Question 15.Has the organization taken any special initiatives to support / encourage women in STEM Workforce such as extra reservation, counselling programmes, training programmes, mentorship sessions etc.

Yes, JSS STU has adopted a multi-pronged approach to support, encourage, and empower women in the STEM workforce, covering recruitment, retention, skill development, and leadership advancement to create an inclusive environment where women excel in teaching, research, and innovation. While no formal extra reservation quota is provided beyond statutory requirements, targeted recruitment efforts actively increase women's representation in underrepresented fields such as mechanical engineering, electronics, and computer science through outreach to women's professional associations and alumni networks. The Women's Cell plays a pivotal role in academic, career, and personal counselling, offering guidance on research funding, publication strategies, networking, work-life balance, and stress management, along with awareness workshops on workplace rights, gender sensitivity, and prevention of harassment. Professional development is strengthened through regular faculty development programs, technical workshops, and research training, with special emphasis on emerging technologies such as AI, data analytics, IoT, and renewable energy, alongside research skills in proposal writing, grant management, and publication ethics, and soft skills in communication, leadership, and project management. A structured mentorship program pairs junior women faculty with senior mentors for academic guidance, industry collaboration, leadership advice, and balancing responsibilities, while departmental peer groups encouraging knowledge sharing and collaborative projects. The university further expands opportunities by connecting women faculty to external platforms and government funded schemes like DST-WOS, VGST and SERB, alongside financial support for participation in national and international conferences to showcase work and expand professional networks. Motivation is sustained through annual awards recognizing outstanding women in research, innovation, and teaching, inspiring both peers and future STEM aspirants. Ensuring safety and comfort is also a priority, with secure hostel facilities, late-night transport for research-related work, and grievance redressal mechanisms under the Internal Complaints Committee (ICC), creating a workplace ecosystem where women can thrive and lead in STEM.