

JAI NARAIN VYAS UNIVERSITY JODHPUR

POLICY FOR GENDER EQUITY AND SENSITIVITY

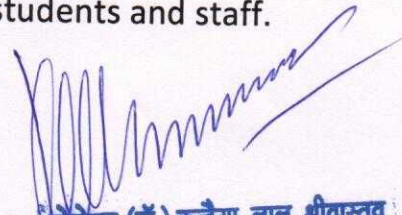
Preamble

Gender Equity means providing equal opportunities to both men and women in political, economic, education and health aspects. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable Institution.

The University may identify Schools, Departments, disciplines that will carry out focused work on gender equality, sensitivity and equal opportunity and diversity. In addition, all Jai Narain Vyas University employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration are upheld in letter and spirit.

Scope/Objectives

- To fulfil the National commitment to gender equality.
- To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- Promote communications that represent unbiased representations of gender equity.
- To ensure equal opportunity to all women without any discrimination.
- To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the Jai Narain Vyas University, Jodhpur.
- To ensure the implementation of this policy in letter and spirit.
- Conduct regular awareness-raising activities among students and staff.


प्रोफेसर (डॉ.) कन्हैया लाल श्रीवास्तव
कुलपति
जय नारायण व्यास विश्वविद्यालय
जोधपुर (राजस्थान)

Coverage of The Policy

The Gender Equity policy of Jamia Hamdard for students and employees applies to the following areas:

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

Participation Not limited to the above.

Implementing Guidelines

The Jai Narain Vyas University Jodhpur and its affiliated colleges from time to time will set up Committees that will implement the goals of 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.


- Gender stereotyping will be prohibited.

- All forms of bias and discrimination including unconscious bias against women will not be tolerated.
- Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
- In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
- 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.
- In formation of any Committee, the representation of women is mandatory.
- In keeping with National policies, women specific leave will be granted.
- No student will be denied admission on the grounds of gender.
- Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
- 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.
- All the employees and the students will necessarily undergo gender awareness and sensitivity training.
- Gender based research will be promoted across the disciplines.
- Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.
- 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.
- UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
- 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.

- International Women's Day (8 March) will be commemorated by every College, School, Faculty, Department of Goa University.
- Every College, School, Faculty, Department of Jai Narain Vyas 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.

Review Timelines

The policy will be reviewed as per Government or UGC guidelines from time to time.


प्रोफेसर (डॉ.) कन्हैया लाल श्रीवास्तव
कुलपति
जय नारायण व्यास विश्वविद्यालय
जोधपुर (राजस्थान)