

Policy for Gender Equity and Sensitivity



**U.P. Pandit Deen Dayal Upadhyaya Pashu Chikitsa
Vigyan Vishwavidyalaya Evam Go Anusandhan
Sansthan Mathura**

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**U.P. Pandit Deen Dayal Upadhyaya Pashu Chikitsa Vigyan
Vishwavidyalaya Evam Go Anusandhan Sansthan, Mathura
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PART ONE

1.1 Preamble

The University is committed to creating and maintaining a community in which students, faculty, and staff work together in an environment free of all forms of gender discrimination including but not limited to violence, harassment, exploitation, and intimidation thereby achieving the sustainable development goal (SDG) of gender equality. Ending all discrimination against women and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering women and girls helps economic growth and development. UNDP has made gender equality central to its work and remarkable progress and most regions have reached gender parity in primary education. Although there are more women in public office than ever before but, there are still large inequalities in some regions, with women systematically denied the same work rights as men. Sexual violence, exploitation and discrimination in public office remain huge barriers. Climate change, disasters, conflict and migration continue to have a disproportionate effect on women and children. It is vital to give women equal rights land and property, sexual and reproductive health, and to technology and internet. Every member of the University community should be aware that while the University is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence. The University strives to inculcate zero-tolerance towards all forms of gender discrimination and prohibit stereotyping. In order to achieve this, the knowledge, perspectives, actions, and sensitivity of all staff and students must be harnessed to contribute in creating and sustaining at all times a gender-just environment in learning, teaching, research, administration, and management under the equity monitoring Committee. This policy will guide all operations at University to ensure gender equity and gender sensitivity equal opportunity for women. This policy will be called the DUVASU Policy for Gender Equity and Sensitivity. All employees and students of University have responsibility to ensure that intentions of policy are upheld in letter and spirit.

1.2 Guiding Principles

Gender equality is an international commitment. Gender inequality, violence, and discrimination are condemned as a form of human rights violation, a transgression of common dignity, and an infringement on life and liberty as defined by the Constitution of India and fundamental rights. As per SDGs, following are the targets for achieving gender parity:

1. Ending all forms of discrimination against all women and girls everywhere.
2. Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.
3. Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
4. Recognize and value unpaid care and domestic work through provision of public services, infrastructure and social protection policies and promotion of shared responsibility within household and family as nationally appropriate.
5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
6. Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
7. Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
8. Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
9. Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

1.3 Objectives of Policy

The University actively supports an organizational culture that places a high value on equity and inclusivity and is committed to social responsibility and change. The university makes an effort to offer a vibrant and welcoming intellectual community, as well as a welcoming and safe workplace and learning environment for people of all genders. In order to accomplish

these goals, the University adopts flexible employee policies and enacts a variety of measures to combat gender-based discrimination.

The University is committed to–

- a) Fulfilnational commitment on gender equality and equity.
- b) Prevent violations of National Acts that prohibit gender injustices
- c) Aims to redress any violations of gender-based rights and to work towards the empowerment of women.
- d) Create a gender-sensitive environment that respects gender diversity and intersectionality of other marginalities.
- e) Ensure equal opportunity for all women without any discrimination.
- f) Evolve mechanisms for prevention and redressal of gender-based violence and discrimination, including sexual harassment.
- g) Ensure the implementation of this policy in letter and spirit.

1.4 Scope of the Policy (For Employees)

All employees, regardless of whether they are full- or part-time, temporary or permanent, and irrespective of where they are located are subject to Workplace Gender Equality and Diversity. It addresses following topics

- a. Recruitment, selection, and promotion
- b. Employment terms and conditions
- c. Professional advancement
- d. Workplace flexibility
- e. Secure work environment
- f. Management, leadership, and accountability
- g. Grievances, disciplinary action, and job termination

1.5 Scope of the Policy (For Students)

All University students (including research scholars) are subjected to Gender Equality and Diversity, whether they are enrolled full- or part-time and ensure for them:

- a. A secure work environment
- b. Students' equal opportunities
- c. Grievances and disciplinary action

PART TWO

2.1 Definitions

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

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 University or its colleges currently for academic purposes (including but not limited to research scholars).

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

Facilities mean all infrastructural facilities and educational facilities provided by the University. **Equity** means fair and equal treatment for all based on their needs.

Unconscious Bias means a bias one may have towards a woman or women or transgender 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 employee or student in University and its colleges. This policy will guide University and its colleges in all its activities and functions including following but not limited to:

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

2.3 Implementing Guidelines

The University and its colleges from time to time will evolve mechanisms to implement this policy. The mechanisms shall ensure:

1. Prohibition of gender stereotyping
2. Zero tolerance for any kind of bias and or discrimination including unconscious bias against women or transgender.
3. Equal opportunity and representation of men/women/transgender in recruitment, promotions, opportunity for leadership and professional development opportunities and training.
4. Special focus to improve participation and representation of women and transgender.
5. In keeping with National policies, women-specific leave will be granted as per the guidelines and rules of UP state govt. as applicable to University
8. No student will be denied admission on grounds of gender.
9. Gender sensitivity in design of curriculum and fair treatment of students in evaluation.
10. Gender-sensitive approach in organization of any event or program, including meetings and conferences with due respect and representation.
11. Gender-sensitive approaches in teaching and learning processes.
12. To create gender-specific infrastructure facilities at campus.
13. Proactive measures to facilitate and encourage active participation of women students and employees in all activities of the University.

2.4 Teacher-Student Relationship

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by teacher against 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 teacher concerned is a supervisor, mentor, educator, adviser and evaluator of that student it cannot be viewed as 'voluntary consent' by student because of inherently unequal nature of relationship.
3. A student who has broken off a relationship is also vulnerable to being graded with low marks.
4. Student might fear victimization and therefore not be in a position to opt out of relationship with teacher. Student might feel vulnerable and fear biased evaluation.
5. There is also possibility that student has felt pressurized all along to 'consent' to 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 eyes of other students and staff. Other students in the class might suspect favouritism 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 rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve 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 vulnerability of students and potential for coercion in such relationships.

b) It is duty of teacher to maintain boundaries between intellectual development and personal life.

c) In interest of upholding ideals of learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as possibility of favouritism 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 allow for inquiries to be conducted into reports that are brought to their notice even in absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against teacher or supervisor involved should be taken.

2.5. Gender Equity Monitoring, Review, And Evaluation

1. A Gender Equity Monitoring Committee will be set up at University to oversee the implementation of policy and evaluation of any grievances.

2. The Committee will submit its report to head of Institution every year. Even if there is no grievance in a particular year.

3. Gender Equity Monitoring Committee will submit a report on prevention and other activities undertaken to implement the Policy.

4. Grievances received by Gender Equity Monitoring Committee should be reported to Hon'ble Vice Chancellor and referred to relevant body for redressal within one month.

PART THREE

Accountability and Transparency

1. To set up a Gender Equity Monitoring Committee for University.
2. A minimum of 2 meetings per year is mandatory for Gender Equity Monitoring Committee. The member-secretary will place proposal for same to Chairman
3. Names and contact details of all the members of Gender Equity Monitoring Committee should be displayed on University website and in prominent places at campus
4. Annual Reports of Gender Equity Monitoring Committee should be displayed on website.

PART FOUR

Constitution of Gender Equity Monitoring Committee

A Gender Equity Monitoring Committee will be constituted by the University as per the following guidelines. The Gender Equity Monitoring Committee will consist of following members.

1. Vice Chancellor, Chairman
2. Registrar
3. All Deans, Faculty, DUVASU/Director IPVS
4. Dean Students Welfare, DUVASU
5. Chief Personnel Officer, DUVASU
6. Establishment Officer, DUVASU
7. Two faculty members nominated by Hon'ble Vice Chancellor, One of which should be from reserved category [if none of the designated members (1 to 6 above) are from reserved category].
8. Two students to be nominated by Hon'ble Vice Chancellor, One of which should be from reserved category.
9. Two members of the staff from non-teaching employees, One of which should be from reserved category.
10. Chairman, Women Grievance Cell- Will act as Member- Secretary

If, the number of female members on Gender Equity Monitoring Committee is less than 50% of total strength, Chairman can nominate additional members on committee in category 7, 8 and 9 above to achieve women representation of at least 50% on gender equity monitoring committee. The term for members nominated under category 7, 8 and 9 will be for two years. Minimum 50% attendance is necessary for quorum. However, no quorum would be required for adjourned meeting.