



Dr. Bhimrao Ambedkar University

Agra

Policy for Gender Equity

Gender Equity Policy

Dr. Bhimrao Ambedkar University is dedicated to establishing and upholding a community where students, faculty, and staff may collaborate in a setting devoid of gender violence, harassment, exploitation, intimidation, and discrimination. The University community must understand that the University upholds freedom of expression and association but actively advocates for gender equality and condemns all types of gender discrimination and violence.

Dr. Bhimrao Ambedkar University aims to promote a policy of complete intolerance against any type of discrimination and to ban gender stereotyping. To achieve this goal, it is essential to utilize the knowledge, perspectives, actions, and sensitivity of all staff and students to establish and maintain a gender-equitable environment in all aspects of education, research, administration, and management overseen by the equity monitoring Committee. This policy shall govern all activities of Dr. Bhimrao Ambedkar University to achieve gender equality, gender sensitivity, and equal opportunities for women. The policy will be named the Dr. Bhimrao Ambedkar University Policy on Gender Equity and Sensitivity.

The University may designate Schools, Departments, and disciplines to emphasize on gender equality, sensitivity, equal opportunity, and diversity. All workers and students of The Bhimrao Ambedkar University are responsible for ensuring that the policy's aims are achieved and that the ideals of respect, tolerance, and thoughtfulness are maintained in both words and actions.

GUIDING PRINCIPLES

Gender equality is a global commitment and is seen as a key aspect of Sustainable Development. Gender disparity, violence, and discrimination are considered human rights violations that go against common decency and impinge on the rights outlined in the Constitution of India and basic rights. India's commitment to gender equality, sensitivity, and equal opportunity is outlined in Articles 14, 15, 19(1)(g), and 21 of the Indian Constitution. India's endorsement of the International Covenant on Economic, Social and Cultural Rights in 1979 and the Convention on the Elimination of All Forms of Discrimination Against Women in 1993, along with the Resolutions of the Fourth World Conference on Women in Beijing in 1995, demonstrate the nation's dedication to gender equality. This policy shall be guided by the following provisions:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Indian Penal Code, 1860
2. The Indian Evidence Act, 1872
3. The Indecent Representation of Women (Prohibition) Act, 1986
4. The Immoral Traffic (Prevention) Act, 1956
5. Protection of Women from Domestic Violence Act, 2005

6. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION, and REDRESSAL) Act, 2013

7. The Criminal Law (Amendment) Act, 2013

OTHERS

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses

OBJECTIVES OF THE POLICY

Dr. Bhimrao Ambedkar University promotes an organizational culture that prioritizes fairness, inclusion, social responsibility, and transformation. The institution strives to provide a dynamic and inclusive academic community, along with a safe and accepting environment for individuals of all genders. The University implements adaptable employee rules and takes various actions to address gender-based discrimination to achieve its goals. The University is dedicated to upholding the national commitment to gender equality.

b) To uphold National Acts against gender inequities, address any abuses of gender-based rights and strive to empower women.

c) To establish a gender-inclusive atmosphere that values gender diversity and acknowledges the interconnectedness of other marginalised identities.

To guarantee equal opportunities for all women without prejudice.

Develop strategies to prevent and address gender-based violence and discrimination, including sexual harassment at Dr. Bhimrao Ambedkar University. To guarantee the full and faithful execution of this policy.

Policy Scope (Employees)

The Workplace Gender Equality and Diversity Policy apply to all DBRAU workers, regardless of their employment status (full-time, part-time, temporary, or permanent) and location inside Dr. Bhimrao Ambedkar University's offices.

It covers the following subjects.

a. Recruitment, selection, and promotion b. Employment terms and conditions c. Professional advancement d. Workplace flexibility e. Secure work environment f. Management, leadership, and responsibility

f. Complaints, punitive measures, and employment termination

Policy Scope (Students)

University students and research scientists must adhere to the Gender Equality and Diversity Policy, irrespective of their enrollment status or location within the university offices.

a. A safe work environment b. Equal opportunity for students

b. Complaints and punitive measures

PART TWO

DEFINITIONS

Gender: In this policy, the term "gender" specifically pertains to individuals who officially identify as female, rather than the larger societal conceptions of qualities, relationships, and opportunities associated with being male and female.

An employee is defined as a current University staff member, encompassing permanent, full-time, part-time, and contracted individuals.

A student is defined as an individual presently enrolled in Dr. Bhimrao Ambedkar University or its associated colleges for academic reasons.

Resources encompass physical, advice, internet, and academic resources.

Facilities refer to all infrastructure and educational amenities offered by the University.

Equity refers to impartial and just treatment for all individuals according to their specific requirements. To maintain fairness, a treatment that is distinct yet deemed equal in terms of rights, rewards, duties, and opportunities may be necessary.

Unconscious Bias refers to a subconscious prejudice or inclination towards a woman or women, without being aware of how it influences one's views or actions.

JURISDICTION

This policy applies to any unjust, violent, discriminatory, or insensitive behavior towards any female employee or student at Dr. Bhimrao Ambedkar University and its associated colleges.

This policy will provide direction for Dr. Bhimrao Ambedkar University and its associated colleges in several areas such as recruitment, promotions, leadership, and staff development opportunities.

1. Establishment of Committees
2. Departure
3. Admission Procedure and Registration
4. Educational Program
5. Assessment
6. Pedagogical Relationship
7. Activities and Schedules
8. Academic Research and Instruction
9. Infrastructure and Assets
10. Instruction
11. Involvement

Not restricted to the examples provided.

IMPLEMENTING DIRECTIVES

Dr. Bhimrao Ambedkar University and its associated institutions shall establish Committees periodically to enforce the university's policies. The procedures will consist of Committees established by several Acts, such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

1. Gender stereotyping will be banned.
2. Any type of bias or discrimination, including unconscious bias against women, will not be accepted.

Gender sensitivity shall be utilized in all recruiting, promotions, and leadership opportunities to ensure equitable representation of both men and women.

4. Staff selection for professional growth and training will not involve gender discrimination.

Emphasis will be placed on enhancing women's involvement and presence in Science, Technology, Engineering, Mathematics, and other fields where women are not adequately represented.

6. Women's representation is required in the creation of any Committee.

7. Women-specific leave shall be offered in accordance with National rules.

8. Admission shall not be refused based on gender.

Gender sensitivity will be integrated into the curriculum design.

1. Students shall be evaluated using a policy that ensures equal and just treatment of both male and female students. When planning any event or program, such as meetings and conferences, a gender-sensitive approach will be used to ensure that women staff and students are respected and represented. All staff and students must complete gender awareness and sensitivity training.
2. Gender-focused research will be encouraged in all fields. Gender-sensitive techniques will be implemented in teaching and learning processes in all fields of study.
3. Infrastructure amenities tailored for women will be offered on campuses. Women-specific requirements shall be considered in the development of new projects, rehabilitation of current infrastructure, and allocation of resources.

UGC's 'Saksham' initiatives to ensure women's safety and promote gender sensitization on campuses will be implemented.

Proactive steps will be taken to promote and support the involvement of female students and staff in all University and associated colleges' activities.

International Women's Day on 8 March will be observed by all divisions of Dr. Bhimrao Ambedkar University, including Colleges, Schools, Faculties, and Departments. Dr. Bhimrao Ambedkar University will host a gender awareness and sensitization session at least once a year.

TEACHER-STUDENT RELATIONSHIP

1. Romantic or sexual connections between teachers and students shall be considered an abuse of power by the instructor, regardless of whether a complaint is made by the student or any other individual. This problem has a negative impact on academic and professional ethics.
2. When the instructor holds roles such as supervisor, mentor, educator, adviser, and evaluator of the student, the student's permission cannot be considered voluntary due to the unequal nature of their relationship.
3. A student who has ended a relationship is likewise susceptible to receiving bad grades.
4. The student may be afraid of being victimized and so unable to end the relationship with the teacher. The learner may feel exposed and apprehensive about receiving prejudiced assessments.
5. The student may have felt pressured to agree to the connection due to fear of being mistreated.

Even if academic assessments remain entirely separate from personal relationships, there may still be a perceived bias by other students and staff. Other students in the class may perceive

prejudice in the evaluation and grading process. Faculty members must ensure there is no contradiction between their professional duties and personal interactions with students.

7. The following rules are established to safeguard the rights of female students, prohibit sexual misconduct, avoid any biased outcomes from personal connections, and maintain the honesty and impartiality of the educational system:

Sexual interactions between professors and pupils constitute a significant conflict of interest and betrayal of trust. A faculty member has significant trust, along with power and accountability, which should not be misused. The teacher's position and authority create a natural power imbalance that increases the students' susceptibility and the risk of coercion in these situations.

The instructor is responsible for upholding the boundaries between academic growth and personal life.

c) To maintain the integrity of Dr. Bhimrao Ambedkar University and the principles of the educational process, a teacher engaged in a romantic or sexual connection with a student should be excluded from overseeing and assessing the student to prevent potential bias in evaluations.

Most students would hesitate to file a formal written complaint, especially when they know that there is no specific guideline prohibiting a romantic or sexual relationship between a teacher and a student. This policy should complement the current Sexual Harassment policy and authorize institutional leaders to investigate claims even without formal complaints. If these complaints are deemed accurate, disciplinary action and corrective actions should be implemented against the teacher or supervisor implicated.

Monitoring, reviewing, and evaluating gender equity

1. A Gender Equity Monitoring Committee will be established at Dr. Bhimrao Ambedkar University and its associated colleges to supervise the implementation of the Policy and assess any complaints.

The Gender Equity Monitoring Committee will consist of an equal number of male and female staff and students.

The Gender Equity Monitoring Committee will collect gender-specific statistics on all elements of the University/colleges' operations.

The Committee will annually present its report to the head of the Institution. The Gender Equity Monitoring Committee will produce a report on preventative and implementation initiatives, even if there are no grievances in a given year.

Complaints received by the Gender Equity Monitoring Committee must be submitted to the Head of the Institution and forwarded to the appropriate entity for resolution within one month.

Policy Amendments

This policy cannot be amended without consulting all stakeholders, including female students and female staff.

Any proposed changes should be distributed for feedback, and stakeholders must be allowed at least one month to provide their answer.