

# SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH

A Deemed to be University  
Tamaka, Kolar, Karnataka.

Declared under Section 3 of the UGC Act, 1956  
vide MHRD, Government of India Notification  
No.F-9-36/2006-U.3 (A) dated 25<sup>th</sup> May 2007



Registrar

Registrar

Sri Devaraj Urs Academy of Higher  
Education and Research  
Tamaka, Kolar - 563 103.

**Gender Equality and Prevention of  
Gender Based Discrimination - 2021**



# SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH

A DEEMED TO BE UNIVERSITY, (DECLARED UNDER SECTION 3 OF THE UGC ACT, 1956)

TAMAKA, KOLAR 563101, KARNATAKA, INDIA

Name of the Policy/ Guidelines	Gender Equality and Prevention of Gender Based Discrimination - 2021	
Short Description	The Gender Equality and Prevention of Gender-Based Discrimination Policy aims to foster a fair and inclusive environment by promoting equal opportunities regardless of gender.	
Scope	This policy is applicable to all faculty and non-teaching staff of the constituent colleges and departments of SDUAHER (Deemed to be University).	
Policy status	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised	
Date of approval of Version 1		
Policy No.	SDUAHER/KLR/POLICY/042	
Brief description of last revision	Not Applicable	
Date of approval of current revision	Not Applicable	
Effective date	28 <sup>th</sup> July 2021	
Approval Authority	Board of Management	
Responsible officer	Vice Chancellor	
Name of the Policy/ Guidelines	Gender Equality and Prevention of Gender Based Discrimination - 2021	
Details of Revision	Date of Revision	Approved by

## **GENDER EQUALITY AND PREVENTION OF GENDER BASED DISCRIMINATION POLICY**

### **PREAMBLE**

Gender Equity is a process of fair and equal treatment for all, based on the different needs of the men and women, cultural barriers and discrimination of the specific group. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required. India's support for gender equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India, India's ratification 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 (CEDAW, ratified in 1993)

Sri Devaraj Urs Academy of Higher Education and Research is committed in promoting gender equity and ensures maintaining an environment in which students, teachers and non-teaching staff can work together free of all forms of gender discrimination, harassment and exploitation. The Academy strives to inculcate a gender just environment in learning, teaching, research, administration and management.

In this regard, Sri Devaraj Urs Academy of Higher Education and Research and its constituent unit, Sri Devaraj Urs Medical College, being an educational institution, adopts this policy in order to ensure gender equity and prevention of gender based discrimination.

### **OBJECTIVES OF THE POLICY**

- a) To promote gender equity and prevent discrimination based on gender, race and religion
- b) To create a gender sensitive environment that respects gender diversity
- c) To ensure equal opportunity to all without any discrimination

- d) To prevent gender injustices and redressal of gender-based violence and discrimination
- e) To create awareness regarding gender equity at the work place.

## **IMPLEMENTING GUIDELINES**

The SDUAHER 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 (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religion will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development, opportunities and training, there will be no gender-based discrimination.
5. Equal pay for equal work, recognition and rewards that are unbiased and based on contribution and performance
6. Equal opportunity to candidates in promotion based on merits and abilities irrespective of gender
7. In formation of any Committee, the representation of women is mandatory.
8. In keeping with National policies, women specific leave will be granted.
9. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.



Registrar

10. The Academy provides equal opportunities without discrimination and provides for admission to both genders of students

11. In evaluating students, a policy of fair treatment of male and female students alike will be employed.

12. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.

12. Existence of systems for monitoring and evaluation of gender equality in the workplace. Cell in place to deal with complaints of sexual harassment and gender based harassment.

13. Women specific infrastructure facilities will be provided on campuses.

14. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization and awareness campaigns to identify and prevent harassment based on gender in campuses will be followed.

15. All the employees and the students will necessarily undergo gender awareness and sensitivity training.

16. Due representation given to women in organizing events and programmes.

17. 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.

## **ACTION TAKEN**

The Notification of Internal Complaints Committee.