

GENDER SENSITIZATION POLICY

I. Preamble: -

Gender sensitization is the transformation of behaviors to spread awareness and insight for gender equality. Sexual offenses include harassment, molestation, exploitation, voyeurism, stalking, sexual gestures, intimidation and discrimination. As a society, we hesitate to discuss anything about sexuality or anything related to above mentioned list because we follow the 'culture of silence'. Now, it is time to break this silence.

The Galgotias University is always committed to maintain community where teachers, staff and students can work together in an atmosphere free from gender sensitization. The university supports freedom of expression and collaboration but it follows a zero tolerance against discrimination and stereotype thinking. The university constituted a committee entitled "**Galgotias University Gender Sensitization committee (GSC)**".

This committee will ensure gender sensitivity, gender equality as well as equal opportunities for all women. The policy prepared by this committee shall be applicable to all stakeholders such as faculty, student, staff, officers and visitors of the university. Moreover, all stakeholders of the university have a responsibility to ensure the principles of this policy in letter and spirit.

II. Guiding Principles of the policy: -

In Articles 14, 15, 21 of the constitution of India, support and promote gender equality, gender sensitivity and equal opportunity for all. International bodies condemned violence and discrimination due to gender inequality as a form of violation of human rights and transgression on individual's life and liberty.

Along with all above legislations, UGC **Saksham** Measures for ensuring the safety of Women and Programs for Gender Sensitization on campuses.

III. Objectives of the policy: -

The main objective of this policy is to prevent violations of National Legislations that prohibit violations of gender-based rights and injustices to ensure equal opportunity to all women and the intersection of other marginalized sections. Galgotias University is dedicated to inculcate new mechanisms to address such issues of gender-based violence as well as discrimination, in order to implement this policy in letter and spirit.

IV. Jurisdiction of the policy: -

This policy includes any act of violence, insensitivity discrimination and injustice to any female student, teacher or employee in Galgotias University. Activities and functions guided by this policy are as follows: -



- i) Formation of committees
- ii) Admission process and Enrollment
- iii) Staff development opportunities
- iv) Recruitment process
- v) Promotions and leadership
- vi) Leave
- vii) Evaluation
- viii) Teacher-student relationship
- ix) Facilities and Resources
- x) Participation

Not limited to the above.

V. Implementing Guidelines: -

Golgotias University will set up committees to implement and achieve the goals of the policy. University is implementing following guidelines: -

- i) Biasness and discrimination in any form will not be tolerated.
- ii) In recruitment of staffs (teaching or non- teaching), equal representation of men and women is necessary to uphold the nature of the policy.
- iii) Special attention will be given to encourage women's participation in all the areas of studies in GU.
- iv) Women specific leave will be granted such as maternity leaves.
- v) The equal representation of men and women is mandatory in formation of any committee.
- vi) A fair and equal treatment of male and female students will be employed as far as evaluation is concerned.
- vii) In organizing any program like conferences, workshops and meetings, women students and staff will be given due respect as well as representation.
- viii) All stakeholders of the University will undergo sensitivity training and gender awareness workshops.
- ix) In teaching and learning processes, gender sensitive approaches will be practiced.
- x) International women's day, 8 March, will be celebrated by each stakeholder of the University.
- xi) Renovation or in creation of new infrastructure, women specific needs will be taken care of.
- xii) UGC's '**Saksham**' measures will be followed to ensure the safety of women and to organize some programs for gender sensitization.
- xiii) Teacher-student sexual relationships will be considered as an abuse of power by the teacher particularly when the teacher concerned a mentor, adviser, evaluator and supervisor of that student. This will not be seen as 'voluntary



consent' by the student. The following guidelines are constituted to protect the rights of female students:

- a) Sexual relationships between teachers and students will be treated as an abuse of trust and a serious conflict of interest.
- b) A teacher's duty is to maintain the boundaries between his/her personal and professional lives.
- c) Teachers involved in such activities should be removed from supervision of evaluation to avoid possibility of favoritism in assessment.

VI. Gender Sensitization Committee (GSC)

A GSC will be set up to ensure implementation of this policy by evaluating all related grievances. This committee will be constituted with equal of male and female staffs and students. The committee will submit its report of all grievances and activities undertaken to implement the policy to the head of the Institution every year.

VII. Amendment to the Policy

- i) No amendment is allowed without consultation with all the stakeholders especially female employees and students.
- ii) All recommendations for the amendment of this policy should be circulated among all stakeholders to furnish their response within a month.

VIII. Accountability and Transparency: -

Following measures will be followed to ensure accountability and transparency:

- i) Constituting GSC is mandatory under this policy.
- ii) Details of GSC members should be displayed in prominent places on the campus as well as university website.
- iii) Annual report of this committee and other policy information's should be displayed on the university website.
- iv) Meetings, workshops and other research activities should be ensured by GSC to spread the awareness of gender sensitization among all stakeholders.

