CSE	M	Dayakar
5	V. Sridhar Reddy	CSE	M	(Sridhar)
6	N. Upadigari	CSE	M	Upadigari
7	T. Santhi	CSE	F	Santhi
8	V. Prasad	ECE	M	Prasad
9	T. Ramaiah	ECE	M	Ramaiah
10	D. Srinath Kumar	ECE	M	Srinath
11	S. Sasi Kiran	ECE	M	Sasi Kiran
12	V. Sudhees	mech	M	Sudhees
13	T. Narsaiyah	mech	M	Narsaiyah
14	K. Kiran Kumar	mech	M	Kiran Kumar
15	G. Srikanth Reddy	mech	M	Srikanth
16	A. Praveena	mech	F	Praveena
17	T. Venkata Ramana	mech	M	Venkata Ramana
18	L. Vijay Babu	mech	M	Vijay Babu
19	D. Madhusrees	mech	F	Madhusrees
20	K. Manjula	H&S	F	Manjula
21	D. Rambabu	mech	M	Rambabu
22	G. Anitha	H&S	F	Anitha
23	T. Vidyanath	H&S	M	Vidyanath
24	B. Ramesh	H&S	M	Ramesh
25	Ms. Shabida Sultana	H&S	F	Shabida Sultana
26	G. Hemalatha	H&S	F	Hemalatha
27	Shilpa Tadha V	H&S	F	Shilpa
28	D. Rupakshmi	H&S	F	Rupakshmi
29	B. Manika	H&S	F	Manika
30	S. Muthyalu	H&S	M	Muthyalu
31	A. Sandya	H&S	F	Sandya
32	P. Nareshkumar	H&S	M	Nareshkumar
33	P. Sucharitha	H&S	F	Sucharitha
34	Y. Srinivas	CIVIL	M	Srinivas
35	P. Suresh	CIVIL	M	Suresh

36	T. santhosh Kumar	ECE	M	T. Santhosh
37	P. Shradha	H&S	F	Shradha
38	N. Gayatri	H&S	F	Gayatri
39	B. Swathi	CSE	F	B. Swathi
40	A. Upendra	CIVIL	M	A. Upendra
41	G. Saisailam	CIVIL	M	Saisailam
42	T. Kishore	CIVIL	M	Kishore
43	G. Sivamarjunatha Swamy	CIVIL	M	G. Swamy
44	M. Krishna Chaitanya	CIVIL	M	Chaitanya
45	R. Kiran	CIVIL	M	Kiran
46	A. Krishna Kanth	CIVIL	M	Kanth
47	M. Javed Ali	CIVIL	M	Javed Ali
48	G. Surya Narayana	CIVIL	M	Surya Narayana
49	K. Saibaba	CIVIL	M	Saibaba
50	ADLA Andalu	CIVIL	M	Andalu
51	Ramu	ECE	M	Ramu
52	Ramaiah	ECE	M	Ramaiah
53	G. Anusha	CIVIL	F	Anusha
54	CH. Manjuprasad	CIVIL	M	Manjuprasad
55	T. Sanyana	CIVIL	F	Sanyana
56	M. Prabhakar	CIVIL	M	Prabhakar
57	Sai Sanyasra	CIVIL	F	Sai Sanyasra
58	Shanthi	Mech	F	Shanthi
59	Sandhya	H&S	F	Sandhya
60	K. Chetana	H&S	F	K. Chetana
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Prohibition of Discrimination

1. Date: 12.03.2018
 2. Time: 10.00 AM to 12.30 PM
 3. Venue: SEMINAR HALL

Incharge

Copy to

1. Vice Principal
2. All HOD's
3. Circulation among Faculty and students
4. Notice boards

Principal

AVR Institute of Engineering & Technology
 Mangaluru - M. P. Petalputra (AP)
 Srinivasapuram - R.R. Dist. - T.S.

[Handwritten signature and date: 12/3/18]



AVN INSTITUTE OF ENGINEERING & TECHNOLOGY

PATEL GUDA, KOHEDA ROAD, IBRAHIMPATNAM (M), R.R.Dist., 501 510, A. P.

Ph.No. 08415 – 201555, Cell No.:9246172317, www.avniet.ac.in, Email:avn.principal@gmail.com

REPORT FOR “LADIKI KA SWADHAR”

Date: 13/08/2018

This seminar was organized by AVNIET on 10/08/2018 for faculty and students. The program was inaugurated by our esteemed principal **Dr.Y.Ellamraj** in CSE seminar hall at 10:30AM.

Dr.k.Durgabhavani, Professor in English Department, O.U women’s College Koti. Was an eminent speaker who gave clear exposure “LADIKI KA SWADHAR”.

She stressed particularly awareness amongst young female workers about their employment opportunities and career possibilities, family building and the work family Balance

The position of women in politics is weak, though at top level there were and are remarkable exceptions. With the 2009 elections, women representation in the lower house of parliament increased to 11%. In recent years many women have been confronted with domestic violence and sexual harassment.

The global economic crisis has had a rather modest impact on India’s economy, and the prospects for the country’s rebound seem bright. Yet, in 2008-09 the decline in manufacturing exports has caused serious problems for in particular women.

Telephone use is rapidly switching from fixed line to cellular phone networks. In 2009, already 365 of each 1,000 in the population used a cell phone. Internet coverage is growing but still low, with one in 12 surfing on the Internet. Television is a popular medium: over half of all households have a TV set. Cable TV proves to have emancipator force, especially for rural women.

India has ratified only four of eight core ILO Labour Conventions. In practice workers' rights are only legally protected for the small minority working in the organized sector. Even formally the freedom of association is limited. Strikes are prohibited in the public sector.

On average the female share in membership and decision-making remains low. In contrast, strongholds of female organizing have emerged as responses to problems in informal labour

The female shares of graduated were higher than the male shares in banking and finance real estate and business services, and transport. Among the 15-29 of age, the gender gap was considerably smaller.

It is found that acceptance of unequal gender norms by women are still prevailing in the society. More than half of the women believe wife beating to be justified for one reason or the other. Fewer women have final say on how to spend their earnings. Control over cash earnings increases with age, education and with place of residence. Women's exposure to media is also less relative to men.

Rural women are more prone to domestic violence than that of urban women. A large gender gap exists in political participation too. The study concludes by an observation that access to education and employment are only the enabling factors to empowerment, achievement towards the goal, however, depends largely on the attitude of the people towards gender equality.