



K.R. MANGALAM UNIVERSITY

Revised Policy for Gender Equity And Sensitivity



K.R. MANGALAM UNIVERSITY
Sohna Road, Gurugram (Haryana)-122103

Policy for Gender Equity and Sensitivity

PART ONE CONTENTS

- 1.1 Preamble
- 1.2 Guiding Principles
- 1.3 Objectives of the Policy

PART TWO

- 2.1 Definitions
- 2.2 Jurisdiction
- 2.3 Implementing Guidelines
- 2.4 Teacher-Student Relationship
- 2.5 Monitoring and Review
- 2.6 Amendments to the Policy

PART THREE

- 3.1 Financial Assistance

PART FOUR

- 4.1 Additional Measures

PART FIVE

- 5.1 Accountability and Transparency

Policy for Gender Equity and Sensitivity

PART ONE

1.1 PREAMBLE

Understanding the sensitive demands of a particular gender necessitates gender sensitization. It allows us to analyse our own attitudes and beliefs, as well as the 'realities' we assumed we knew. Why is gender equality vital for economic growth? Ending discrimination against women and giving equal opportunities for education and employment are essential for sustainable development. Gender equality has been proven to boost economic growth, which is critical for developing countries. Gender sensitization governs gender sensitivity, which is the adjustment of behavior as a result of increased understanding of gender equality issues. This can be accomplished through various awareness campaigns, training centers, workshops, and programmes, among other things. The Gender Audit at our university aims to determine the impact of current and new policies on gender equality and gender sensitization. Girls are given numerous facilities and special attention in accordance with gender equality.

The goal is not only gender equality and empowerment for men and women, but also for transgender people. It also aspires to create a peaceful and fertile environment in which all students can flourish physically, cognitively, intellectually, and emotionally while respecting ethics and principles. It is vital to alter their gender perspectives and to establish a safe and secure environment in which all three genders can coexist together.

The K.R. Mangalam University is dedicated to fostering and maintaining a community where students, instructors, and non-teaching staff can collaborate in an atmosphere free of gender violence, harassment, exploitation, intimidation, and discrimination. While the University respects the right to free expression and association, it strongly promotes gender equality and rejects all forms of gender discrimination and violence. University strives to inculcate a zero tolerance stand towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this, the knowledge, perspectives, actions and sensitivity of all staff and students must be harnessed to contribute to creating and sustaining at all times a gender just environment in learning, teaching, research, administration and management. This policy will guide all operations at K.R. Mangalam University to ensure gender equity and gender sensitivity equal opportunity for women. This policy will be called the K.R. Mangalam University Policy for Gender Equity and Sensitivity.

The university may designate schools, departments, and disciplines to emphasize gender equality, sensitivity, equal opportunity, and diversity. Furthermore, all K.R. Mangalam University workers and students have a responsibility to assist in ensuring that the policy's aims are achieved and that the concepts of respect, tolerance, and consideration are followed in letter and spirit.

1.2 GUIDING PRINCIPLES

Gender equality is a global commitment and a top priority for the Government of India's Sustainable Development Goals. Gender disparity, violence, and discrimination are all considered human rights violations, a breach of common dignity, and a violation of life and liberty as defined by the Indian Constitution and fundamental rights. Articles 14, 15, 19(1)(g), and 21 of the Indian Constitution emphasize India's commitment for gender justice, sensitivity, and equal opportunity. The ratification of the International Covenant on Economic, Social, and Cultural Rights (ICESCR) in 1979 and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1993, as well as the Beijing Resolutions of the Fourth World Conference on Women in 1995, demonstrates India's commitment to gender equality. This policy will be guided by the provisions in the following:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872

OTHERS

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses
2. National Human Rights Commission conducting awareness programmes and taking cognizance in relevant matters.

1.2 OBJECTIVES OF THE POLICY

1. To establish good gender balance in decision-making processes in all areas of the Universities activities.
2. To suggest measures for bridging the gender gap. To implement the human values regarding the third gender. To inculcate the awareness among the students about the equality of the gender.
3. To create an environment of justice.
4. To instill positive values so as to erase biases in the young developing minds as they progress towards the fair and unbiased society.
5. To appreciate the fact that the rights of every women is as important as her male counterpart.
6. To create an inclusive gender diverse work place with fair practices.
7. To work towards modification of behavior by raising awareness of gender equality concerns.
8. To create an open minded society.
9. To familiarize them with their constitutional rights and safeguards.
10. To provide mentorship.

PART TWO

2.1 DEFINITIONS

Gender: While the term ‘Gender’ in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

Employee means any person who is a current employee of the University, and includes permanent, fulltime, part-time, and contracted staff

Student means any person registered at K.R. Mangalam University or its affiliated colleges currently for academic purposes.

Resources include physical resources as well as resources in terms of guidance, online resources, and academic resources.

Facilities means all infrastructural facilities and educational facilities provided by the University

Equity means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

Unconscious Bias means a bias one may have towards a woman or women without conscious awareness of the impact of one's attitudes or behaviour.

2.2 JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in K.R. Mangalam University and its constituent schools.

This policy will guide the K.R. Mangalam University and its constituent schools in all its activities and functions including:

1. Recruitment
2. Promotions and Leadership

3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrollment
7. Curriculum
8. Evaluation
9. Teacher-Student Relationship
10. Events and Programmes
11. Research and Teaching
12. Facilities and Resources
13. Training
14. Participation

Not limited to the above.

2.3 IMPLEMENTING GUIDELINES

The K.R. Mangalam University and its constituent schools from time to time will set up Committees that will implement this policy. The mechanisms will include those Committees set up under different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM) and any other field/ discipline in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.

9. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
12. The Guidelines for the **Gender Champions (GC) Programme** vide OM No.4-2/2014-WW dated 3 June 2015 of the Ministry of Women & Child Development, Government of India approved by the Academic Council of K.R. Mangalam University on 6 December 2017, will be carried out in letter and spirit along with the following additional mandates by K.R. Mangalam University for the programme, namely:
 - a) The Vice Chancellor of University will be responsible for
 1. Identifying the Nodal Teacher every year for the Gender Champions Programme,
 2. Creating an adequate budget for GC activities and
 3. Holding an award ceremony at the end of every academic year to present certificates to GC's based on reports of work done.
 - b) At least one male student will be selected every year as a Gender Champion from the University and each of the School of University.
 - c) The GC's shall be made part of the Student Council in addition to existing positions on the Student Council.
 - d) GC's shall preferably be from the 1st year and Final year of the University.
 - e) K.R. Mangalam University will conduct training programme/s for teachers and Gender Champions to sensitize them on duties and responsibilities.
13. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
14. Gender based research will be promoted across the disciplines.
15. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.

16. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
17. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
18. Proactive measures will be undertaken to facilitate and encourage active participation of women students and employees in all activities of the University and its affiliated colleges.
19. International Women's Day (8 March) will be commemorated by every School, Department of K.R. Mangalam University.
20. Every School, Department of K.R. Mangalam University will organize annually at least one programme towards gender awareness and sensitization in addition to the ICC organized awareness and sensitization programme and the activities of the Gender Champions Programme.

2.4 TEACHER-STUDENT RELATIONSHIP

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by the teacher against the student, even if a complaint is not lodged by that or any other student. This issue adversely affects academic and professional ethics.
2. Particularly when the teacher concerned is a supervisor, mentor, educator, adviser and evaluator of that student it cannot be viewed as 'voluntary consent' by the student because of the inherent unequal nature of the relationship.
3. A student who has broken off a relationship is also vulnerable of being graded with low marks.
4. The student might fear victimization and therefore not be in a position to opt out of the relationship with the teacher. The student might feel vulnerable and fear biased evaluation.
5. There is also the possibility that the student has felt pressurized all along to "consent" to the relationship for fear of being victimized.
6. Even if academic evaluations are kept completely independent of personal involvements, it is likely that there will be an appearance of bias in the eyes of other students and staff. The other students in the class might suspect favoritism including in evaluation and grading. Faculty members/teachers have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal relationships with

students.

7. The following are instituted to protect the rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve the integrity and objectivity of the educational process:
 - a) Sexual relationships between teachers and students represent a serious conflict of interest and abuse of trust. There is considerable trust vested in a faculty member, who, in turn, bears authority and accountability and therefore this trust should not be abused. There is inherent unequal power by virtue of the teacher's role and title, which heightens the vulnerability of students and the potential for coercion in such relationships.
 - b) It is the duty of the teacher to maintain the boundaries between intellectual development and personal life.
 - c) In the interest of upholding the goals and ideals of the learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as the possibility of favoritism in assessment is possible.
 - d) Most students would be apprehensive about lodging a formal written complaint particularly when they are aware that there is no clear policy mandate against a teacher student romantic/ sexual liaison. This policy should therefore supplement the existing policy on Sexual Harassment and allow for inquiries to be conducted by institutional heads into reports that are brought to their notice even in the absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against the teacher or supervisor involved should be taken.

2.5 GENDER EQUITY MONITORING, REVIEW AND EVALUATION (GEM COMMITTEE)

1. A GEM Committee will be set up at K.R. Mangalam University and in each of its constituent schools to oversee the implementation of the Policy and the evaluation of any grievances.

2. The GEM Committee will have equal representation of male and female employees and students.
3. The GEM Committee will document gender disaggregated data in all aspects of the functioning of the University/colleges.
4. The Committee will submit its report to the head of the Institution every year. Even if there is no grievance in a particular year, the GEM Committee will submit a report of the prevention and other activities undertaken to implement the Policy.
5. Grievances received by the GEM Committee should be reported to the Head of the Institution and referred to the relevant body for redress within one month.

2.6 AMENDMENTS TO THE POLICY

1. No amendment to this policy can be made without prior Consultation with all the stakeholders (namely Female students and Female employees).
2. Any recommendation for amendment should be circulated and stakeholders given no less than a month to furnish their response.

PART THREE

3.1 FINANCIAL ASSISTANCE

1. The K.R. Mangalam University and each of its constituent schools will create a special and adequate Budget Head for the implementation of the Gender Equity, Sensitivity and Equal Opportunity Policy and the activities of the Committees constituted.

PART FOUR

4.1 ADDITIONAL MEASURES

This policy considers other relevant K.R. Mangalam University Programmes, Policies, related documents and initiatives, including:

1. K.R. Mangalam University Policy (Preventive and Remedial) on Sexual Harassment of Women at the Workplace (Currently being modified) and the Internal Complaints Committee set up under the POSH Act 2013,
2. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for

Gender Sensitization on Campuses

3. The University shall undertake regular awareness and wellness initiatives on sexual and reproductive health to promote holistic wellbeing

4. K.R. Mangalam University Gender Champions Programme.
5. Equal Opportunity Cell and SC/ST Cell.
6. K.R. Mangalam University Guidelines for Academic Ethics
7. Grievance Redressal Committee
8. Anti-Ragging Committee

PART FIVE

5.1 ACCOUNTABILITY AND TRANSPARENCY

1. Setting up of GEM Committees is a mandatory requirement under this Policy for the K.R. Mangalam University and its affiliated colleges.
2. Annual Reports of the GEM Committees should be displayed on the website
3. A minimum of 2 meetings per year is mandatory for the GEM Committees
4. Names and contact details of all the GEM Committee members should be displayed on the University website and in prominent places on the campus.

Registrar