



**GITAM : GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT**

(Deemed to be University u/s 3 of the UGC Act, 1956)

**A Category - I Deemed to be University**

Visakhapatnam | Hyderabad | Bengaluru



## **Policy on Gender Equity and of Prevention of Gender-Based Discrimination**

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**Policy Created: 2015**

**Last Updated: 2017**

### **Introduction**

Articles 14, 15, 16, 39, and 42 of the Indian Constitution guarantee gender equality, non-discrimination, and gender justice. Several government statutory and schedules target gender equity and Legislations are made to empower the transgender population.

GITAM (Deemed to be University) is devoted to creating an atmosphere free of gender discrimination by offering protection against sexual harassment, and actively encouraging women in all aspects of its operations.

### **Need for the Policy:**

The UGC's SAKSHAM report from 2013 provided extensive documentation of numerous concerns affecting women and advised ways to ensure their safety as well as gender awareness initiatives on college campuses (HEI). Various forms of gender-based harassment, humiliation, exploitation, and violence, particularly against women, have been reported in higher education institutions. In this atmosphere, the transgender population, in particular, is stigmatized in practically every aspect of life, including health, education, work, and access to social schemes and entitlements. Based on the report the following objectives are added to the Gender equity policy

### **Objectives:**

1. To create an enabling environment for persons of all genders.
2. To promote gender equality, gender equity and gender justice.
3. To ensure compliance with respect to the provisions in acts, rules and other regulations enacted from time to time by the State, Centre and other regulatory bodies related to gender equality and gender justice.
4. To provide redressal mechanisms ensuring safety of victims of gender injustice.

This Policy applies to all employees, students, visitors and other delegates and program participants in all the departments and constituent units of the university.

## **Definitions:**

**'Discrimination'** means any distinction, exclusion, limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education or nature of working or responsibilities based on caste, creed, religion, language, ethnicity, gender disability or imposing any restrictions to women employees or students alone which are incompatible with the dignity of human.

**'Equity'** means a level playing field for all employees and students in respect of their entitlement and opportunity for enjoyment of all legitimate rights.

**'Transgender'** refers to a person with a gender identity or gender expression that differs from the sex that they were assigned at birth.

**'Harassment'** means unwanted conduct which is persistent and demeans, humiliates, or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences. This includes third party harassment as a result of act or omission by visitors or outsiders who are associated with university.

**'Workplace'** means the campus of the university which includes constituent colleges, departments, offices, sections, centers, service areas including hospitals, hostels, on-campus residences, sports and leisure facilities, transport buses or vehicles of the university, any place visited by the student or employee on duty of the university or any study place recognized by university.

**'Officer'** means any employee with an administrative responsibility.

## **Policy Guidelines:**

### **Non-discrimination**

1. GITAM (Deemed to be University) pledges to have zero tolerance for gender-based discrimination and will take all necessary steps to protect the interests , employees, and students, as well as to eliminate all forms of discrimination and harassment directed at them.
2. GITAM (Deemed to be) University will take steps to avoid and prohibit gender discrimination, and will assist in the eradication of such practices if they are discovered or brought to its attention.
3. GITAM (Deemed to be) University will work to promote gender equality among staff and students.
4. GITAM (Deemed to be) University offers an online reporting system that protects confidentiality and anonymity for reporters.

5. Any employee who engages in discrimination or harassment shall face disciplinary action under the university's conduct and service rules or student disciplinary rules.
6. All university administrative officers will ensure that any accusation of discrimination or harassment made by an employee/student is reported promptly and that all appropriate steps are taken in accordance with university rules and regulations.
7. Any officer found to be delaying the reporting of gender-discrimination / harassment related complaints received in her official capacity, retaliating against an employee / student for complaining / reporting / standing as a witness or participating in the investigation, or obstructing the investigation / redressal in any way will be subject to disciplinary action under the university's conduct and service rules or Disciplinary rules pertaining to the students .
8. GITAM (Deemed to be University) established a Women's Empowerment Committee (WEC), Women's Cell, and Cell against Sexual Harassment within the University, and supported it in carrying out a wide range of activities, including:
  - a) Advising the University on gender justice;
  - b) Organising gender sensitization programmes for students, teachers, administrators, and other employees.
  - c) Raising knowledge of gender equity concerns, reporting methods, discrimination penalties, and repercussions.
  - d) Educating students and employees about their rights, acts, regulations, and norms, as well as chances for empowerment.
  - e) Preparing yearly status reports for submission to the University's Board of Management, including details on reported cases and penalties levied.
9. GITAM (Deemed to be University) would provide full support to ensure that all UGC, State, and Central Government provisions/directions are executed in a timely manner.

#### **Non-discrimination against Sexual Minorities**

1. GITAM (Deemed to be University) is devoted to providing transgender students with an inclusive education, as well as employment and equitable access to other mainstream activities.
2. GITAM seeks to make the campus a safe space for the LGBT+ community
3. To sensitize the various stakeholders, GITAM actively engages in social discourses related to Gender and Sexual Minorities in India.