



GENDER EQUALITY AND SENSITIVITY

**INSTITUTE FOR EXCELLENCE IN HIGHER EDUCATION
BHOPAL, M.P., INDIA**

POLICY

Gender Equality and Sensitivity Policy

Introduction

Institute for Excellence in Higher Education, Bhopal is an Institute which pay due respect to issue of gender equality and sensitivity in its true sense. Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation. Constitution of India address the issue in Articles 14, 15, 19(1)(g), 21. Education plays a crucial role in promoting the egalitarian commitments of Equality and Justice as expressed in the Constitution of India. This is the responsibility of every educational institution not only to treat every student with gender bias but also provide such an environment which promotes safety and assists them physically, emotionally and intellectually to realise their goals of higher education.

IEHE is committed to create such an environment which provides an opportunity to all students, teachers and non-teaching staff work together without fear of victimisation of any form of gender violence, harassment, exploitation, intimidation and discrimination. Having the idea of gender equality and sensitivity in mind is not sufficient but it should be visible in activities and should be experienced by the participants in the Institute. A gender just environment in learning, teaching, research, administration and management can be expressed in the form of Policy that the Institute has framed is as follows.

This policy will be guided by the provisions of many such documents at international and national level. The basic ideas envisaged in the policy covers the provisions made in UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization in Campuses. The policy uses many terms which may be perceived in different ways. To avoid confusion, the terms have been defined and meaning of each has been explained in the way institute perceives them.

Definition

Gender: While the term 'Gender' in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female.

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

Student means any person registered in the Institute currently for academic purposes.

Equity means fair and equal treatment for all based on their needs. To ensure equity rights, benefits, obligations and opportunities are provided without gender bias.

Objectives of the Policy

IEHE has the gender equality and sensitivity policy framed with the objectives of

- a) Fulfilling the National commitment to gender equality.
- b) Preventing violation of National Acts that prohibit gender injustice, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) Creating a gender sensitive environment that respects gender diversity.
- d) Ensuring equal opportunity to all women without any discrimination.
- e) Evolving mechanisms for the prevention and redressal of gender-based violence and discrimination
- f) Ensuring the proper implementation of this policy in letter and spirit.

Scope of the Policy

This policy covers any act of injustice, violence, decimation and insensitivity to any female employee or student in the institute related to

- Membership in Committees
- Leave sanction
- Admission Process and Enrolment
- Curriculum
- Evaluation
- Participation in Events and Programmes
- Research

- Use of Facilities and Resources
- Training

The Policy

The Institute will constitute a Gender equality and sensitivity committee that will implement the policy so as to achieve the goals of this policy. The Director shall appoint such a committee-

- Consisting of no more than five (5) faculty members and one representative of the Administration, Two student representatives. Proper representation of female should be observed.
- The committee shall meet at least quarterly.
- The committee shall review and evaluate the effectiveness of this policy at least annually and update it as necessary.
- Formation of women cell in the Institute which will pay attention towards the safety and interests of women students and employees in the Institute.
- Organising training programme on Gender awareness and sensitivity - All the employees and the students will necessarily undergo gender awareness and sensitivity training.
- Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.
- In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
- In formation of any Committee, the representation of women will be mandatory.
- In keeping with National policies, women specific leave will be granted.
- No student will be denied admission on the grounds of gender.
- In evaluating students, a policy of fair treatment of male and female students alike will be employed.
- 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.

- Women specific infrastructure facilities will be provided in campus. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
- UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
- International Women's Day (8 March) will be celebrated in the institute.
- The institute will organize annually at least one programme towards gender awareness and sensitization.

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