Sustainability Development Report

2024-25

SDG 16

Peace, Justice, and Strong Institutions

Executive summary

The Institute of Engineering Management (IEM), Kolkata, advances SDG 16 by fostering fairness, transparency, and accountability via statutory committees, women's safety protocols, 987 CCTV cameras, legal workshops with UEM Law, and ethical training. Key achievements include timely grievance resolution, biannual audits, student-led peace initiatives, and outreach to over 50 NGOs. Metrics show 100% staff training coverage and 500+ participants in awareness programs. Future plans emphasize digital tools, research, and deeper curriculum integration for justice and cohesion, addressing challenges like cultural sensitivity.

Content

Preamble

IEM Kolkata demonstrates a robust commitment to SDG 16 by embedding practices geared towards peaceful co-existence, justice, and the cultivation of strong institutions. The institute implements governance, legal literacy, safety protocols, transparent ethics, and wide-ranging community engagement into its academic and operational processes, aligning closely with best practices evidenced in institutional audits and external impact rankings.

Vision and Mission

- **Vision:** Foster a culture of fairness, transparency, accountability, and safety, modeling exemplary governance.
- **Mission:** Enact just, non-discriminatory policies; accessible grievance redressal; campus security; and rights awareness.

Program and Initiatives

- Multiple statutory committees fulfilling justice, equity, and ethical campus management.
- Women's Safety and ICC: Active, year-round Internal Complaints Committee addressing harassment/grievance.
- Legal literacy and rights workshops in partnership with the Department of Law; extensive awareness campaigns.
- Campus-wide CCTV (987 cameras), 35 security officers, and stringent emergency protocols.
- Seminars, digital portals, and newsletters promoting ethical codes and legal information.
- Active peace, advocacy, and justice student groups, including Model United Nations, leadership workshops, and interdisciplinary clubs.
- Engagement in national dialogue and compliance workshops.
- Transparent governance: Biannual audits, feedback systems, participatory decision-making.
- Numerous accolades, including national awards for best practices in governance, innovation, and ethics.

Institutional Governance and Policy Framework

- Comprehensive anti-harassment, non-discrimination, and inclusivity policies; statute-driven governance.
- Democratic and participatory decision-making involving students, staff, and faculty.
- Regular training for security, campus safety drills, and awareness programs on rights/responsibilities.

- Periodic review and capacity-building for governance responsiveness to emerging needs.
- Legal department support for policy, mediation, and rights education, referencing the institutional linkage with UEM Law as a resource hub.

Community Engagement and Social Outreach

- Consistent legal literacy camps, Train-the-Trainer programs, and school outreach (e.g., 70 teachers from 65 schools engaged in 2024).
- Peace-building and conflict resolution initiatives integrated into seminars and co-curriculars.
- Collaboration with governmental, non-governmental, and advocacy organizations.
- Student-led volunteer initiatives, including annual marathons, panel discussions on justice, and technology support for underprivileged children.

Data and Metrics

| Category	Value/Number
Grievance cases resolved	Timely, committee-based redressal
Safety infrastructure	987 CCTV cameras, regular security training
Legal literacy/awareness	500+ student/staff in workshops; joint programs with UEM Law
Institutional audits	Biannual, participatory with stakeholder feedback
Ethical conduct training	100% faculty and staff coverage
Community outreach	Over 50 institutions/NGOs engaged, including vocational training

Challenges and Opportunities

- Deepening awareness and cultural sensitivity across diverse campus populations.
- Leveraging digital governance for transparency and access.
- Expanding community justice programs and sector partnerships.
- Enhancing conflict mediation and preventative governance frameworks.

Annual Goals (2025-26)

- Further empower statutory committees and widen grievance support.
- Broaden rights-based and legal literacy programs, utilizing emerging frameworks from UEM Law.
- Invest in advanced ICT tools for governance and transparent reporting.

- Promote and fund research on law, governance, and institutional accountability, closely tied to SDG 16 targets.
- Foster stakeholder forums and participatory governance models.
- Integrate peace-building, ethics, and citizenship deeply into curricula and student life.

Photo Gallery
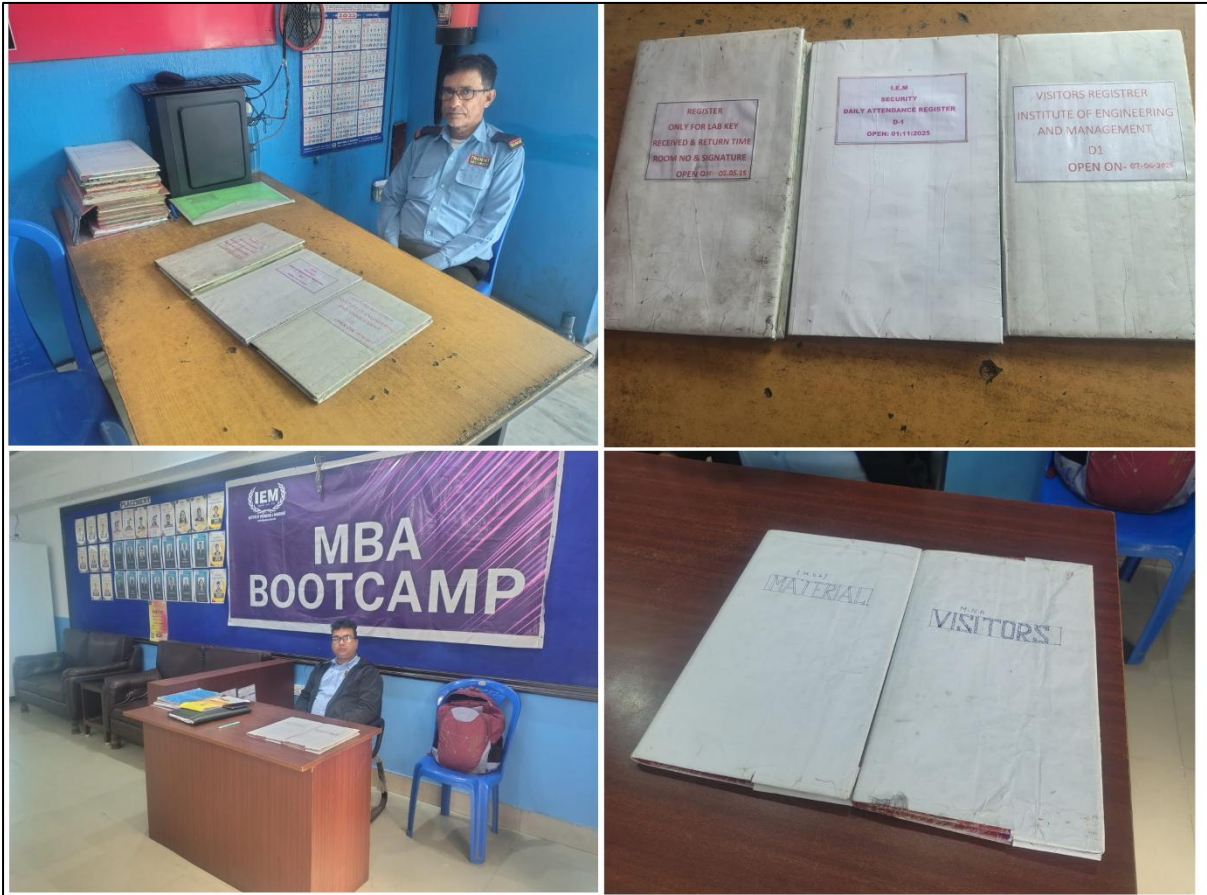
Security Personnel with Visitor Registration system at the front gate of our Campuses

CCTV Cameras in all the classrooms

Campus Surveillance through CCTV Cameras

Bus service for all the students